



Recommendation of the Council on a General Employment and Manpower Policy

**OECD Legal
Instruments**

This document is published under the responsibility of the Secretary-General of the OECD. It reproduces an OECD Legal Instrument and may contain additional material. The opinions expressed and arguments employed in the additional material do not necessarily reflect the official views of OECD Member countries.

This document, as well as any data and any map included herein, are without prejudice to the status of or sovereignty over any territory, to the delimitation of international frontiers and boundaries and to the name of any territory, city or area.

For access to the official and up-to-date texts of OECD Legal Instruments, as well as other related information, please consult the Compendium of OECD Legal Instruments at <http://legalinstruments.oecd.org>.

Please cite this document as:

OECD, *Recommendation of the Council on a General Employment and Manpower Policy*, OECD/LEGAL/0138

Series: OECD Legal Instruments

© OECD 2025

This document is provided free of charge. It may be reproduced and distributed free of charge without requiring any further permissions, as long as it is not altered in any way. It may not be sold.

This document is available in the two OECD official languages (English and French). It may be translated into other languages, as long as the translation is labelled "unofficial translation" and includes the following disclaimer: "This translation has been prepared by [NAME OF TRANSLATION AUTHOR] for informational purpose only and its accuracy cannot be guaranteed by the OECD. The only official versions are the English and French texts available on the OECD website <http://legalinstruments.oecd.org>"

Background Information

The Recommendation on a General Employment and Manpower Policy was adopted by the OECD Council on 5 March 1976 on proposal of Manpower and Social Affairs Committee (now called the Employment, Labour and Social Affairs Committee). The Recommendation endorsed the views expressed in the Report of the Manpower and Social Affairs Committee and further recommended that Adherents periodically examine, in the light of the Report, their general employment and manpower policy so as to attain the objective of full employment. The Recommendation was abrogated on 12 July 2017.

THE COUNCIL,

HAVING REGARD to Articles 1, 2, 5 b) of the Convention on the Organisation for Economic Co-operation and Development of 14 December 1960;

HAVING REGARD to the Recommendation of the Council of 21 May 1964 on Manpower Policy as a Means for the Promotion of Economic Growth [C(64)48(Final)];

HAVING REGARD to the Report of 11 June 1975 of the Manpower and Social Affairs Committee on Future Orientation of OECD Activity in the Field of International Migration and, in particular, the Annex thereto [C(75)104];

HAVING REGARD to the Report of the Manpower and Social Affairs Committee on a General Employment and Manpower Policy of 3 March 1976 (hereinafter called the "Report of the Manpower and Social Affairs Committee") [MAS/MIN(76)6 Annex and Corrigendum];

On the proposal of the Manpower and Social Affairs Committee at Ministerial Level of 4 and 5 March 1976;

I. ENDORSES the views expressed in the Report of the Manpower and Social Affairs Committee

II. RECOMMENDS that Member countries periodically examine, in the light of the Report of the Manpower and Social Affairs Committee, their general employment and manpower policy so as to attain the objective of full employment, in particular by:

- a) Continuing implementation of the principles of an active manpower policy contained in the Recommendation of the Council of 21 May 1964, referred to above, reinforced by a general and positive strategy for creating and maintaining employment and improved conditions of working life for all those who are able and want to work, with the support of relevant economic, employment, manpower and social policies;
- b) The close linking of employment and manpower policy and general economic policy, with the aim of achieving full employment objectives and improved quality of working life in the context of social and economic progress;
- c) Systematic use and evaluation as appropriate of selective employment and manpower measures, with the objective of achieving and maintaining high levels of employment and balance between the supply and demand of labour in ways which contribute as much as possible to the struggle against inflation;
- d) Special assistance to disadvantaged groups to enter, remain in or return to employment, thereby promoting more equity in the distribution of employment opportunities and income;
- e) Balanced development of income maintenance, and of positive manpower utilisation measures which ensure the earliest possible return to employment, on the basis that it is preferable to spend money on activities which contribute to the expansion of employment;
- f) International co-operation in order that national employment and manpower policies and free international trade and investment are mutually consistent, so as to minimise the social costs of adjusting workers to structural changes which result from changing patterns of international trade;
- g) Implementation between the OECD countries concerned of the guiding principles¹ for facilitating the orientation of migration policies and their concertation at international level;
- h) Organisational arrangements within national administrations for the co-ordination of all elements of policy affecting employment and manpower, in particular so that manpower authorities may help to ensure that the various elements of an employment strategy are taken into account in all fields of social and economic life;
- i) Continuing co-operation and involvement of workers, employers and their representatives as an important aspect of total manpower and employment policy.

II. INVITES Member countries to report to the Organisation on steps taken by them to implement this Recommendation, not later than the 31 March 1977 and subsequently at intervals to be determined by the Manpower and Social Affairs Committee.

¹ As formulated in the Report of the Manpower and Social Affairs Committee on the future Orientation of the Activity of the Organisation in the Field of International Migration, referred to above, the OECD countries concerned being all OECD Member countries, except Canada, the United States, Japan, Australia and New Zealand.

About the OECD

The OECD is a unique forum where governments work together to address the economic, social and environmental challenges of globalisation. The OECD is also at the forefront of efforts to understand and to help governments respond to new developments and concerns, such as corporate governance, the information economy and the challenges of an ageing population. The Organisation provides a setting where governments can compare policy experiences, seek answers to common problems, identify good practice and work to co-ordinate domestic and international policies.

The OECD Member countries are: Australia, Austria, Belgium, Canada, Chile, Colombia, Costa Rica, the Czech Republic, Denmark, Estonia, Finland, France, Germany, Greece, Hungary, Iceland, Ireland, Israel, Italy, Japan, Korea, Latvia, Lithuania, Luxembourg, Mexico, the Netherlands, New Zealand, Norway, Poland, Portugal, the Slovak Republic, Slovenia, Spain, Sweden, Switzerland, Türkiye, the United Kingdom and the United States. The European Union takes part in the work of the OECD.

OECD Legal Instruments

Since the creation of the OECD in 1961, around 460 substantive legal instruments have been developed within its framework. These include OECD Acts (i.e. the Decisions and Recommendations adopted by the OECD Council in accordance with the OECD Convention) and other legal instruments developed within the OECD framework (e.g. Declarations, international agreements).

All substantive OECD legal instruments, whether in force or abrogated, are listed in the online Compendium of OECD Legal Instruments. They are presented in five categories:

- **Decisions** are adopted by Council and are legally binding on all Members except those which abstain at the time of adoption. They set out specific rights and obligations and may contain monitoring mechanisms.
- **Recommendations** are adopted by Council and are not legally binding. They represent a political commitment to the principles they contain and entail an expectation that Adherents will do their best to implement them.
- **Substantive Outcome Documents** are adopted by the individual listed Adherents rather than by an OECD body, as the outcome of a ministerial, high-level or other meeting within the framework of the Organisation. They usually set general principles or long-term goals and have a solemn character.
- **International Agreements** are negotiated and concluded within the framework of the Organisation. They are legally binding on the Parties.
- **Arrangement, Understanding and Others:** several other types of substantive legal instruments have been developed within the OECD framework over time, such as the Arrangement on Officially Supported Export Credits, the International Understanding on Maritime Transport Principles and the Development Assistance Committee (DAC) Recommendations.