

REPORT

For the period 1 June 2007 to 30 June 2012 made by the Government of the Island of Guernsey, in accordance with article 22 of the Constitution of the International Labour Organisation on the measures taken to give effect to the provisions of the

MINIMUM AGE (INDUSTRY) CONVENTION, 1919 (No.5)

PART I

The legislation which applies the provisions of the Convention is as follows:

Loi ayant Rapport a la Protection des Enfants et des Jeunes Personnes, 1917
Loi ayant Rapport a l'Emploi de Femmes, de Jeunes Personnes et d'Enfants, 1926
The Education (Guernsey) Law, 1970 (section 47).

Copies of this legislation have been provided with a previous report.

The Government of the Island has given approval for the drafting of new legislation dealing with the employment of children in all sectors of the economy. Work on this project has been delayed pending the outcome of a full review of education legislation that has recently been undertaken by the Education Department. This review will have a bearing on the Education (Guernsey) Law, 1970 and the powers of that Department under section 47 of that Law in relation to the employment of children.

PART II

Article 1

The Loi ayant Rapport a l'Emploi de Femmes, de Jeunes Personnes et d'Enfants, 1926 contains the same terms used in Article 1 of the Convention, but does not specifically define the division between industry and commerce and agriculture.

Article 4

The principle opportunities of employment for children in Guernsey remain in the hospitality and retail sectors.

Employers in any sector of the economy are required to provide all employees (including minors) with a written statement of employment and a detailed pay slip for any work that they do. The Department considers that a practical effect of this obligation is that employers maintain records of all employees.

PART III

Legislation on the employment of children is currently the responsibility of the States Education Department. Legislation relating to employment relations is the responsibility of the Commerce and Employment Department.

PART IV

No relevant decisions.

PART V

The 1926 Law prohibits the employment of children (under the age of 14) in any industrial undertaking (as defined by the Convention) and health and safety legislation also specifies that children under the age of sixteen cannot operate heavy equipment of work with hazardous substances.

If the Education Department believes that a pupil is being employed in a manner as to be prejudicial to his health or otherwise to render him unfit to obtain the full benefit of his education, it can issue a notice on the employer, prohibiting that person from employing the child or imposing conditions on that employment.

PART VI

Copies of reports are circulated to the Confederation of British Industry and the Trade Union Congress.

Commerce and Employment Department
Raymond Falla House
Longue Rue
St.Martin
Guernsey
2 July 2012

REPORT

For the period 2 September 2012 to 30 June 2012, made by the States of Guernsey in accordance with Article 22 of the Constitution of the International Labour Organisation on the measures taken to give effect to the provisions of the:

MINIMUM AGE (AGRICULTURE) CONVENTION, 1921 (NO. 10)

PART I

The legislation which applies the provisions of the Convention is as follows:

Loi ayant Rapport a la Protection des Enfants et des Jeunes Personnes, 1917
Loi ayant Rapport a l'Emploi de Femmes, de Jeunes Personnes et d'Enfants, 1926
The Education (Guernsey) Law, 1970 (section 47).

PART II

Article 2

Compulsory school age applies to children between the ages of 5 and 16 years old. No specific arrangements have been made to permit the employment of children in light agricultural work or in connection with the harvest.

PART III

Legislation on the employment of children is currently the responsibility of the States Education Department. Legislation relating to employment relations is the responsibility of the Commerce and Employment Department.

PART IV

No relevant decisions.

PART V

Health and safety legislation specifies that children under the age of sixteen cannot operate heavy equipment of work with hazardous substances.

If the Education Department believes that a pupil is being employed in a manner as to be prejudicial to his health or otherwise to render him unfit to obtain the full benefit of his education, it can issue a notice on the employer, prohibiting that person from employing the child or imposing conditions on that employment.

PART VI

Copies of reports are circulated to the Confederation of British Industry and the Trade Union Congress.

Commerce and Employment Department
Raymond Falla House
Longue Rue
St.Martin
Guernsey
2 July 2012

REPORT

For the period 2 September 2008 to 30 June 2012, made by the States of Guernsey in accordance with Article 22 of the Constitution of the International Labour Organisation on the measures taken to give effect to the provisions of the:

PROTECTION AGAINST ACCIDENTS (DOCKERS) CONVENTION, 1932 (NO. 32)

PART I

The Harbours Ordinance, 1988 (consolidated copy attached).
The Health and Safety at Work (General) (Guernsey) Ordinance 1987 (consolidated copy attached).
The Merchant Shipping (Bailiwick of Guernsey) Law, 2002 (copy attached).

PART II

Article 3

Section 24 of the Harbours Ordinance, 1980 relates to gangways. No exceptions are allowed.

Article 4

This does not apply as all vessels are berthed.

Article 5

This exemption has not been used.

Article 6

This does not generally apply as ships are usually only in port working cargo for less than 2 hours. However, the provisions of the Health and Safety at Work (General) (Guernsey) Ordinance 1987 (and the general duties in section 1) apply to the workplace rather than the time during which work is actively carried out.

Article 9

The States of Guernsey employs RSA (Royal Sun Alliance) as an independent inspector of cranes and lifting equipment that it owns and operates.

The duty of care in section 1 of Safety at Work (General) (Guernsey) Ordinance 1987 extends to the provision and maintenance of plant and systems of work that are, so far as is reasonably practicable, safe and without risks to health.

There is also provision in the Merchant Shipping (Bailiwick of Guernsey) Law, 2002, to make regulations relating to safety on vessels. Section 89 of the Law also provides for dangerously unsafe ships.

Article 11

No exceptions are permitted.

Article 12

Section 12 of the Harbours Ordinance, 1988 regulates the entry into harbour of a vessel that is carrying dangerous goods.

Guernsey is a party to the International Convention for the Safety of Life at Sea and as such has adopted the International Maritime Dangerous Goods Code.

Article 15

No exemptions have been granted.

Article 18

The principal objectives of the Convention for the Safety of Life at Sea is to specify minimum standards for the construction, equipment and operation of ships. Flag States are responsible for ensuring that ships under their flag comply with its requirements and a number of certificates are prescribed in the Convention as proof that this has been done.

There are 161 contracting parties to the Convention and over 100 have ratified subsequent protocols.

PART IV

No relevant decisions.

PART V

There are approximately 25 dock workers covered by the relevant legislation.

There has been one investigation leading to a prosecution under the Health and Safety at Work (General) (Guernsey) Ordinance 1987 since the last report.

PART VI

Copies of reports are circulated to the Confederation of British Industry and the Trade Union Congress. No observations have been received in relation to the previous report.

Commerce and Employment Department
Raymond Falla House
Longue Rue

St.Martin
Guernsey
2 July 2012

REPORT

For the period 1 August 2010 to 30 June 2012, made by the States of Guernsey in accordance with Article 22 of the Constitution of the International Labour Organisation on the measures taken to give effect to the provisions of the:

FREEDOM OF ASSOCIATION AND PROTECTION OF THE RIGHT TO ORGANISE CONVENTION, 1948 (NO. 87)

PART I

The legislation which is relevant to the Convention is as follows:

The Human Rights (Bailiwick of Guernsey) Law, 2000 (Freedom of Association)
The Employment Protection (Guernsey) Law, 1998

PART II

Article 2

The only caveat to the right to freedom of assembly and association, is as follows:

No restrictions shall be placed on the exercise of these rights other than such as are prescribed by law and are necessary in a democratic society in the interests of national security or public safety, for the prevention of disorder or crime, for the protection of health or morals or for the protection of the rights and freedoms of others. This Article shall not prevent the imposition of lawful restrictions on the exercise of these rights by members of the armed forces, of the police or of the administration of the State.

There are no substantive or formal conditions in force that must be fulfilled by workers' and employers' organisations when they are established and there are no special legal provisions regarding the establishment of organisations of any category of workers.

Article 3

There are no conditions governing the constitution of employers' or workers' organisations.

Article 4

There are no legal provisions which relate to the suspension or dissolution of organisations.

Article 5

There are no legal provisions relating to affiliation with international organisations.

Article 6

There are no special provisions.

Article 7

There are no conditions relating to the acquisition of legal personality.

Article 8

There is a general caveat on the right to freedom of association as set out in relation to Article 2.

The employment of employees are protected to the following extent:

(1) The dismissal of an employee by an employer shall be regarded as having been unfair if the reason for it (or, if more than one, the principal reason) was that the employee –

- (a) was, or proposed to become, a member of an independent trade union,*
- (b) had taken part, or proposed to take part, in the activities of an independent trade union at an appropriate time, or*
- (c) was not a member of any trade union, or of a particular trade union, or of one of a number of particular trade unions, or had refused or proposed to refuse to become or remain a member.*

Article 9

The guarantees apply to the Police. Guernsey has no armed forces. The only caveat is that set out in relation to Article 2.

PART III

The legislation which is relevant to the Convention is as follows:

The Human Rights (Bailiwick of Guernsey) Law, 2000 (Freedom of Association)
The Employment Protection (Guernsey) Law, 1998

PART IV

There have been no relevant decisions.

PART V

A public consultation on employment relations legislation was carried out in 2011. That consultation did not identify any immediate requirement for insular legislation in addition to the Employment Protection (Guernsey) Law, 1998.

PART VI

Copies of reports are circulated to the Confederation of British Industry and the Trade Union Congress.

Commerce and Employment Department
Raymond Falla House
Longue Rue
St.Martin
Guernsey
2 July 2012

REPORT

For the period 1 August 2007 to 31 July 2012, made by the States of Guernsey in accordance with Article 22 of the Constitution of the International Labour Organisation on the measures taken to give effect to the provisions of the:

MIGRATION FOR EMPLOYMENT CONVENTION (REVISED), 1949 (NO.97)

PART I

The UK Immigration Acts as extended to the Bailiwick with appropriate adaptations and modifications.

Housing Control Laws

Right to Work (Limitation and Proof) (Guernsey) Law, 1990.

PART II

Article 1

In the main, a person who is not a national of a member state of the European Economic Area (EEA) requires a work permit issued under provisions of the Immigration Act 1971 (as extended) in order to take employment in the Bailiwick of Guernsey.

The following list details most of those who do not require a Work Permit issued under the Immigration Act:

- British citizens
- Nationals of member states of the European Economic Area (EEA)
- Family members of EEA nationals may also work without permits but must in possession of an 'EEA Family Permit' to enter the Bailiwick of Guernsey
- Swiss nationals
- Young persons admitted under the Youth Mobility Scheme
- Commonwealth citizens admitted as working holiday makers**
- Commonwealth citizens admitted on the grounds of UK ancestry
- Other foreign nationals who have no restrictions attached to their stay - for example, long term residents.

**This category was abolished for new applicants on 27th November 2008. Persons in possession of a valid Working Holidaymaker entry clearance issued may remain in this capacity until the Entry Clearance expires.

The immigration rules can be obtained at
<http://www.gov.gg/article/2714/Immigration-Rules>

A copy of the work permit policy is attached.

Because of the Island's small size, there are some controls on who can come to live and work in Guernsey. These controls are in addition to the immigration controls of the Guernsey Border Agency.

There are two different areas of control.

The Housing Control Law divides Guernsey's housing into two tiers, known as the Open Market and the Local Market. The Law then controls who can live in all Local Market housing and it also controls who can live in some types of Open Market housing. More information is available at: <http://www.gov.gg/twotierhousingmarket>

The Right to Work Law makes it an offence for any person to work in Guernsey unless they have a valid Right to Work document. Every person working in Guernsey, either for themselves or for an employer, must hold a Right to Work document. Further information is available at <http://www.gov.gg/rtw>.

Article 2

Information for immigrants is freely available on the States of Guernsey website and it can be also obtained by contacting the Guernsey Border Agency or the Housing Department.

The Social Security Department operates a Job Centre which provides a free service to assist employers to advertise for staff and to assist with the placement of all residents seeking work.

Article 3

There is no insular legislation on misleading propaganda.

Article 4

Special arrangements are only made at ports for the reception of any immigrant to which immigration legislation applies.

Article 5

Guernsey accepts migrating labour from the UK and other EU countries without any additional medical checks. Given the limited number of international transport links to the Island, generally migrants from non-EU countries arrive via the UK where they are liable to the usual migration formalities, including health checks.

When necessary, the Health and Social Services Department is alerted by the UK authorities of health problems in relation to migrants travelling on to Guernsey and these are followed up on the Island. In practice this is a rare occurrence.

Migrant workers in Guernsey enjoy the same health benefits as other members of the workforce. There is a universal charge for a consultation with a primary care

practitioner, but if any person is referred for a specialist opinion or in-patient admission, costs are met from social security contributions or by the Government of the Island.

Article 6

- a)(i) The Minimum Wage (Guernsey) Law, 2009 has been approved by the States of Guernsey It applies to all workers, including immigrants.

There is no specific insular legislation regulating remuneration, hours of work, overtime or holidays with pay. However, the Conditions of Employment (Guernsey) Law, 1985, requires all employees who work 15 hours a week or more to be issued with a “written statement” or “contract of employment” specifying remuneration, hours of work, overtime and holidays (with or without pay). Failure to comply with the statement or contract can be challenged through the civil courts.

There is legislation on the regulation of the employment of children which applies equally to local residents and migrants.

- a)(ii) There is no insular legislation on trade union membership or collective bargaining. However, collective bargaining exists in many organisations by agreement between employers and relevant trade unions.

- a)(iii) Migrants lawfully within Guernsey have access to accommodation. It is normal practice for provisions to be made relating to accommodation for migrants working in the Island on short-term contracts.

Some employers provide accommodation for migrant labour and the minimum wage law includes provisions relating to charges for such accommodation.

- b) The social insurance scheme applies to all persons resident in Guernsey who are over school leaving age, including immigrants. Social security contributions are payable by individuals and employers and rates are based on earnings/income between upper and lower limits.

Contributions together with a grant from the States of Guernsey meet the cost of contributory benefits to which various categories of employed, self-employed and non-employed persons as separately entitled.

In addition, the States of Guernsey wholly funds non-contributory schemes to support the wellbeing of children, people in need of domiciliary care and their carers and to provide financial and medical assistance to people unable to safeguard their own welfare or having insufficient resources for an adequate quality of life.

Information on benefits available under Guernsey’s social security system can be obtained at www.gov.gg/benefits.

- c) The Income Tax (Guernsey) Law, 1975, does not discriminate against a person in relation to nationality, race, religion or sex.

- d) Migrants are treated on the same basis Guernsey residents with regard to all legal proceedings and have equal access to such services as legal aid (subject to rules of the Guernsey legal aid scheme).

Article 7

Cooperation by the Guernsey employment service with other members is a matter of policy, however no such cooperation has been called for to date.

The employment services provided by the Commerce and Employment Department are provided free of charge to both indigenous and migrant labour.

Article 8

A migrant who has been lawfully admitted to the Island to live and work on a permanent basis is entitled to remain in Guernsey if, for any reason, he is unable to follow his occupation.

There are no relevant international agreements.

Article 9

There are no limits on the transfer of earnings and savings which can be affected through the normal banking system.

Article 10

Guernsey has entered into reciprocal agreements with the following countries to preserve social insurance entitlements for local residents working in the international community and vice versa:

Austria	Barbados
Bermuda	Canada
Cyprus	France
Italy	Jamaica
Japan	Jersey
Korea	Malta
Netherlands	New Zealand
Portugal	Republic of Ireland
Spain	Sweden
Switzerland	United Kingdom
USA	

Article 11

Given the Island's lack of land boundaries, there are no special arrangements for "frontier workers".

The longest period in which a migrant could remain in employment in Guernsey that could be regarded as “short-term” is 9 months.

Whilst the Department has records of all migration to the Island, it does not have separate information on the number who are migrating for the purposes of employment.

Copies of this report have been circulated to the Confederation of British Industry and the Trade Union Congress.

Commerce and Employment Department
Raymond Falla House
Longue Rue
St.Martin
Guernsey
20 August 2012

Direct Request (CEACR) - adopted 2008, published 98th ILC session (2009)
Migration for Employment Convention (Revised), 1949 (No. 97) - Guernsey

Article 3 of the Convention. Misleading propaganda. The Committee notes the Government's statement that while there is no legislation on misleading propaganda, a migrant worker who felt that he or she had been misled by information that caused him or her to seek employment in Guernsey, can seek redress pursuant to the employment legislation or through the civil courts. The Committee recalls that Article 3 of the Convention requires the Government to take active measures to protect migrant workers against the use and dissemination of false information concerning the migration process.

The Committee hopes the Government will undertake more active steps to adopt measures to prevent and punish the use of misleading propaganda. Please provide information on any complaints received by judicial or administrative bodies concerning migrant workers who have been the victim of misleading propaganda, as well as on any remedies provided and sanctions imposed.

No relevant complaints have been received.

Article 4. Assistance and services. The Committee notes from the Government's report that special arrangements are only made at ports for the reception of any immigrant to which immigration legislation applies.

The Committee asks the Government to specify the type of arrangements that are made and recalls that the measures under Article 4 of the Convention are meant to facilitate the smooth transition of the migrant worker in the host country.

In the majority of cases, non-European Economic Area (EEA) nationals travelling to the Bailiwick of Guernsey to take up employment are required to be in possession of an entry clearance (visa) before they travel. This is applied for at the nearest British Diplomatic Mission in the migrant workers country of residence. The non-EEA migrant worker must be in possession of a valid work permit issued under the provisions of the Immigration Act 1971 by the States of Guernsey Home Department before they make an application for an entry clearance (visa). Production of a valid entry clearance (visa) and travel document to the Immigration Border Officer at the time of arrival, will facilitate the migrant worker's lawful admission to the Bailiwick for the purposes of employment.

The Bailiwick of Guernsey is part of the Common Travel Area and its immigration laws are closely integrated with those in the United Kingdom. As a result of this integration, if a non-EEA national arrives in the UK before travelling on to the islands to take employment, any immigration permission given in the UK will apply equally in the Bailiwick.

Article 6. Equality of treatment. The Committee notes the adoption of the Sex Discrimination (Employment) (Guernsey) Ordinance 2005 (SDO) and the Employment and Discrimination Tribunal (Guernsey) Ordinance 2005. It also notes the adoption of the Racial Hatred (Bailiwick of Guernsey) Law 2005 and the Prevention of Discrimination (Enabling Provisions) (Bailiwick of Guernsey) Law 2004, which empowers each of the relevant legislatures to make provisions in respect of their own jurisdiction in relation to the prevention of discrimination against any persons by reason of, inter alia, race, colour, language, religion, political or other opinion, national or social or ethnic origin, association with a national minority, birth or other status. Furthermore, the Government is proposing draft minimum wage legislation, which will also apply to migrant workers and which will include provisions concerning charges for accommodation for migrant workers.

The Committee asks the Government to provide information on the following points:

(a) complaints concerning sex discrimination of migrant workers dealt with by the Employment and Discrimination Tribunal that relate to the matters covered by Article 6 of the Convention;

Four complaints have been raised by migrant workers during the reporting period. Three were resolved before reaching a Tribunal. The last case is ongoing at the time of this report.

(b) complaints dealt with by the courts pursuant to the Racial Hatred (Bailiwick of Guernsey) Law 2005 concerning racial discrimination of migrant workers with respect to the matters covered by Article 6 of the Convention;

No complaints have been dealt with by the courts pursuant to this law.

(c) provisions concerning racial and religious discrimination made by the legislatures under the Prevention of Discrimination (Enabling Provisions) (Bailiwick of Guernsey) Law, 2004;

No relevant legislation has yet been made under the enabling provisions law.

(d) copy of the minimum wages legislation, once it has been adopted, as well as copies of the texts of the abovementioned legislation which have not yet been received by the Office.

A consolidated copy of the Minimum Wage (Guernsey) Law, 2009 is attached.

Non-return in the case of incapacity to work. The Committee notes the Government's statement that a migrant who has been lawfully admitted to Guernsey to live and work on a permanent basis is entitled to remain in Guernsey, if, for any reason, he or she is unable to follow his or her occupation.

The Committee asks the Government to indicate the relevant legal provisions guaranteeing the right to residence of migrant workers admitted on a permanent basis in the event of incapacity for work pursuant to Article 8 of the Convention.

Please also confirm whether migrant workers maintain their right to reside in the country when the migrant worker or his or her family are considered to be a burden on public funds.

Section 10 of the Housing Control of Occupation) (Guernsey) Law, 1994 sets out the circumstances in which a person can become a qualified resident. Anybody who acquired this status would not have to leave the Island if that person was unable to follow his or her occupation and claimed public benefits.

A summary of section 10 of the law is attached.

REPORT

For the period 1 August 2010 to 30 June 2012, made by the States of Guernsey in accordance with Article 22 of the Constitution of the International Labour Organisation on the measures taken to give effect to the provisions of the:

RIGHT TO ORGANISE AND COLLECTIVE BARGAINING CONVENTION, 1949 (NO. 98)

PART I

The legislation which is relevant to the Convention is as follows:

The Human Rights (Bailiwick of Guernsey) Law, 2000
The Employment Protection (Guernsey) Law, 1998

PART II

Article 1

General protection of the right to freedom of peaceful assembly and freedom of association is provided in the Human Rights (Bailiwick of Guernsey) law, 2000.

The employment of employees are protected to the following extent:

(1) The dismissal of an employee by an employer shall be regarded as having been unfair if the reason for it (or, if more than one, the principal reason) was that the employee –

- (a) was, or proposed to become, a member of an independent trade union,*
- (b) had taken part, or proposed to take part, in the activities of an independent trade union at an appropriate time, or*
- (c) was not a member of any trade union, or of a particular trade union, or of one of a number of particular trade unions, or had refused or proposed to refuse to become or remain a member.*

Article 2

Insular legislation does not provide such protection.

Article 4

Negotiations between employer and employee representatives are encouraged by the Commerce and Employment Department.

The Department provides an Employment Relations Service which can:

- a) provide a free and confidential conciliation service to help both employers and employees resolve differences between them concerning work issues, and
- b) be approached by parties to facilitate arbitration (although the service has no powers to force parties to agree to arbitration).

Article 5

The guarantees apply to the Police. Guernsey has no armed forces. The only caveat is that set out in relation to Article 2.

The only caveat to the right to freedom of assembly and association, is as follows:

No restrictions shall be placed on the exercise of these rights other than such as are prescribed by law and are necessary in a democratic society in the interests of national security or public safety, for the prevention of disorder or crime, for the protection of health or morals or for the protection of the rights and freedoms of others. This Article shall not prevent the imposition of lawful restrictions on the exercise of these rights by members of the armed forces, of the police or of the administration of the State.

PART III

There have been no relevant decisions.

PART IV

A public consultation on employment relations legislation was carried out in 2011. That consultation did not identify any immediate requirement for insular legislation in addition to the Employment Protection (Guernsey) Law, 1998.

PART V

Copies of reports are circulated to the Confederation of British Industry and the Trade Union Congress.

Commerce and Employment Department
Raymond Falla House
Longue Rue
St.Martin
Guernsey
2 July 2012

REPORT

For the period 1 September 2010 to 30 June 2012, made by the States of Guernsey in accordance with Article 22 of the Constitution of the International Labour Organisation on the measures taken to give effect to the provisions of the:

EMPLOYMENT POLICY CONVENTION, 1964 (NO. 122)

PART I

The principle document that sets out matters relating to employment policy is the annual States Strategic Plan. Links to this document are set out below.

PART II

Article 1

The active policy is set out in the States Strategic Plan (October 2011, available at www.gov.gg/ssp). See, in particular the social policy plan starting on p 1952 and the Commerce and Employment business plan starting on p.2013.

Attached is the latest labour market bulletin published by the States. Progress against strategic aims is published in a monitoring report (link in the response to the direct request).

The States Strategic Plan has the following general objectives:

- a) *Continuing full employment. Achievement of this objective is predicated on ensuring sufficient aggregate demand in the economy and by successful implementation of return to work policies of the Social Policy Plan.*
- b) *Skilled, flexible labour market. The Commerce & Employment has been working with the Social Security and Education Departments together with industry, the College of Further Education and the GTA – University Centre in the preparation of a Skills Strategy for Guernsey.*
- c) *Promote equality of educational opportunity. Evolve policies for education, training and lifelong learning which promote equality of educational opportunity.*
- d) *Encourage all who need, or are able, to work to find employment. Provide support, careers guidance and training to those who need it most to find and retain suitable, sustainable employment when they cannot do so unaided.*

Article 2

The Policy Council gathers labour market information and publishes a quarterly Labour Market Bulletin (available at www.gov.gg/lmb).

The information gathered in relation to the labour market is fed into the annual process of revising the States Strategic Plan. The plan is subject to annual debate by the government of the Island. Employment policy is considered in the context of other strategic policies.

Article 3

There are no formal consultative procedures, however it is generally accepted (and there is a public expectation) that government Departments will consult interested parties on significant matters of policy. The nature and extent of consultation depends on the matter under consideration and might be restricted to relevant individuals or organisations or extended to the public at large.

PART III

The States Strategic Plan is approved by the Government of the Island. Individual departments are responsible for delivering the objectives of the Plan either alone or jointly with other departments. If the objective requires legislation, it is the responsibility of the relevant department to bring forward proposals for such legislation.

PART IV

No relevant decisions.

PART V

Not applicable.

PART VI

As some of the documents are lengthy, relevant links to downloads have been provided.

PART VII

Copies of reports are circulated to the Confederation of British Industry and Trade Union Congress.

Commerce and Employment Department
Raymond Falla House
Longue Rue
St.Martin
Guernsey
2 July 2012

Direct Request (CEACR) - adopted 2010, published 100th ILC session (2011)

Employment Policy Convention, 1964 (No. 122) - Guernsey

Article 1 of the Convention. Implementation of an active employment policy. The Committee takes note of the updated statistical data contained in the Government's report received in August 2010. The Committee notes an increase in unemployment from 2007 to 2009 and a slight increase among the total number of employed persons. The Government indicates initiatives through the departments of education, commerce, employment and social security to ensure that all sectors of the community can access appropriate employment or supportive training to obtain sustainable employment. The Committee notes special employment assistance for vulnerable groups including young persons, people with disabilities, ex-offenders and people with mental health needs. Through the *Billet d'Etat XX* from September 2010, the Government indicates strategic plans to promote employment in sustained service trades, employment uses with low-added value and business start-ups. ***The Committee invites the Government to include in its next report further information on employment and training initiatives for the implementation of an active employment policy.***

Response

The States has introduced a system of monitoring performance against strategic aims  [States Strategic Monitoring Report 2011](#) The (first and) most recent States Strategic Monitoring Report published by the Policy Council, containing fiscal and economic, social and environmental trend data used to monitor performance against strategic aims. See, in particular section 3.7 (Social - Education and training) and 3.8 (Social - Employment and lifelong learning).