

Statement of Interpretation on Article 4§4

When examining the biennial report of the other countries on the implementation of Article 4, paragraph 4, the Committee recalled its previous policy and refrained from defining in absolute terms the word "reasonable" in this provision, which qualifies periods of notice for termination of employment. In fact it follows the reverse procedure and its estimation of what constitutes a clearly "unreasonable" amount of notice is founded on criteria of fairness, such as a worker's period of service with a firm, as well as making allowance for the progressive character of the Charter which was envisaged by its authors.