

# ▶ Record of proceedings

# 4A

**International Labour Conference – 109th Session, 2021**

Date: 10 June 2021

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## Second item on the agenda: Programme and budget and other questions

### Report of the Finance Committee of Government Representatives

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1. The Finance Committee of Government Representatives met on 31 May and 4 June 2021. It was chaired by Her Excellency Ms Werdaningtyas (Indonesia), who welcomed Ms Menne and Mr Lacasa Aso to the meeting as observers for the Workers' and Employers' groups of the Governing Body, respectively.

## 1. Programme and Budget proposals for 2022–23

2. The Committee had before it the Director-General's Programme and Budget proposals for 2022–23 ([GB.341/PFA/1](#)), which had been considered by the Governing Body at its 341st Session (March 2021). The Committee also had before it Report II, *Draft Programme and Budget for 2022–23 and other questions* ([ILC.109/Report II](#)), Chapter 1 of which was devoted to the item.
3. **Ms Menne, speaking on behalf of the Workers' group**, said that the adoption of the programme and budget was always important but carried particular weight in 2021, as the world of work struggled with the consequences of the COVID-19 pandemic. Workers worldwide had been hard hit. In order to recover from the crisis, the direct consequences of the pandemic and the flaws of the pre-crisis development model must be addressed. The role of the ILO in supporting constituents in recovering from the crisis and building resilience would be more important than ever. She fully endorsed the objective of applying the provisions of the ILO Centenary Declaration for the Future of Work to achieve a human-centred recovery from the pandemic, as well as the continuity of the outcome framework with necessary adaptations to make it responsive to COVID-19.
4. Her group fully supported the new output 2.4 aimed at increasing the capacity of Member States to apply sectoral international labour standards, codes of practice and guidelines, which would contribute to ensuring decent work across all sectors as part of an inclusive recovery, including in global supply chains. It welcomed the focus on the ratification and application of standards in all outcomes and invited all regions to increase ratification rates and prioritize freedom of association and collective bargaining; indicators measuring policies should be based on consultations with the social partners. The capacity-building component for the social partners under each outcome was welcome and the Workers fully supported the central role of the International Training Centre of the ILO in implementing the Organization's capacity-building strategy. Productivity and decent work should be mutually reinforcing.
5. Noting that the budget remained the same in real terms as in the previous biennium, she said that while her group usually favoured a budget increase, it recognized the financial constraints faced by Member States in the wake of the pandemic. The increased allocation for policy outcomes and regional programmes, increases in extrabudgetary resources for outcomes 1, 2, 5, 7 and 8, the redeployment of US\$10 million as a result of cost reductions and the proposals regarding eight new technical positions were welcome. Furthermore, her group supported the three revised enabling outcomes. The increased use of digital tools following the pandemic should be coupled with policies related to privacy and workplace surveillance and the need to address the digital divide.
6. **Mr Lacasa Aso, speaking on behalf of the Employers' group**, recalled that his group had expressed its views on the proposed Programme and Budget for 2022–23 at the 341st Session (March 2021) of the Governing Body and had decided not to oppose its approval, on the understanding that the Office would make efforts to accommodate its requests for a revised structure for outcome 1, a comprehensive productivity strategy, a more transparent budget, and proportionate resources for employers' activities.

7. With regard to outcome 1, in preparation for the forthcoming programme implementation report for 2020–21, a specific review should be conducted and documentation produced, with particular attention to the positioning of social partner organizations; his group would work closely with the Office to propose a different approach to the current one on that matter. With respect to a comprehensive productivity strategy, further efforts by the Office were needed to meet expectations. As for budget transparency, his group was pleased by the Director-General's commitment to alternative ways of presenting the budget and reiterated its call for a stronger link between strategic and operational budgets. With regard to resources for employers' activities, he urged the Office to make every effort to ensure that output 1.1 benefited from extrabudgetary allocations and resources from the Regular Budget Supplementary Account (RBSA). It was important to strengthen the institutional capacity of employers' organizations in the post-COVID era to ensure that they provided value to members and fostered an enabling business environment, and for tripartism and social dialogue to remain the added value of the Organization.
8. In connection with the implementation of output 2.4, he urged the Office to ensure that ILO activities continued to be organized at the country level, not at the sectoral level, and requested that country offices assume leadership in that regard.
9. **Speaking on behalf of the group of industrialized market economy countries (IMEC)**, a Government representative of the United Kingdom of Great Britain and Northern Ireland said that, given the unprecedented economic crisis, the proposed programme and budget was of critical importance. IMEC remained unwavering in its support for the work of the Office and agreed on the importance of accelerating the implementation of the Centenary Declaration and redoubling efforts to achieve the 2030 Agenda for Sustainable Development, in order to "build forward better". Her group was pleased to see that outcome 1 would retain the tripartite focus unique to the ILO. However, while commending the improvements in business processes that had been made in recent years, it recommended reconsideration of the setup, placement and management of the proposed new unit to drive knowledge and innovation across the Organization. Her group had yet to see the updated internal technical notes on the qualitative criteria used by the Office for the output indicators.
10. **A Government representative of Japan** said that, while his Government, in principle, supported a zero-nominal-growth budget for maximizing efficient management, it supported the proposed programme and budget as it commended the redeployment of resources, the cost-saving efforts and the allocation of more resources by the Office in various areas. In response to the increasing demand for the ILO's work in the context of the COVID-19 crisis, Japan had significantly increased its voluntary contributions to the ILO for the Asia and Africa regions in 2021. In the light of the financial difficulties due to the pandemic, he called on constituents to act in a spirit of solidarity. It would be vital for the Office to continue its unremitting efforts to implement the budget, once adopted, efficiently and effectively, in order to overcome the crisis and build back better in a human-centred manner, with no one left behind.
11. **A Government representative of the Russian Federation** said that, whereas a clear understanding of the Organization's overall staffing situation was of the utmost importance for the adoption of the proposed programme and budget, the staffing information provided, disaggregated by work-years/months, was unhelpful; detailed information should be presented in a staffing table in line with United Nations (UN) best practices. As the primary expense of the ILO, staff salaries, including post adjustment multipliers, must be fully in line with International Civil Service Commission decisions

and recommendations and UN General Assembly resolutions. In future proposals, more detailed information on inflation calculations and clearer explanations of increased requirements in respect of information and communications technology would be helpful. Over the coming biennium, the ILO should use its existing resources carefully and efficiently. Lastly, he emphasized the importance of allocating sufficient funds to multilingualism in the ILO, including the translation and interpretation services.

- 12. The Director-General** said that, in general terms, there was positive support for the proposed programme and budget. Recalling that the four points raised by the observer for the Employers' group had been the subject of extensive discussion at the 341st Session of the Governing Body, he reaffirmed that the Office would continue to work with the Employers and others on those and other matters, within the parameters set by the programme and budget eventually adopted by the Conference.
- 13.** In response to the comments made by the representative of IMEC, he said that the creation of the Innovation and Knowledge Management Unit would enable the Office to build on and extend efforts already made to increase efficiency and ensure that the Organization was as responsive and dynamic as it must be. The Office would continue to report to and engage with the Governing Body on the implementation of the unit.
- 14.** Recognizing the effort involved in approving a zero-real-growth budget when public finances were under considerable strain as a result of the COVID-19 crisis, to which the entire programme was designed to respond, he gave assurances that the resources put at the disposal of the ILO would, as in the past, be deployed effectively and accounted for transparently.
- 15.** With regard to the point raised by the Government representative of the Russian Federation relating to human resources and accountability, he underscored that the Governing Body would continue to work with Governments to address that and other matters.
- 16. A representative of the Director-General** (Director of the Strategic Programming and Management Department) said that a document containing the technical notes on qualitative criteria for the output indicators was already available in English on the [ILO website](#) and would be available in French and Spanish in due course. The Office remained available to provide further clarifications as necessary. He reiterated that the purpose of output 2.4 was not to develop sectoral strategies within the Office and that every effort would be made to ensure the integrated use of all resources, including in the sectoral approach to decent work for all. The Office had taken note of all the comments made and would take them into consideration in the implementation of the Programme and Budget for 2022–23, the preparation of the programme implementation report for 2020–21 and the formulation of future programme and budget proposals.
- 17. The Chairperson** concluded that, subject to the views expressed by members during the discussion, the Committee approved the Programme and Budget for 2022–23 at a provisional programme level of US\$803,548,920. In accordance with the normal practice and on the basis of the conclusions that the Committee had just reached, the secretariat would execute the forward purchase transactions and prepare a document (CF/D.4) showing the actual Swiss franc/US dollar exchange rate and also the final budget totals in both US dollars and Swiss francs.

## 2. Request for permission to vote in accordance with paragraph 4 of article 13 of the Constitution of the ILO

(There was no document under this item.)

## 3. Status of collection of Member States' contributions

18. The Committee had before it document [CF/D.2](#) on the status of collection of Member States' contributions as at 30 April 2021.
19. **A representative of the Director-General** (Treasurer and Financial Comptroller) reported that, from 1 May 2021 to 2 June 2021, <sup>1</sup> contributions for 2021 and prior years amounting to CHF57,629,629 had been received from 15 Member States as follows:

Member States	Contribution received for 2021	Contributions received for arrears	Total contributions received in CHF
Argentina		1 929 148	1 929 148
Cameroon*		95 904	95 904
Cook Islands	3 933		3 933
Cuba		412 218	412 218
Ecuador		109 110	109 110
El Salvador	47 438	48 380	95 818
Iran (Islamic Republic of)*		1 433 952	1 433 952
Pakistan	292 328	15 113	307 441
Paraguay		6 442	6 442
Philippines	810 406		810 406
Saint Kitts and Nevis	3 897		3 897
Saint Lucia*	3 953	11 372	15 325
Suriname*	3 892	81 264	85 156
United States of America	1 439 111	50 743 129	52 182 240
Zambia*	26 621	112 018	138 639
<b>Total</b>	<b>2 631 579</b>	<b>54 998 050</b>	<b>57 629 629</b>

\*Cameroon, Iran (Islamic Republic of), Saint Lucia, Suriname and Zambia regained their rights to vote.

20. Including contributions received between 1 May and 2 June 2021, the total contributions received in 2021 amounted to CHF308,944,879. Of that amount, CHF202,262,578 represented contributions for 2021 and CHF106,682,301 represented contributions for arrears. The balance due as of 2 June 2021 was CHF260,266,800.

<sup>1</sup> Cut-off time: 12 a.m. (CET), 2 June 2021.

- 21. The Committee took note of the information contained in the document and the update provided.**

#### 4. Scale of assessments of contributions to the budget for 2022

- 22.** The Committee had before it Report II, *Draft Programme and Budget for 2022–23 and other questions* (ILC.109/Report II), which referred, in paragraph 8, to the proposal put forward by the Governing Body at its 341st Session (March 2021) in document [GB.341/PFA/7](#) concerning the adoption of the draft scale of assessments for 2022 as set out in the appendix to that document and reproduced in Appendix I to the present record.
- 23. The Committee decided to recommend that the Conference adopt the draft resolution, the text of which appears at the end of the present record.**

#### 5. Resolution for the adoption of the Programme and Budget for 2022–23 and the allocation of the budget of income among Member States

- 24.** The Committee had before it document CF/D.4, which contained summarized financial details of the Programme and Budget proposals for 2022–23 and a draft resolution for submission to the Conference. Following the decision to support the Governing Body's recommendation concerning the programme and budget, the Office had carried out the forward purchase contracts for the ILO's US dollar requirements for the 2022–23 biennium. The appropriate figures now to be inserted in the formal resolution were:

Budget of expenditure in US dollars	852 760 200
Budget of income in US dollars	852 760 200
Budget rate of exchange, Swiss francs per US dollar	0.90
Equivalent budget total in Swiss francs	767 484 180

- 25. A representative of the Director-General** (Treasurer and Financial Comptroller) explained that document CF/D.4 showed the final expenditure and income budget following the execution of forward purchase contracts to cover estimated US dollar requirements. The forward purchase contracts were protective measures to ensure that further assessments on Member States would not be required in consequence of any unfavourable foreign exchange movements between the Swiss franc and the US dollar.
- 26.** He advised that, following the forward purchase contracts, the budget rate of exchange for 2022–23 was established at CHF0.90 to the US dollar and the expenditure budget at US\$852,760,200. In Swiss francs, the total amount due from Member States was CHF767,484,180, which represented an overall reduction of 4.5 per cent compared with the 2020–21 biennium. In accordance with the Financial Regulations, all gains on exchange rate movements arising from those protective measures would be returned to Member States with one half redistributed through the incentive scheme for the early payment of Member States' contributions and one half refunded to all Member States. The refunds would be offset against future biennia's assessments.
- 27.** The tables contained in CF/D.4, showing the summary of the proposed expenditure budget for 2022–23 by appropriation line and the proposed summarized budget of expenditure and income for 2022–23, are reproduced in Appendix II to the present record.

28. Based on the budget of income in Swiss francs for 2022–23 and the scale of assessments of contributions for 2022, a statement showing the contributions due from each Member State for 2022 is presented in Appendix III to the present record.
29. **The Committee decided to recommend that the Conference adopt the draft resolution, the text of which appears at the end of the present record.**

## 6. Financial report and audited consolidated financial statements for the year ended 31 December 2019

30. Owing to the deferral of the 109th Session of the Conference from 2020 to 2021, the Committee had before it the *Financial report and audited consolidated financial statements for the year ended 31 December 2019 and Report of the External Auditor (ILC.109/FIN/2019)*, which had been considered by the Governing Body by correspondence at its 341st Session (March 2021). It also had before it Report II, *Draft Programme and Budget for 2022–23 and other questions (ILC.109/Report II)*, paragraphs 17 and 18 of which referred to the item.
31. **The Committee decided to recommend that the Conference adopt the audited consolidated financial statements for the year ended 31 December 2019, and accordingly that it adopt the resolution, the text of which appears at the end of the present record.**

## 7. Financial report and audited consolidated financial statements for the year ended 31 December 2020

32. The Committee had before it the *Financial report and audited consolidated financial statements for the year ended 31 December 2020 and Report of the External Auditor (ILC.109/FIN/2020)*; document *CF/D.3*, which referred to the proposal put forward on the item by the Governing Body at its 341st *bis* Session (May 2021); and Report II, *Draft Programme and Budget for 2022–23 and other questions (ILC.109/Report II)*, paragraphs 6 and 7 of which referred to the item.
33. **The Committee decided to recommend that the Conference adopt the audited consolidated financial statements for the year ended 31 December 2020, and accordingly that it adopt the resolution, the text of which appears at the end of the present record.**

## 8. Dissolution of the Voluntary Thrift Benefit Fund

34. The Committee had before it document *CF/D.3*, which referred to the proposal put forward on the item by the Governing Body at its 341st *bis* Session (May 2021), including, in paragraph 8, a draft resolution concerning the dissolution of the Voluntary Thrift Benefit Fund.
35. **The Committee decided to recommend that the Conference adopt the draft resolution, the text of which appears at the end of the present record.**

## 9. Statute of the Administrative Tribunal of the International Labour Organization

36. The Committee had before it Report II, *Draft Programme and Budget for 2022–23 and other questions (ILC.109/Report II)*, which contained, in paragraph 11, a draft resolution proposed by the Governing Body at its 341st Session (March 2021), following extensive



consultations on the item. The draft resolution set out detailed amendments to the Statute of the Administrative Tribunal of the ILO and to its Annex, as well as transitional measures for the implementation of amended article III of the Statute.

- 37. The Committee decided to recommend that the Conference adopt the draft resolution, the text of which appears at the end of the present record.**

## 10. Composition of the Administrative Tribunal of the International Labour Organization

- 38.** The Committee had before it Report II, *Draft Programme and Budget for 2022–23 and other questions* (ILC.109/Report II), which contained, in paragraph 13, two versions of a draft resolution proposed by the Governing Body at its 341st Session (March 2021) concerning the appointment of four new judges and the renewal of the appointment of two currently serving judges. In view of the Committee's decision under the previous item to recommend to the Conference for the adoption of the amendments to the Statute of the Administrative Tribunal of the ILO and the transitional measures, it considered only the resolution contained in the first part of paragraph 13.

- 39. The Committee decided to recommend that the Conference adopt the draft resolution, the text of which appears at the end of the present record.**

## 11. Appointments to the ILO Staff Pension Committee (United Nations Joint Staff Pension Board)

- 40.** The Committee had before it Report II, *Draft Programme and Budget for 2022–23 and other questions* (ILC.109/Report II), which contained, in paragraph 15, a draft resolution proposed by the Governing Body at its 341st Session (March 2021) concerning appointments to the ILO Staff Pension Committee.

- 41. The Committee decided to recommend that the Conference adopt the draft resolution, the text of which appears at the end of the present record.**

## 12. Proceeds from the sale of the ILO-owned land, plot 4057 located in Geneva

- 42.** Owing to the deferral of the 109th Session of the Conference from 2020 to 2021, the Committee had before it Report II, *Draft Programme and Budget for 2022–23 and other questions* (ILC.109/Report II), which contained, in paragraph 19, a draft resolution proposed by the Governing Body at its 337th Session (October–November 2019) concerning the proceeds from the sale of the ILO-owned land, plot 4057 located in Geneva.

- 43. The Committee decided to recommend that the Conference adopt the draft resolution, the text of which appears at the end of the present record.**

## 13. Proceeds from the sale of the ILO Brussels office

- 44.** Owing to the deferral of the 109th Session of the Conference from 2020 to 2021, the Committee had before it Report II, *Draft Programme and Budget for 2022–23 and other questions* (ILC.109/Report II), which contained, in paragraph 21, a draft resolution proposed by the Governing Body at its 337th Session (October–November 2019) concerning the proceeds from the sale of the ILO Brussels office.

- 45. The Committee decided to recommend that the Conference adopt the draft resolution, the text of which appears at the end of the present record.**

## **14. Other questions**

(There was no document under this item.)

Geneva, 10 June 2021

*(Signed)* G. E. Werdaningtyas  
Chairperson and Reporter

## Resolutions submitted to the Conference

### Resolution concerning the adoption of the Programme and Budget for 2022–23 and the allocation of the budget of income among Member States

The General Conference of the International Labour Organization,

In virtue of the Financial Regulations, adopts for the 78th financial period, ending 31 December 2023, the budget of expenditure of the International Labour Organization amounting to US\$852,760,200 and the budget of income amounting to US\$852,760,200 which, at the budget rate of exchange of CHF0.90 to the US dollar, amounts to CHF767,484,180, and resolves that the budget of income, denominated in Swiss francs, shall be allocated among Member States in accordance with the scale of contributions recommended by the Finance Committee of Government Representatives.

### Resolution concerning the scale of assessments of contributions to the budget for 2022

The General Conference of the International Labour Organization,

Decides, in accordance with the established practice of harmonizing the rates of assessment of ILO member States with their rates of assessment in the United Nations, to adopt the draft scale of assessments for the year 2022 as set out in Appendix I to ILC.109/Record No. 4A.

### Resolution concerning the financial report and audited consolidated financial statements for the year ended 31 December 2019

The General Conference of the International Labour Organization,

Decides, in accordance with article 29 of the Financial Regulations, to adopt the audited consolidated financial statements for the year ended 31 December 2019.

### Resolution concerning the financial report and audited consolidated financial statements for the year ended 31 December 2020

The General Conference of the International Labour Organization,

Decides, in accordance with article 29 of the Financial Regulations, to adopt the audited consolidated financial statements for the year ended 31 December 2020.

### Resolution concerning the dissolution of the Voluntary Thrift Benefit Fund

The General Conference of the International Labour Organization,

Recalling its resolution concerning the establishment of a Voluntary Thrift Benefit Fund for ILO officials, adopted at its 78th Session, 1991, in which it decided that the interest earned on the Terminal Benefits Fund beginning with the year 1991 and up to a total amount of US\$4,875,000 would be paid into the Voluntary Thrift Benefit Fund, established to provide a capital sum to officials upon retirement,

Noting that the Governing Body of the International Labour Office has approved the dissolution of the Voluntary Thrift Benefit Fund, in accordance with Article 8 of the Statute of that Fund,

Noting the modalities for the distribution of the Fund's assets decided by the Director-General,

Decides that the remaining funds in Plan B of the Fund (amounting to CHF2,533,571 as at 18 March 2021), which will be returned to the Office after having covered all expenses and charges related to the dissolution process, shall be credited, notwithstanding article 11 of the Financial Regulations, to the Terminal Benefits Fund.

## Resolution concerning the statute of the Administrative Tribunal of the International Labour Organization

The General Conference of the International Labour Organization,

Conscious of the need to amend article II of the Tribunal's Statute and its Annex in order to set out the procedure pursuant to which a member organization may unilaterally revoke its declaration of acceptance of the Tribunal's jurisdiction;

Desirous to align article III of the Tribunal's Statute with best practices regarding geographical distribution and gender balance in the composition of the Tribunal and limitation of the judges' term of office;

Desirous also to ensure service continuity in exceptional circumstances and provide for the extension of appointment of a judge in the event the Conference does not meet on the expiry of their term of office;

Noting that the Governing Body of the International Labour Office has reviewed and endorsed the text of the draft amendments to the Tribunal's Statute and to the Annex as well as the transitional measures;

Adopts the following amendments to the Statute and to the Annex to the Statute of the Administrative Tribunal of the International Labour Organization, as well as the transitional measures for the implementation of amended article III of the Statute:

### STATUTE OF THE ADMINISTRATIVE TRIBUNAL OF THE INTERNATIONAL LABOUR ORGANIZATION

Adopted by the International Labour Conference on 9 October 1946 and amended by the Conference on 29 June 1949, 17 June 1986, 19 June 1992, 16 June 1998, 11 June 2008, and 7 June 2016 and ... June 2021.

...

#### ARTICLE II

...

5. The Tribunal shall also be competent to hear complaints alleging non-observance, in substance or in form, of the terms of appointment of officials and of provisions of the Staff Regulations of any other international organization meeting the standards set out in the Annex hereto which has addressed to the Director-General a declaration recognizing, in accordance with its Constitution or internal administrative rules, the jurisdiction of the Tribunal for this purpose, as well as its Rules, and which is approved by the Governing Body. Any such organization may withdraw its declaration recognizing the jurisdiction of the Tribunal under the procedure set out in the Annex.

...

#### ARTICLE III

1. The Tribunal shall consist of seven judges who shall all be of different nationalities. ~~The judges shall be considered officials of the International Labour~~

~~Organization other than officials of the International Labour Office under the Convention on the Privileges and Immunities of the Specialized Agencies. The judges shall be persons of high moral character, impartiality and integrity and must have been appointed to, or possess the qualifications required for appointment to, the highest judicial office of their countries. They must have an excellent knowledge of at least one of the working languages of the Tribunal and should also have at least a basic written and oral comprehension of the other working language. Due regard shall be given to geographical distribution and gender balance in the composition of the Tribunal. At all times the Tribunal's composition shall permit the Tribunal to render judgments in both working languages.~~

~~2. Subject to paragraph 3 below, the judges shall be appointed for a term period of five years, renewable once by the International Labour Conference. If for any reason the International Labour Conference does not meet on the expiry of this term, judges shall remain in office until the Conference holds its next session and has an opportunity to take a decision.~~

~~3. If the period of appointment of four or more judges expires in the same year, the International Labour Conference may exceptionally extend the appointment of two of those judges drawn by lots for a period of three years.~~

~~4. The judges shall be completely independent in the exercise of their functions and shall not receive any instructions or be subject to any constraint. The judges shall be considered officials of the International Labour Organization other than officials of the International Labour Office under the Convention on the Privileges and Immunities of the Specialized Agencies.~~

~~5. A meeting of the Tribunal shall be composed of three judges or, in exceptional circumstances, five, to be designated by the President, or all seven.~~

...

#### ANNEX TO THE STATUTE OF THE ADMINISTRATIVE TRIBUNAL OF THE INTERNATIONAL LABOUR ORGANIZATION

1. To be entitled to recognize the jurisdiction of the Administrative Tribunal of the International Labour Organization in accordance with paragraph 5 of article II of its Statute, an international organization must either be intergovernmental in character, or fulfil the following conditions:

- (a) it shall be clearly international in character, having regard to its membership, structure and scope of activity;
- (b) it shall not be required to apply any national law in its relations with its officials, and shall enjoy immunity from legal process as evidenced by a headquarters agreement concluded with the host country; and
- (c) it shall be endowed with functions of a permanent nature at the international level and offer, in the opinion of the Governing Body, sufficient guarantees as to its institutional capacity to carry out such functions as well as guarantees of compliance with the Tribunal's judgments.

2. The Statute of the Tribunal applies in its entirety to such international organizations subject to the following provisions which, in cases affecting any one of these organizations, are applicable as follows:

*Article VI, paragraph 2*

The reasons for a judgment shall be stated. The judgment shall be communicated in writing to the Director-General of the International Labour Office, to the executive head of the international organization against which the complaint is filed, and to the complainant.

*Article VI, paragraph 3*

Judgments shall be drawn up in two copies, of which one shall be filed in the archives of the International Labour Office and the other in the archives of the international organization against which the complaint is filed, where they shall be available for consultation by any person concerned.

*Article IX, paragraph 2*

Expenses occasioned by the sessions or hearings of the Tribunal shall be borne by the international organization against which the complaint is filed.

*Article IX, paragraph 3*

Any compensation awarded by the Tribunal shall be chargeable to the budget of the international organization against which the complaint is filed.

3. An international organization may withdraw its declaration recognizing the jurisdiction of the Tribunal in keeping with the principles of good faith and transparency. The organization shall address to the Director-General an official communication notifying the relevant decision which should emanate from the same organ which decided to recognize the Tribunal's jurisdiction or the organ currently competent to take such a decision, reaffirming its commitment to faithfully execute judgments on any pending cases and indicating, as appropriate, the reasons for withdrawing the recognition of the Tribunal's jurisdiction, the alternative means of employment dispute settlement envisaged and any consultations with the staff representative bodies prior to the withdrawal decision.

4. At its next session following the notification of withdrawal, the Governing Body, after consultation with the Tribunal, shall take note of the withdrawal of the organization concerned, and shall confirm that as of that date, or any other later date as may be agreed upon with the organization concerned, the organization shall no longer be subject to the competence of the Tribunal. No new complaint filed against the organization after the effective date of the withdrawal shall be entertained by the Tribunal.

\* \* \*

#### Transitional measures

As a transitional measure, the judges appointed prior to June 2021 may, upon completing their present terms, be reappointed for one further non-renewable term of seven years.

## **Resolution concerning the composition of the Administrative Tribunal of the International Labour Organization**

The General Conference of the International Labour Organization,

Decides, in accordance with article III of the Statute of the Administrative Tribunal of the International Labour Organization, as amended on 17 June 2021, and the transitional measures adopted for its implementation,

- (a) to convey its deep appreciation to Mr Giuseppe Barbagallo (Italy), Ms Fatoumata Diakité (Côte d'Ivoire), Ms Dolores Hansen (Canada) and Mr Yves Kreins (Belgium) for the valuable services they have rendered to the work of the Administrative Tribunal of the International Labour Organization;
- (b) to appoint Ms Rosanna De Nictolis (Italy), Mr Clément Gascon (Canada), Mr Jacques Jaumotte (Belgium) and Ms Hongyu Shen (China) as judges of the Tribunal for a term of five years each;
- (c) to renew the appointment of Mr Michael Moore (Australia) and Sir Hugh Rawlins (Saint Kitts and Nevis) as judges of the Tribunal for one further non-renewable term of seven years each.

### **Resolution concerning the appointments to the ILO Staff Pension Committee (United Nations Joint Staff Pension Board)**

The General Conference of the International Labour Organization,

Appoints to the ILO Staff Pension Committee (United Nations Joint Staff Pension Board) until 8 October 2022 the following members and alternate members:

#### Members

Mr J.C. Pomareda Muñoz (Government)  
Mr F. Merle (Employers)  
Mr L. Cirigliano (Workers)

#### Alternate members

Mr L. Abbé-Decarroux (Employers)  
Mr C. Pardini (Workers).

### **Resolution concerning the proceeds from the sale of the ILO-owned land, plot 4057 located in Geneva**

The General Conference of the International Labour Organization,

Decides that the net proceeds from the sale of the ILO-owned land, plot 4057 located in Geneva, Switzerland, be credited to the Building and Accommodation Fund.

### **Resolution concerning the proceeds from the sale of the ILO Brussels office**

The General Conference of the International Labour Organization,

Decides that the net proceeds from the sale of the ILO-owned premises located at rue Aimé Smekens, 40, 1030 Schaerbeek, Brussels, Belgium be credited to the Building and Accommodation Fund after deducting an amount of up to US\$155,000 to meet the cost-sharing charge attributed to the ILO for its occupancy of space in the UN House, Brussels during the biennium 2020–21.

## Appendix I

### Scale of assessments for 2022

State	Draft ILO scale of assessments 2022 (%)	
1	Afghanistan	0.007
2	Albania	0.008
3	Algeria	0.138
4	Angola	0.010
5	Antigua and Barbuda	0.002
6	Argentina	0.916
7	Armenia	0.007
8	Australia	2.211
9	Austria	0.677
10	Azerbaijan	0.049
11	Bahamas	0.018
12	Bahrain	0.050
13	Bangladesh	0.010
14	Barbados	0.007
15	Belarus	0.049
16	Belgium	0.822
17	Belize	0.001
18	Benin	0.003
19	Bolivia (Plurinational State of)	0.016
20	Bosnia and Herzegovina	0.012
21	Botswana	0.014
22	Brazil	2.949
23	Brunei Darussalam	0.025
24	Bulgaria	0.046
25	Burkina Faso	0.003
26	Burundi	0.001
27	Cabo Verde	0.001
28	Cambodia	0.006
29	Cameroon	0.013
30	Canada	2.735
31	Central African Republic	0.001
32	Chad	0.004
33	Chile	0.407
34	China	12.010
35	Colombia	0.288
36	Comoros	0.001
37	Congo	0.006
38	Cook Islands <sup>(1)</sup>	0.001
39	Costa Rica	0.062
40	Côte d'Ivoire	0.013
41	Croatia	0.077



State	Draft ILO scale of assessments 2022 (%)	
42	Cuba	0.080
43	Cyprus	0.036
44	Czechia	0.311
45	Democratic Republic of the Congo	0.010
46	Denmark	0.554
47	Djibouti	0.001
48	Dominica	0.001
49	Dominican Republic	0.053
50	Ecuador	0.080
51	Egypt	0.186
52	El Salvador	0.012
53	Equatorial Guinea	0.016
54	Eritrea	0.001
55	Estonia	0.039
56	Eswatini	0.002
57	Ethiopia	0.010
58	Fiji	0.003
59	Finland	0.421
60	France	4.429
61	Gabon	0.015
62	Gambia	0.001
63	Georgia	0.008
64	Germany	6.093
65	Ghana	0.015
66	Greece	0.366
67	Grenada	0.001
68	Guatemala	0.036
69	Guinea	0.003
70	Guinea-Bissau	0.001
71	Guyana	0.002
72	Haiti	0.003
73	Honduras	0.009
74	Hungary	0.206
75	Iceland	0.028
76	India	0.835
77	Indonesia	0.543
78	Iran (Islamic Republic of)	0.398
79	Iraq	0.129
80	Ireland	0.371
81	Israel	0.490
82	Italy	3.309
83	Jamaica	0.008
84	Japan	8.568
85	Jordan	0.021

State	Draft ILO scale of assessments 2022 (%)	
86	Kazakhstan	0.178
87	Kenya	0.024
88	Kiribati	0.001
89	Kuwait	0.252
90	Kyrgyzstan	0.002
91	Lao People's Democratic Republic	0.005
92	Latvia	0.047
93	Lebanon	0.047
94	Lesotho	0.001
95	Liberia	0.001
96	Libya	0.030
97	Lithuania	0.071
98	Luxembourg	0.067
99	Madagascar	0.004
100	Malawi	0.002
101	Malaysia	0.341
102	Maldives	0.004
103	Mali	0.004
104	Malta	0.017
105	Marshall Islands	0.001
106	Mauritania	0.002
107	Mauritius	0.011
108	Mexico	1.293
109	Mongolia	0.005
110	Montenegro	0.004
111	Morocco	0.055
112	Mozambique	0.004
113	Myanmar	0.010
114	Namibia	0.009
115	Nepal	0.007
116	Netherlands	1.357
117	New Zealand	0.291
118	Nicaragua	0.005
119	Niger	0.002
120	Nigeria	0.250
121	North Macedonia	0.007
122	Norway	0.754
123	Oman	0.115
124	Pakistan	0.115
125	Palau	0.001
126	Panama	0.045
127	Papua New Guinea	0.010
128	Paraguay	0.016
129	Peru	0.152

State	Draft ILO scale of assessments 2022 (%)	
130	Philippines	0.205
131	Poland	0.802
132	Portugal	0.350
133	Qatar	0.282
134	Republic of Korea	2.268
135	Republic of Moldova	0.003
136	Romania	0.198
137	Russian Federation	2.406
138	Rwanda	0.003
139	Saint Kitts and Nevis	0.001
140	Saint Lucia	0.001
141	Saint Vincent and the Grenadines	0.001
142	Samoa	0.001
143	San Marino	0.002
144	Sao Tome and Principe	0.001
145	Saudi Arabia	1.173
146	Senegal	0.007
147	Serbia	0.028
148	Seychelles	0.002
149	Sierra Leone	0.001
150	Singapore	0.485
151	Slovakia	0.153
152	Slovenia	0.076
153	Solomon Islands	0.001
154	Somalia	0.001
155	South Africa	0.272
156	South Sudan	0.006
157	Spain	2.147
158	Sri Lanka	0.044
159	Sudan	0.010
160	Suriname	0.005
161	Sweden	0.907
162	Switzerland	1.152
163	Syrian Arab Republic	0.011
164	Tajikistan	0.004
165	Thailand	0.307
166	Timor-Leste	0.002
167	Togo	0.002
168	Tonga	0.001
169	Trinidad and Tobago	0.040
170	Tunisia	0.025
171	Turkey	1.372
172	Turkmenistan	0.033
173	Tuvalu	0.001

State	Draft ILO scale of assessments 2022 (%)
174 Uganda	0.008
175 Ukraine	0.057
176 United Arab Emirates	0.616
177 United Kingdom	4.569
178 United Republic of Tanzania	0.010
179 United States	22.000
180 Uruguay	0.087
181 Uzbekistan	0.032
182 Vanuatu	0.001
183 Venezuela (Bolivarian Republic of)	0.728
184 Viet Nam	0.077
185 Yemen	0.010
186 Zambia	0.009
187 Zimbabwe	0.005
<b>TOTAL</b>	<b>100.000</b>

<sup>(1)</sup> The Cook Islands is not at present a member of the UN. The proposed rate of assessment is based on its membership fees in other UN specialized agencies (GB.326/PFA/GMA/1).

## Appendix II

### Expenditure budget by appropriation line (in US dollars)

	Strategic budget 2020-21 <sup>1</sup> (in US\$)	Strategic budget 2022-23 (in constant 2020-21 (US\$))	Strategic budget 2022-23 (recosted (US\$))	Strategic budget 2022-23 (recosted and revalued (US\$))
<b>Part I. Ordinary budget</b>				
A. Policy-making organs	50 267 588	49 864 567	50 229 701	54 844 472
B. Policy outcomes	626 425 218	631 197 289	642 639 654	678 667 334
C. Management services	61 418 750	60 878 294	60 990 518	65 924 712
D. Other budgetary provisions	42 430 168	42 430 168	43 472 457	46 426 005
Adjustment for staff turnover	-6 303 318	-6 303 318	-6 409 110	-6 903 130
<b>Total Part I</b>	<b>774 238 406</b>	<b>778 067 000</b>	<b>790 923 220</b>	<b>838 959 393</b>
<b>Part II. Unforeseen expenditure</b>				
Unforeseen expenditure	875 000	875 000	875 000	875 000
<b>Part III. Working Capital Fund</b>				
Working Capital Fund				
<b>Total (Parts I-III)</b>	<b>775 113 406</b>	<b>778 942 000</b>	<b>791 798 220</b>	<b>839 834 393</b>
<b>Part IV. Institutional investments and extraordinary items</b>				
Institutional investments and extraordinary items	15 526 594	11 698 000	11 750 700	12 925 807
<b>TOTAL (Parts I-IV)</b>	<b>790 640 000</b>	<b>790 640 000</b>	<b>803 548 920</b>	<b>852 760 200</b>

<sup>1</sup> The strategic budget proposals for Policy-making organs include resources from the Official Meetings, Documentation and Relations Department, and the Internal Services and Administration Department which directly support governance activities. To facilitate comparison with 2022-23 figures, the 2020-21 budget was restated to reflect: (a) revaluation of the recosted budget at the budget rate of exchange of CHF1.00 to the US dollar; (b) the funding of the UNSDG UN Resident Coordinator System from efficiency gains and programme reductions in part I of the budget.

## Summarized budget of expenditure and income for 2022-23

Expenditure			Income				
	2020-21 Budget	2022-23 Estimates		2020-21 Budget		2022-23 Estimates	
	US\$	US\$		US\$	CHF	US\$	CHF
<b>Part I</b>							
Ordinary budget	774 238 406	838 959 393	Contributions from member States	790 640 000	790 640 000	852 760 200	767 484 180
<b>Part II</b>							
Unforeseen expenditure	875 000	875 000					
<b>Part III</b>							
Working capital fund	-	-					
<b>Part IV</b>							
Institutional investments and extraordinary items	15 526 594	12 925 807					
<b>Total Budget</b>	<b>790 640 000</b>	<b>852 760 200</b>		<b>790 640 000</b>	<b>790 640 000</b>	<b>852 760 200</b>	<b>767 484 180</b>

## Appendix III

## Income budget for 2022–23

## Statement of contributions due from Member States for 2022 (in Swiss francs)

Member States	Assessed Contribution for 2022		Earned Credits Distributed in Respect of :					Total Credits	Net Contribution for 2022
			2020 Incentive Scheme	2019 <sup>(1)</sup> Incentive Scheme	2018-19 <sup>(1)(2)</sup> 50% Net Premium	Prior years <sup>(3)</sup>			
	50% Net Premium	Surplus							
	%	Amount							
1 Afghanistan	0.007	26 862	-	-	-	370	-	370	26 492
2 Albania	0.008	30 699	2	31	588	-	-	621	30 078
3 Algeria	0.138	529 564	249	22 937	11 835	-	-	35 021	494 543
4 Angola	0.010	38 374	18	1 443	735	-	-	2 196	36 178
5 Antigua and Barbuda	0.002	7 675	-	170	147	-	-	317	7 358
6 Argentina	0.916	3 515 078	-	-	65 644	-	-	65 644	3 449 434
7 Armenia	0.007	26 862	13	842	441	7 920	1 664	10 880	15 982
8 Australia	2.211	8 484 538	4 060	333 249	171 865	-	-	509 174	7 975 364
9 Austria	0.677	2 597 934	512	94 194	52 927	-	-	147 633	2 450 301
10 Azerbaijan	0.049	188 034	83	7 342	4 410	5 993	-	17 828	170 206
11 Bahamas	0.018	69 074	33	1 910	1 029	-	-	2 972	66 102
12 Bahrain	0.050	191 871	-	5 097	3 234	-	-	8 331	183 540
13 Bangladesh	0.010	38 374	1	683	735	-	-	1 419	36 955
14 Barbados	0.007	26 862	3	484	515	-	-	1 002	25 860
15 Belarus	0.049	188 034	69	6 993	4 116	-	-	11 178	176 856
16 Belgium	0.822	3 154 360	1 510	114 651	65 056	-	-	181 217	2 973 143
17 Belize	0.001	3 837	-	-	-	-	-	-	3 837
18 Benin	0.003	11 512	2	-	220	196	-	418	11 094
19 Bolivia (Plurinational State of)	0.016	61 399	-	-	-	-	-	-	61 399
20 Bosnia and Herzegovina	0.012	46 049	-	850	-	-	-	850	45 199
21 Botswana	0.014	53 724	26	1 987	1 029	-	-	3 042	50 682
22 Brazil	2.949	11 316 554	-	-	-	-	-	-	11 316 554
23 Brunei Darussalam	0.025	95 936	46	4 076	2 132	-	-	6 254	89 682
24 Bulgaria	0.046	176 521	85	6 409	3 308	-	-	9 802	166 719
25 Burkina Faso	0.003	11 512	6	562	294	-	-	862	10 650
26 Burundi	0.001	3 837	2	150	74	-	-	226	3 611
27 Cabo Verde	0.001	3 837	2	120	74	-	-	196	3 641
28 Cambodia	0.006	23 025	9	523	294	-	-	826	22 199
29 Cameroon	0.013	49 887	-	-	735	720	-	1 455	48 432
30 Canada	2.735	10 495 346	5 022	416 473	214 794	-	-	636 289	9 859 057
31 Central African Republic	0.001	3 837	-	-	74	628	190	892	2 945
32 Chad	0.004	15 350	-	-	-	-	-	-	15 350
33 Chile	0.407	1 561 830	182	23 455	29 330	-	-	52 967	1 508 863
34 China	12.010	46 087 425	186	372 152	582 488	-	-	954 826	45 132 599
35 Colombia	0.288	1 105 177	-	-	23 670	19 003	-	42 673	1 062 504
36 Comoros	0.001	3 837	-	-	-	-	-	-	3 837
37 Congo	0.006	23 025	-	-	-	-	-	-	23 025
38 Cook Islands	0.001	3 837	1	52	74	-	-	127	3 710
39 Costa Rica	0.062	237 920	-	6 195	3 455	-	-	9 650	228 270
40 Côte d'Ivoire	0.013	49 887	7	1 070	662	-	-	1 739	48 148
41 Croatia	0.077	295 482	141	14 093	7 277	-	-	21 511	273 971
42 Cuba	0.080	306 994	-	-	4 778	4 383	-	9 161	297 833
43 Cyprus	0.036	138 147	-	3 097	3 161	-	-	6 258	131 889
44 Czechia	0.311	1 193 438	571	49 023	25 287	-	-	74 881	1 118 557
45 Democratic Republic of the Congo	0.010	38 374	-	-	-	-	-	-	38 374
46 Denmark	0.554	2 125 931	1 014	78 494	42 929	-	-	122 437	2 003 494
47 Djibouti	0.001	3 837	-	-	74	920	313	1 307	2 530
48 Dominica	0.001	3 837	-	-	-	-	13	13	3 824
49 Dominican Republic	0.053	203 383	-	2 783	3 381	-	-	6 164	197 219
50 Ecuador	0.080	306 994	-	-	-	-	-	-	306 994
51 Egypt	0.186	713 760	297	9 245	11 173	-	-	20 715	693 045
52 El Salvador	0.012	46 049	-	-	1 029	-	-	1 029	45 020
53 Equatorial Guinea	0.016	61 399	-	-	-	-	-	-	61 399
54 Eritrea	0.001	3 837	-	7	74	-	-	81	3 756
55 Estonia	0.039	149 660	71	5 417	2 793	-	-	8 281	141 379
56 Eswatini	0.002	7 675	3	256	147	-	-	406	7 269
57 Ethiopia	0.010	38 374	-	-	-	-	-	-	38 374
58 Fiji	0.003	11 512	6	413	220	-	-	639	10 873
59 Finland	0.421	1 615 554	747	63 572	33 520	-	-	97 839	1 517 715
60 France	4.429	16 995 937	7 295	627 502	357 329	-	-	992 126	16 003 811
61 Gabon	0.015	57 561	-	-	-	-	-	-	57 561
62 Gambia	0.001	3 837	-	-	-	766	313	1 079	2 758
63 Georgia	0.008	30 699	4	86	588	7 910	2 942	11 530	19 169
64 Germany	6.093	23 381 406	5 813	594 815	469 872	-	-	1 070 500	22 310 906

Member States		Assessed Contribution for 2022		Earned Credits Distributed in Respect of :					Total Credits	Net Contribution for 2022
				2020 Incentive Scheme	2019 <sup>(1)</sup> Incentive Scheme	2018-19 <sup>(1)(2)</sup> 50% Net Premium	Prior years <sup>(3)</sup>			
							50% Net Premium	Surplus		
65	Ghana	0.015	57 561	-	896	1 176	-	-	2 072	55 489
66	Greece	0.366	1 404 496	-	27 019	34 623	-	-	61 642	1 342 854
67	Grenada	0.001	3 837	-	-	-	67	-	67	3 770
68	Guatemala	0.036	138 147	3	778	2 058	-	-	2 839	135 308
69	Guinea	0.003	11 512	-	-	-	-	-	-	11 512
70	Guinea-Bissau	0.001	3 837	-	-	-	-	-	-	3 837
71	Guyana	0.002	7 675	4	281	147	-	-	432	7 243
72	Haiti	0.003	11 512	6	1	220	196	-	423	11 089
73	Honduras	0.009	34 537	-	1 051	588	-	-	1 639	32 898
74	Hungary	0.206	790 509	141	19 312	11 835	-	-	31 288	759 221
75	Iceland	0.028	107 448	51	3 222	1 691	-	-	4 964	102 484
76	India	0.835	3 204 247	1 533	104 903	54 176	-	-	160 612	3 043 635
77	Indonesia	0.543	2 083 720	-	66 851	37 049	-	-	103 900	1 979 820
78	Iran (Islamic Republic of)	0.398	1 527 294	-	-	-	27 049	-	27 049	1 500 245
79	Iraq	0.129	495 027	26	-	9 483	1 240	-	10 749	484 278
80	Ireland	0.371	1 423 683	648	43 052	24 626	-	-	68 326	1 355 357
81	Israel	0.490	1 880 336	117	-	31 609	-	-	31 726	1 848 610
82	Italy	3.309	12 698 026	5 029	280 078	275 660	-	-	560 767	12 137 259
83	Jamaica	0.008	30 699	-	1 293	662	-	-	1 955	28 744
84	Japan	8.568	32 879 022	13 328	1 107 821	711 865	-	-	1 833 014	31 046 008
85	Jordan	0.021	80 586	6	306	1 470	-	-	1 782	78 804
86	Kazakhstan	0.178	683 061	327	27 211	14 040	14 550	4 414	60 542	622 519
87	Kenya	0.024	92 098	3	-	1 323	-	-	1 326	90 772
88	Kiribati	0.001	3 837	-	-	-	65	-	65	3 772
89	Kuwait	0.252	967 030	-	-	20 950	-	-	20 950	946 080
90	Kyrgyzstan	0.002	7 675	-	283	147	-	-	430	7 245
91	Lao People's Democratic Republic	0.005	19 187	-	126	220	-	-	346	18 841
92	Latvia	0.047	180 359	74	6 967	3 675	-	-	10 716	169 643
93	Lebanon	0.047	180 359	-	-	3 381	2 878	-	6 259	174 100
94	Lesotho	0.001	3 837	-	80	74	-	-	154	3 683
95	Liberia	0.001	3 837	2	150	74	-	-	226	3 611
96	Libya	0.030	115 123	-	-	-	8 733	-	8 733	106 390
97	Lithuania	0.071	272 457	130	5 839	5 293	-	-	11 262	261 195
98	Luxembourg	0.067	257 107	118	4 436	4 705	-	-	9 259	247 848
99	Madagascar	0.004	15 350	-	18	220	-	-	238	15 112
100	Malawi	0.002	7 675	-	-	-	131	-	131	7 544
101	Malaysia	0.341	1 308 561	369	42 234	23 670	-	-	66 273	1 242 288
102	Maldives	0.004	15 350	-	162	147	-	-	309	15 041
103	Mali	0.004	15 350	7	413	220	-	-	640	14 710
104	Malta	0.017	65 236	29	-	1 176	-	-	1 205	64 031
105	Marshall Islands	0.001	3 837	2	149	74	-	-	225	3 612
106	Mauritania	0.002	7 675	-	-	147	-	-	147	7 528
107	Mauritius	0.011	42 212	20	-	882	-	-	902	41 310
108	Mexico	1.293	4 961 785	-	-	105 559	-	-	105 559	4 856 226
109	Mongolia	0.005	19 187	1	107	368	-	-	476	18 711
110	Montenegro	0.004	15 350	7	562	294	-	-	863	14 487
111	Morocco	0.055	211 058	89	6 836	3 969	-	-	10 894	200 164
112	Mozambique	0.004	15 350	1	-	294	-	-	295	15 055
113	Myanmar	0.010	38 374	-	665	735	-	-	1 400	36 974
114	Namibia	0.009	34 537	13	1 216	735	-	-	1 964	32 573
115	Nepal	0.007	26 862	-	-	441	-	-	441	26 421
116	Netherlands	1.357	5 207 380	2 367	202 951	109 014	-	-	314 332	4 893 048
117	New Zealand	0.291	1 116 690	435	35 951	19 700	-	-	56 086	1 060 604
118	Nicaragua	0.005	19 187	8	487	294	-	-	789	18 398
119	Niger	0.002	7 675	-	140	147	-	-	287	7 388
120	Nigeria	0.250	959 355	-	-	15 363	9 779	-	25 142	934 213
121	North Macedonia	0.007	26 862	13	1 012	515	-	-	1 540	25 322
122	Norway	0.754	2 893 415	1 348	113 210	62 409	-	-	176 967	2 716 448
123	Oman	0.115	441 303	3	13 596	8 306	-	-	21 905	419 398
124	Pakistan	0.115	441 303	-	-	6 836	-	-	6 836	434 467
125	Palau	0.001	3 837	-	-	-	-	-	-	3 837
126	Panama	0.045	172 684	-	-	2 499	-	-	2 499	170 185
127	Papua New Guinea	0.010	38 374	-	-	-	262	-	262	38 112
128	Paraguay	0.016	61 399	-	873	1 029	1 369	415	3 686	57 713
129	Peru	0.152	583 288	-	-	9 997	-	-	9 997	573 291
130	Philippines	0.205	786 671	85	19 134	12 129	-	-	31 348	755 323
131	Poland	0.802	3 077 612	1 473	119 879	61 821	-	-	183 173	2 894 439
132	Portugal	0.350	1 343 097	643	51 876	28 816	-	-	81 335	1 261 762
133	Qatar	0.282	1 082 153	518	38 022	19 774	-	-	58 314	1 023 839
134	Republic of Korea	2.268	8 703 271	-	248 438	149 959	-	-	398 397	8 304 874
135	Republic of Moldova	0.003	11 512	6	542	294	-	-	842	10 670
136	Romania	0.198	759 809	322	-	13 526	-	-	13 848	745 961
137	Russian Federation	2.406	9 232 835	-	415 741	227 070	-	-	642 811	8 590 024
138	Rwanda	0.003	11 512	-	-	147	-	-	147	11 365
139	Saint Kitts and Nevis	0.001	3 837	2	76	74	-	-	152	3 685
140	Saint Lucia	0.001	3 837	-	-	74	-	-	74	3 763



Member States	Assessed Contribution for 2022		Earned Credits Distributed in Respect of:					Total Credits	Net Contribution for 2022
			2020 Incentive Scheme	2019 <sup>(1)</sup> Incentive Scheme	2018-19 <sup>(1)(2)</sup> 50% Net Premium	Prior years <sup>(3)</sup>			
						50% Net Premium	Surplus		
%	Amount								
141 Saint Vincent and the Grenadines	0.001	3 837	-	-	-	-	-	-	3 837
142 Samoa	0.001	3 837	2	150	74	-	-	226	3 611
143 San Marino	0.002	7 675	3	341	220	-	-	564	7 111
144 Sao Tome and Principe	0.001	3 837	-	-	-	-	-	-	3 837
145 Saudi Arabia	1.173	4 501 295	297	162 310	84 315	-	-	246 922	4 254 373
146 Senegal	0.007	26 862	-	-	368	360	-	728	26 134
147 Serbia	0.028	107 448	17	529	2 352	-	-	2 898	104 550
148 Seychelles	0.002	7 675	-	134	74	-	-	208	7 467
149 Sierra Leone	0.001	3 837	-	-	-	-	-	-	3 837
150 Singapore	0.485	1 861 149	890	63 715	32 859	-	-	97 464	1 763 685
151 Slovakia	0.153	587 126	273	22 241	11 761	-	-	34 275	552 851
152 Slovenia	0.076	291 644	137	11 863	6 175	-	-	18 175	273 469
153 Solomon Islands	0.001	3 837	-	-	-	21	9	30	3 807
154 Somalia	0.001	3 837	-	-	-	-	-	-	3 837
155 South Africa	0.272	1 043 779	499	51 872	26 757	-	-	79 128	964 651
156 South Sudan	0.006	23 025	9	-	220	241	-	470	22 555
157 Spain	2.147	8 238 943	3 277	330 681	179 657	-	-	513 615	7 725 328
158 Sri Lanka	0.044	168 847	73	3 724	2 279	-	-	6 076	162 771
159 Sudan	0.010	38 374	-	-	-	-	-	-	38 374
160 Suriname	0.005	19 187	-	-	441	327	-	768	18 419
161 Sweden	0.907	3 480 541	251	135 063	70 348	-	-	205 662	3 274 879
162 Switzerland	1.152	4 420 709	2 103	162 011	83 874	-	-	247 988	4 172 721
163 Syrian Arab Republic	0.011	42 212	-	-	-	-	-	-	42 212
164 Tajikistan	0.004	15 350	-	-	-	-	-	-	15 350
165 Thailand	0.307	1 178 088	563	41 470	21 391	-	-	63 424	1 114 664
166 Timor-Leste	0.002	7 675	-	-	-	-	-	-	7 675
167 Togo	0.002	7 675	4	150	74	-	-	228	7 447
168 Tonga	0.001	3 837	-	-	-	-	-	-	3 837
169 Trinidad and Tobago	0.040	153 497	70	4 416	2 499	-	-	6 985	146 512
170 Tunisia	0.025	95 936	33	3 569	2 058	-	-	5 660	90 276
171 Turkey	1.372	5 264 942	50	66 797	74 906	-	-	141 753	5 123 189
172 Turkmenistan	0.033	126 635	-	34	1 911	-	-	1 945	124 690
173 Tuvalu	0.001	3 837	-	-	-	-	-	-	3 837
174 Uganda	0.008	30 699	-	611	662	-	-	1 273	29 426
175 Ukraine	0.057	218 733	75	12 262	7 571	77 999	23 660	121 567	97 166
176 United Arab Emirates	0.616	2 363 851	-	72 207	44 400	-	-	116 607	2 247 244
177 United Kingdom	4.569	17 533 176	8 113	598 793	328 219	-	-	935 125	16 598 051
178 United Republic of Tanzania	0.010	38 374	-	1 298	735	-	-	2 033	36 341
179 United States	22.000	84 423 260	-	-	1 617 206	-	-	1 617 206	82 806 054
180 Uruguay	0.087	333 856	-	2 112	5 807	-	-	7 919	325 937
181 Uzbekistan	0.032	122 798	45	2 610	1 691	-	-	4 346	118 452
182 Vanuatu	0.001	3 837	-	-	-	65	-	65	3 772
183 Venezuela (Bolivarian Republic of)	0.728	2 793 643	-	-	-	-	-	-	2 793 643
184 Viet Nam	0.077	295 482	111	8 245	4 263	-	-	12 619	282 863
185 Yemen	0.010	38 374	-	-	-	-	-	-	38 374
186 Zambia	0.009	34 537	-	-	515	425	-	940	33 597
187 Zimbabwe	0.005	19 187	-	-	294	196	-	490	18 697
TOTAL	100.000	383 742 090	74 293	7 648 357	6 967 136	194 762	33 933	14 918 481	368 823 609

<sup>(1)</sup> As a result of the cancellation of the International Labour Conference (ILC) June 2020 session due to COVID-19 epidemic, and the postponement of the adoption of the ILO 2019 Audited Consolidated Financial Statements to its 109th session in June 2021, the distribution of the 2019 Incentive Scheme and one half of the 2018-19 Net Premium to eligible members is deferred to January 2022.

<sup>(2)</sup> Include eligible Member States who paid their 2018-19 assessed contributions in full as of 31.12.2019, that would normally receive the credits in 2021, and those who paid their 2018-19 assessed contributions in full between 1 January 2020 and the date of the preparation of this report (7 June 2021). Should a Member State pay its 2018-19 assessed contribution in full prior to the adoption of the 2022-23 Programme and Budget by the ILC (18 June 2021), that Member State's earned credit may change.

<sup>(3)</sup> Should a Member State pay previous years' contributions (2016-17 and older) prior to the adoption of the 2022-23 Programme and Budget by the ILC (18 June 2021), that Member State's earned credit may change.