## CONTENTS

### Information

<table>
<thead>
<tr>
<th>Section</th>
<th>Pages</th>
</tr>
</thead>
<tbody>
<tr>
<td>103rd Session of the International Labour Conference</td>
<td>31</td>
</tr>
<tr>
<td>(Geneva, 28 May–12 June 2014)</td>
<td></td>
</tr>
<tr>
<td>Composition of the Governing Body of the International Labour Office</td>
<td>33</td>
</tr>
<tr>
<td>for 2014–17</td>
<td></td>
</tr>
<tr>
<td>321st Session of the Governing Body of the International Labour Office</td>
<td>35</td>
</tr>
<tr>
<td>(Geneva, 13 June 2014)</td>
<td></td>
</tr>
<tr>
<td>Programme of meetings for the remainder of 2014 and for 2015</td>
<td>43</td>
</tr>
<tr>
<td>Official measures taken regarding decisions of the International Labour Conference:</td>
<td></td>
</tr>
<tr>
<td>International labour Conventions: Ratifications and declaration</td>
<td>45</td>
</tr>
</tbody>
</table>

### Documents

- Recommendation, Protocol, amendments and resolutions adopted or approved by the 103rd International Labour Conference (Geneva, May–June 2014) ....... 47

### Recommendation

- No. 203. Recommendation on supplementary measures for the effective suppression of forced labour ........................................................... 47

### Protocol

- Protocol of 2014 to the Forced Labour Convention, 1930 ........................................... 51

### Amendments

- Amendments of 2014 to the Maritime Labour Convention, 2006 ......................... 56
Resolutions

Nos

I. Resolution to place on the agenda of the next ordinary session of the Conference an item entitled “Facilitating transitions from the informal to the formal economy”................. 62

II. Resolution concerning the second recurrent discussion on employment .......................... 62

III. Resolution concerning the financial report and audited consolidated financial statements for the year ended 31 December 2013. ......................................................... 69

IV. Resolution concerning use of the 1992–93 and 2000–01 surpluses ................................. 69

V. Resolution concerning appointments to the ILO Staff Pension Committee (United Nations Joint Staff Pension Board) .......................................................... 69

Other documents

Memorandum of Understanding between the International Labour Organization (ILO) and the United Nations Educational, Scientific and Cultural Organization (UNESCO) ........... 70

Office publications and documents

To ensure that all regular readers of the Official Bulletin receive full and up-to-date information on Office publications and documents, the ILO quarterly publications list will be sent to them free of charge. A complete catalogue is available on request and books may be purchased from: ILO Publications, International Labour Office, CH-1211 Geneva 22, Switzerland. The reports and other documents referred to in the Official Bulletin may also be consulted on the ILO website at www.ilo.org.
The 103rd Session of the International Labour Conference was held from Wednesday, 28 May to Thursday, 12 June 2014, under the presidency of Mr Funes de Rioja, Employer delegate, Argentina.

The agenda was as follows:

Standing items

I. Reports of the Chairperson of the Governing Body and of the Director-General
II. Programme and budget and other financial questions
III. Information and reports on the application of Conventions and Recommendations

Items placed on the agenda by the Conference or the Governing Body

IV. Supplementing the Forced Labour Convention, 1930 (No. 29), to address implementation gaps to advance prevention, protection and compensation measures, to effectively achieve the elimination of forced labour (standard-setting, single discussion)
V. Facilitating transitions from the informal to the formal economy (*standard-setting, double discussion*)

VI. A recurrent discussion on the strategic objective of employment, under the follow-up to the ILO Declaration on Social Justice for a Fair Globalization, 2008

VII. Approval of amendments to the Code of the Maritime Labour Convention, 2006, as adopted by the Special Tripartite Committee established under Article XIII of the Convention
Composition of the Governing Body of the International Labour Office for 2014–17

Following the elections held on Monday, 2 June 2014 in the different electoral colleges of the International Labour Conference, the composition of the Governing Body of the International Labour Office for 2014–17 is as follows:

**Regular Government members**

<table>
<thead>
<tr>
<th>Algeria</th>
<th>Kenya</th>
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<tbody>
<tr>
<td>Angola</td>
<td>Korea (Republic of)</td>
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<tr>
<td>Argentina</td>
<td>Mexico</td>
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<tr>
<td>Brazil *</td>
<td>Panama</td>
</tr>
<tr>
<td>Bulgaria</td>
<td>Romania</td>
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<tr>
<td>Cambodia</td>
<td>Russian Federation *</td>
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<tr>
<td>China *</td>
<td>Sudan</td>
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<tr>
<td>France *</td>
<td>Trinidad and Tobago</td>
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<tr>
<td>Germany *</td>
<td>Turkey</td>
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<tr>
<td>Ghana</td>
<td>United Arab Emirates</td>
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<tr>
<td>India *</td>
<td>United Kingdom *</td>
</tr>
<tr>
<td>Iran (Islamic Republic of)</td>
<td>United States *</td>
</tr>
<tr>
<td>Italy *</td>
<td>Venezuela (Bolivarian Republic of)</td>
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<tr>
<td>Japan *</td>
<td>Zimbabwe</td>
</tr>
</tbody>
</table>

**Deputy Government members**

<table>
<thead>
<tr>
<th>Albania</th>
<th>Indonesia</th>
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<tbody>
<tr>
<td>Australia</td>
<td>Jordan</td>
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<tr>
<td>Bahrain</td>
<td>Lesotho</td>
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<tr>
<td>Bangladesh</td>
<td>Lithuania</td>
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<tr>
<td>Belgium</td>
<td>Mali</td>
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<tr>
<td>Botswana</td>
<td>Mauritania</td>
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<td>Brunei Darussalam</td>
<td>Netherlands</td>
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<td>Burkina Faso</td>
<td>Norway</td>
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<td>Canada</td>
<td>Pakistan</td>
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<td>Chad</td>
<td>Poland</td>
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<tr>
<td>Colombia</td>
<td>Spain</td>
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<tr>
<td>Cuba</td>
<td>Tanzania (United Republic of)</td>
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<tr>
<td>Dominican Republic</td>
<td>Thailand</td>
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<tr>
<td>Ethiopia</td>
<td>Uruguay</td>
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</tbody>
</table>

**Regular Employer members**

<table>
<thead>
<tr>
<th>Mr A. Echavarría Saldarriaga (Colombia)</th>
<th>Ms J. Mugo (Kenya)</th>
</tr>
</thead>
<tbody>
<tr>
<td>Ms R. Goldberg (United States)</td>
<td>Mr P. O’Reilly (New Zealand)</td>
</tr>
<tr>
<td>Ms R. Hornung-Draus (Germany)</td>
<td>Ms G. Pineau (France)</td>
</tr>
<tr>
<td>Mr H. Matsui (Japan)</td>
<td>Mr J. de Regil (Mexico)</td>
</tr>
<tr>
<td>Mr K. Mattar (United Arab Emirates)</td>
<td>Mr J. Rønnest (Denmark)</td>
</tr>
<tr>
<td>Mr M. Megateli (Algeria)</td>
<td>Mr C. Syder (United Kingdom)</td>
</tr>
<tr>
<td>Mr Y. Modi (India)</td>
<td>Mr A. Yuma (Democratic Republic of the Congo)</td>
</tr>
</tbody>
</table>

* Members holding non-elective seats as States of chief industrial importance.
Deputy Employer members

Mr O. Alrayes (Bahrain)  Mr M. Mdwaba (South Africa)
Mr J. Belahrach (Morocco)  Ms M. Moskvina (Russian Federation)
Mr M. Ceretti (Argentina)  Mr K. Rahman (Bangladesh)
Mr K. de Meester (Belgium)  Ms S. Romchatthong (Thailand)
Mr O. Diallo (Côte d’Ivoire)  Mr A. Savané (Guinea)
Mr A. Frimpong (Ghana)  Ms S. Texeira (Brazil)
Ms L. Horvatic (Croatia)  Mr A. Urtecho (Honduras)
Mr J. Lacasa Aso (Spain)  Mr A. Walcott (Barbados)
Ms H. Liu (China)  Mr P. Woolford (Canada)
Mr J. Mailhos (Uruguay)

Regular Worker members

Mr K. Asamoah (Ghana)  Mr J. Guangping (China)
Mr F. Atwoli (Kenya)  Mr S. Gurney (United Kingdom)
Ms A. Buntenbach (Germany)  Ms H. Kelly (New Zealand)
Ms M. Carvalho Francisco (Angola)  Mr G. Martínez (Argentina)
Mr R. Chandrasekharan (India)  Mr T. Sakurada (Japan)
Mr L. Cortebeeck (Belgium)  Mr M. Shmakov (Russian Federation)
Ms S. Fox (United States)  Mr B. Thibault (France)

Deputy Worker members

Mr M. Al Maaytah (Jordan)  Ms M. Liew Kiah Eng (Singapore)
Mr Z. Awan (Pakistan)  Mr A. Lisboa (Brazil)
Ms B. Byers (Canada)  Mr M. Maung (Myanmar)
Ms S. Cappuccio (Italy)  Mr B. Ntshalintshali (South Africa)
Ms I. Carcamo (Honduras)  Mr J. Ohrt (Denmark)
Mr P. Dimitrov (Bulgaria)  Ms B. Pandey (Nepal)
Mr F. Djondang (Chad)  Ms C. Passchier (Netherlands)
Ms A. El Amri (Morocco)  Ms S. Siwela (Zimbabwe)
Ms E. Familia (Dominican Republic)  Ms M. Triana (Colombia)
Mr M. Guiro (Senegal)

The 321st Session of the Governing Body of the International Labour Office was held on Friday, 13 June 2014, presided over by Ms Victoria Marina Velásquez de Avilés, Ambassador Extraordinary and Plenipotentiary, Permanent Representative of El Salvador to the United Nations Office in Geneva and other international organizations based in Switzerland, as outgoing Chairperson, and by Mr Apolinário Jorge Correia, Ambassador Extraordinary and Plenipotentiary, Permanent Representative of Angola to the United Nations Office in Geneva and other international organizations in Geneva, as incoming Chairperson.

The agenda was as follows:

**INSTITUTIONAL SECTION**

2. Approval of the minutes of the 320th Session of the Governing Body
4. Report of the Committee on Freedom of Association
5. Questions arising out of the 103rd Session of the International Labour Conference, requiring immediate attention
6. Strategy for wider ILO engagement with the private sector
7. Choice of Conventions and Recommendations on which reports should be requested under article 19 of the Constitution in 2015
8. Review of the rules for payment of travel expenses
9. Report of the Director-General

Supplementary Reports:
- Report of the Committee set up to examine the representation alleging non-observance by Peru of the Labour Inspection Convention, 1947 (No. 81), made under article 24 of the ILO Constitution by the Autonomous Workers’ Confederation of Peru (CATP)
- Report of the Committee set up to examine the representation alleging non-observance by Spain of the Labour Inspection Convention, 1947 (No. 81), made under article 24 of the ILO Constitution by the trade union “National Federation of Associations of Employment and Social Security Sub-inspectors (FESESS)”
- Appointment of an Assistant Director-General
- Report of the Committee set up to examine the representation alleging non-observance by Spain of the Termination of Employment Convention, 1982 (No. 158), submitted under article 24 of the ILO Constitution by the Trade Union Confederation of Workers’ Committees (CC.OO.) and the General Union of Workers (UGT)

1 The Governing Body approved the minutes, as amended.
– Documents submitted for information only.¹

10. Reports of the Officers of the Governing Body
– Arrangements for the Meeting of Experts on Sustainable Development, Decent Work and Green Jobs (Geneva, 5–9 October 2015).
– Representation alleging non-observance by Poland of the Discrimination (Employment and Occupation) Convention, 1958 (No. 111), made under article 24 of the ILO Constitution by the All-Poland Alliance of Trade Unions.
– Chairmanship of the Committee on Freedom of Association.

11. Composition and agenda of standing bodies and meetings.

The following is an account of the action taken by the Governing Body on the above agenda.²

**Election of the Officers of the Governing Body for 2014–15**

*Election of the Chairperson*


*Election of the Vice-Chairpersons*

The Governing Body elected Mr Jørgen Rønnest (Employer, Denmark) as Employer Vice-Chairperson of the Governing Body, and re-elected Mr Luc Cortebeeck (Worker, Belgium) as Worker Vice-Chairperson of the Governing Body, for the 2014–15 period.

¹ The Governing Body took note of the documents listed in the appendix to document GB.321/INS/9/5: document GB.321/INS/INF/1: Report on progress in the implementation of the Memorandum of Understanding and associated action plans for the elimination of forced labour in Myanmar; document GB.321/INF/1: Programme of meetings as approved by the Officers of the Governing Body: Meetings for the remainder of 2014 and for 2015; document GB.321/INF/2: Approved symposia, seminars, workshops and similar meetings.

² For a more detailed account, see the set of papers and reports examined by the Governing Body, together with the approved minutes of the sittings.

Committee on Freedom of Association

The Governing Body appointed the members of the Committee on Freedom of Association for the 2014–17 period as follows:

Government members

Regular members
Argentina
Kenya
Spain

Employer members

Regular members
Mr H. Matsui (Japan)
Mr J. de Regil (Mexico)
Mr C. Syder (United Kingdom)

Worker members

Regular members
Ms S. Fox (United States)
Mr J. Ohrt (Denmark)
Mr L. Cortebeeck (Belgium)

Deputy members

Dominican Republic
Japan
Romania

Mr H. Matsui substituting Mr Luc Cortebeeck (regular member), when necessary.


The Governing Body appointed the 16 Government members, as well as the eight Employer members and eight Worker members listed below as members of the Working Party on the Functioning of the Governing Body and the International Labour Conference for the 2014–17 period. The other members of the Governing Body could participate in an observer capacity, with permission to speak on authorization by the Chairperson.

Government members

Albania
Australia
Bahrain
Belgium
Brazil
Canada
Japan
Kenya
Lithuania
Mali
Mexico
Norway
Sudan
Thailand
Venezuela, Bolivarian Republic of
Zimbabwe

Mr Yves Veyrier substituting Mr Luc Cortebeeck (regular member), when necessary.
Board of the International Training Centre of the ILO, Turin

The Governing Body appointed 24 of its members – 12 from the Government group, as well as six from each of the other two groups, as members of the Board of the International Training Centre of the ILO, Turin, for a period of three years.

In view of there being only five nominations for the six seats to be filled by the Members of chief industrial importance, the Governing Body invited the Government of Norway to fill the remaining seat.

The membership of the Board for the 2014–17 period is as follows:

**Government members**

<table>
<thead>
<tr>
<th>Regular members</th>
<th>Regular members</th>
<th>Substitute members</th>
</tr>
</thead>
<tbody>
<tr>
<td>(member States of chief industrial importance)</td>
<td>Ghana</td>
<td>Argentina</td>
</tr>
<tr>
<td>China</td>
<td>Panama</td>
<td>Botswana</td>
</tr>
<tr>
<td>France</td>
<td>Sudan</td>
<td>Burkina Faso</td>
</tr>
<tr>
<td>Germany</td>
<td>United Arab Emirates</td>
<td>Chad</td>
</tr>
<tr>
<td>India</td>
<td>Venezuela, Bolivarian Republic of</td>
<td>Iran, Islamic Republic of</td>
</tr>
<tr>
<td>Norway¹</td>
<td>Zimbabwe</td>
<td>Kenya</td>
</tr>
<tr>
<td>United States</td>
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<td>Mali</td>
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<td>Poland</td>
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<td>Romania</td>
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<td></td>
<td></td>
<td>Trinidad and Tobago</td>
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</table>

**Employer members**

<table>
<thead>
<tr>
<th>Regular members</th>
<th>Substitute members</th>
</tr>
</thead>
<tbody>
<tr>
<td>Mr M. Ceretti (Argentina)</td>
<td>Mr O. Sharif Alrayes (Bahrain)</td>
</tr>
<tr>
<td>Ms R. Goldberg (United States)</td>
<td>Ms L. Hansong (China)</td>
</tr>
<tr>
<td>Mr K. Mattar (United Arab Emirates)</td>
<td>Mr J. Mailhos (Uruguay)</td>
</tr>
<tr>
<td>Mr M. Mdwaba (South Africa)</td>
<td>Mr P. O’Reilly (New Zealand)</td>
</tr>
<tr>
<td>Mr K. de Meester (Belgium)</td>
<td>Mr A. Savané (Guinea)</td>
</tr>
<tr>
<td>Mr M. Megateli (Algeria)</td>
<td>Mr A. Walcott (Barbados)</td>
</tr>
</tbody>
</table>

¹ As invited by the Governing Body to hold one of the six seats to be filled by Members of chief industrial importance.
Worker members

Regular members
Ms S. Cappuccio (Italy)
Ms M. Carvalho (Angola)
Mr R. Chandrasekheran (India)
Ms E. Familia (Dominican Republic)
Mr B. Ntshalintshali (South Africa)
Ms M. Luz Triana (Colombia)

Substitute members
Mr F. Atwoli (Kenya)
Ms B. Byers (Canada)
Mr P. Dimitrov (Bulgaria)
Mr J. Guangping (China)
Mr M. Guiro (Senegal)
Mr A. Lisboa (Brazil)

Report of the Committee on Freedom of Association

372nd Report

The Governing Body approved the 372nd Report\(^1\) of the Committee on Freedom of Association.

Questions arising out of the 103rd Session of the International Labour Conference, requiring immediate attention

The Office took note of the points raised under this item by the Governing Body.

Strategy for wider ILO engagement with the private sector

The Governing Body:
(a) endorsed the revised approach to wider ILO engagement with the private sector;
(b) requested the Director-General to submit to the Governing Body at its 326th Session (March 2016) a progress report on the implementation of the Enterprises Initiative.

Choice of conventions and recommendations on which reports should be requested under article 19 of the Constitution in 2015

The Governing Body:
(a) requested governments to submit reports for 2015, under article 19 of the Constitution, on the Migration for Employment Convention (Revised), 1949 (No. 97), and its corresponding Recommendation, 1949 (No. 86), and on the Migrant Workers (Supplementary Provisions) Convention, 1975 (No. 143), and its corresponding Recommendation, 1975 (No. 151);
(b) approved the report form concerning the labour migration instruments contained in the appendix to document GB.321/INS/7.

Review of the rules for payment of travel expenses

The Governing Body approved the proposed amendments to the “Rules for the payment of travel expenses of members of the Governing Body and of certain committees and other bodies” and to the “Rules for the payment of travel expenses of members of committees” included in Appendices I and II to document GB.321/INS/8, respectively.

Report of the Director-General

First Supplementary Report: Report of the Committee set up to examine the representation alleging non-observance by Peru of the Labour Inspection Convention, 1947 (No. 81), made under article 24 of the ILO Constitution by the Autonomous Workers’ Confederation of Peru (CATP)

On the recommendation of its Officers, and in light of the conclusions set out in paragraphs 80, 93, 94, 96, 101, 108, 112, 114, 118, 124, 134, 139, 145, 150, 154, 157, 161, 164, 168 and 175 of document GB.321/INS/9/1, the Governing Body:

(a) approved the report contained in document GB.321/INS/9/1;

(b) invited the Government to take such measures as may be necessary to ensure that the system of labour inspection as a whole was implemented in accordance with the provisions of Convention No. 81;

(c) recommended that the Committee of Experts on the Application of Conventions and Recommendations followed up on the issues raised in the report in respect of the application of Convention No. 81;

(d) made the report publicly available and closed the procedure initiated by the representation of the Autonomous Workers’ Confederation of Peru (CATP) alleging the non-observance of Convention No. 81.

Second Supplementary Report: Report of the Committee set up to examine the representation alleging non-observance by Spain of the Labour Inspection Convention, 1947 (No. 81), made under article 24 of the ILO Constitution by the trade union “National Federation of Associations of Employment and Social Security Sub-inspectors (FESESS)”

On the recommendation of its Officers, and in light of the conclusions set out in paragraphs 70, 77, 80, 85, 98, 99, 101, 106, 107, 110 and 112 of document GB.321/INS/9/2 concerning the issues raised in the representation, the Governing Body:

(a) approved the report contained in document GB.321/INS/9/2;

(b) invited the Government to consider the possibility of granting employment and social security sub-inspectors, in law and in practice, the powers and prerogatives under the Convention where they were needed or useful for the performance of their duties that were in conformity with the objective of the Convention, as indicated in paragraph 101;

(c) entrusted the Committee of Experts on the Application of Conventions and Recommendations with following up on effect given to the conclusions of the report with respect to the application of Article 10 of this Convention (paragraph 106), as well as Article 12(1)(c)(ii) (paragraph 101);

(d) made the report publicly available and closed the procedure initiated by the representation of the complainant organization alleging the non-observance by Spain of Convention No. 81.

Third Supplementary Report: Appointment of an Assistant Director-General

The Governing Body noted the appointment made by the Director-General, after having duly consulted the Officers of the Governing Body, of Mr Heinz Werner Koller as Regional Director of the ILO Regional Office for Europe and Central Asia, and invited Mr Koller to make and sign the prescribed declaration of loyalty as provided under article 1.4(b) of the ILO Staff Regulations.
Fourth Supplementary Report: Report of the Committee  
set up to examine the representation alleging non-observance by Spain of the Termination  
of Employment Convention, 1982 (No. 158), submitted under article 24 of the ILO  
Convention by the Trade Union Confederation of Workers’ Committees (CC.OO.)  
and the General Union of Workers (UGT)  

On the recommendation of its Officers, and in the light of the conclusions set out in  
document GB.321/INS/9/4 concerning the issues raised in the representation, the Governing Body:  

(a) approved the report contained in document GB.321/INS/9/4;  
(b) invited the Government, in consultation with its social partners, to take such measures  
as may be necessary to seek solutions to economic problems that were consistent with  
Convention No. 158 (paragraph 226);  
(c) invited the Government to provide information on the evolution of the “open-ended  
entrepreneur-support contract” and, in the light of the information available, to examine  
the possibility of adopting measures, in consultation with the social partners, to ensure  
that such a contractual arrangement was not terminated at the initiative of the employer  
in order to avoid in an abusive manner the protection provided for in the Convention  
(paragraphs 245, 246 and 247);  
(d) invited the Government to submit information on the manner in which the new regulations  
on economic, technical, organizational or production-related reasons for dismissal, introduced through the 2012 labour reform, had been applied in practice, including  
statistics on the number of appeals lodged, the outcome of those appeals and the number of  
terminations for economic or similar reasons (paragraphs 265 and 266); the type of  
compensation awarded where the courts had ruled that termination of the employment  
relationship was unjustified (paragraphs 279 and 280); and the manner in which absences resulting from temporary incapacity, particularly as a result of medical treatment for cancer or a serious illness, were counted (paragraphs 295 and 296);  
(e) entrusted the Committee of Experts on the Application of Conventions and Recommendations with following up the questions raised in the report with respect to the application of the Termination of Employment Convention, 1982 (No. 158);  
(f) made the report publicly available and closed the procedure initiated by the representation of the Trade Union Confederation of Workers’ Committees (CC.OO.) and the General Union of Workers (UGT), alleging non-observance by Spain of Convention No. 158.  

Reports of the Officers of the Governing Body  

First report: Arrangements for the Meeting of Experts on Sustainable Development,  
Decent Work and Green Jobs (Geneva, 5–9 October 2015)  

On the recommendation of its Officers, the Governing Body:  

(a) endorsed the composition and agenda of the Meeting of Experts as follows:  

Composition  
The Meeting would be attended by eight experts nominated after consultation with  
governments, eight experts nominated after consultation with the Employers’ group, and  
eight experts nominated after consultation with the Workers’ group of the Governing Body.  
In order to obtain the Government nominations, the Director-General would approach  
the Governments of the following countries: Brazil, Germany, Indonesia, Kenya, Mauritius,  
South Africa, Turkey and United States. Should any of them fail to nominate a participant,  
the Director-General would approach the Governments of the following countries: Bangladesh, Denmark, France, Morocco, Peru, Senegal, Spain and Trinidad and Tobago.
As had been the practice in the recent past, the Director-General would appoint, after consultation with the groups of the Governing Body, a knowledgeable independent chairperson.

Other countries that had an interest in the subject would be able to attend as observers, at their own expense.

**Agenda**

- To review, amend and adopt draft guidelines based on a compilation and thorough review by the Office of experiences from country policies and sectoral strategies towards environmental sustainability, the greening of enterprises, social inclusion and the promotion of green jobs.
- To distil lessons and good practices in respect of policy formulation in each of the nine policy areas identified in the just transition framework, through tripartite dialogue.
- To recommend ways to give practical effect to the guidelines in terms of their dissemination and practical application at the country level by constituents and adopt policy guidelines on a just transition towards environmentally sustainable economies and societies for all.

(b) decided that the cost of the Meeting, estimated at US$317,000, be financed, in the first instance, from savings that may arise under Part I of the budget for 2012–13 or, failing that, through the use of the provision for unforeseen expenditure, Part II. Should that not prove possible, the Director-General would propose alternative methods of financing at a later stage in the biennium.


On the recommendation of its Officers, the Governing Body endorsed the composition and agenda of the Meeting of Experts as follows:

**Composition**

The Meeting would be attended by eight experts nominated after consultation with Governments, eight experts nominated after consultation with the Employers’ group, and eight experts nominated after consultation with the Workers’ group of the Governing Body.

In order to obtain the Government nominations, the Director-General would approach the Governments of the following countries: Algeria, Chile, France, Japan, Norway, Philippines, South Africa and United States. Should any of them fail to nominate a participant, the Director-General would approach the Governments of the following countries: Canada, Indonesia, Morocco and Republic of Moldova.

As had been the practice in the recent past, the Director-General would appoint, after consultation with the groups of the Governing Body, a knowledgeable independent chairperson.

Other countries that had an interest in the subject would be able to attend as observers, at their own expense.

**Agenda**

- Trends: Diversity of non-standard forms of employment (NSFE); growth and prevalence of the various types of NSFE around the world; main characteristics of working conditions in NSFE, as well as impacts on enterprise and labour market performance; reasons for growth of NSFE.
- NSFE and fundamental principles and rights at work: Ability to realize the principles concerning the fundamental rights of workers in NSFE; main challenges in realizing
these rights; country experiences on how to strengthen the fundamental principles and rights at work of workers in NSFE; policy orientations for improving the realization of fundamental rights of workers in NSFE.

- Regulations for protecting workers in NSFE: degree of inclusion of NSFE in current international labour standards; national experiences, sectoral or occupational experiences in the regulation of NSFE that have been effective in promoting the quality of NSFE; features of regulations and policies that facilitate, through NSFE, the integration of hitherto excluded groups from the labour market and discuss the transition of workers in NSFE to standard forms of employment.

Third report: Representation alleging non-observance by the Plurinational State of Bolivia of the Discrimination (Employment and Occupation) Convention, 1958 (No. 111), submitted under article 24 of the ILO Constitution by the Bolivian Workers’ Federation (COB)

Fourth report: Representation alleging non-observance by Poland of the Discrimination (Employment and Occupation) Convention, 1958 (No. 111), made under article 24 of the ILO Constitution by the All-Poland Alliance of Trade Unions

On the recommendation of its Officers, the Governing Body decided that the representations were receivable and set up two tripartite committees to examine them.

Fifth report: Chairmanship of the Committee on Freedom of Association

On the recommendation of its Officers, the Governing Body appointed Professor Paul van der Heijden as Chairperson of the Committee on Freedom of Association, until the expiry in June 2017 of the term of office of the current Governing Body.

COMPOSITION AND AGENDA OF STANDING BODIES AND MEETINGS

On the recommendation of its Officers, and in order to fill one of the three vacant positions on the Committee of Experts on the Application of Conventions and Recommendations, the Governing Body appointed Ms Leila Azouri (Lebanon) as a member of the Committee for a period of three years.

Programme of meetings for the remainder of 2014 and for 2015

<table>
<thead>
<tr>
<th>Date</th>
<th>Title of meeting</th>
<th>Place</th>
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<tbody>
<tr>
<td>2014</td>
<td></td>
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</tr>
<tr>
<td>23–25 September</td>
<td>Global Dialogue Forum on Wages and Working Hours in the Textiles, Clothing,</td>
<td>Geneva</td>
</tr>
<tr>
<td></td>
<td>Leather and Footwear Industries</td>
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<tr>
<td>13–16 October</td>
<td>18th American Regional Meeting</td>
<td>Lima, Peru</td>
</tr>
<tr>
<td>13–17 October</td>
<td>Meeting of Experts on Maritime Occupational Safety and Health</td>
<td>Geneva</td>
</tr>
<tr>
<td>30 October–13 November</td>
<td>322nd Session of the Governing Body</td>
<td>&quot;</td>
</tr>
<tr>
<td>19 November–6 December</td>
<td>Committee of Experts on the Application of Conventions and Recommendations</td>
<td>&quot;</td>
</tr>
<tr>
<td>Date</td>
<td>Title of meeting</td>
<td>Place</td>
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<tr>
<td>9–11 December</td>
<td>Global Dialogue Forum on the Adaptability of Companies to Deal with Fluctuating Demands and the Incidence of Temporary and Other Forms of Employment in Electronics</td>
<td>Geneva</td>
</tr>
<tr>
<td>2015</td>
<td></td>
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<tr>
<td>4–6 February</td>
<td>Meeting of Experts concerning Convention No. 185</td>
<td>&quot;</td>
</tr>
<tr>
<td>16–19 February</td>
<td>Meeting of Experts on Non-Standard Forms of Employment</td>
<td>&quot;</td>
</tr>
<tr>
<td>23–27 February</td>
<td>Meeting of Experts to Adopt Flag State Guidelines for the Implementation of the Work in Fishing Convention, 2007 (No. 188)</td>
<td>&quot;</td>
</tr>
<tr>
<td>12–26 March</td>
<td>323rd Session of the Governing Body</td>
<td>&quot;</td>
</tr>
<tr>
<td>22–23 April</td>
<td>Global Dialogue Forum on Employment Relationships in Retail Commerce: Their Impact on Decent Work and Competitiveness</td>
<td>&quot;</td>
</tr>
<tr>
<td>28–29 May</td>
<td>Committee on Freedom of Association</td>
<td>&quot;</td>
</tr>
<tr>
<td>1–13 June</td>
<td>104th Session of the International Labour Conference</td>
<td>&quot;</td>
</tr>
<tr>
<td>13 June</td>
<td>324th Session of the Governing Body</td>
<td>&quot;</td>
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<tr>
<td>5–9 October</td>
<td>Meeting of Experts on Sustainable Development, Decent Work and Green Jobs</td>
<td>&quot;</td>
</tr>
<tr>
<td>29 October–12 November</td>
<td>325th Session of the Governing Body</td>
<td>&quot;</td>
</tr>
<tr>
<td>18 November–5 December</td>
<td>Committee of Experts on the Application of Conventions and Recommendations</td>
<td>&quot;</td>
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<tr>
<td>Last quarter</td>
<td>Tripartite Sectoral Meeting</td>
<td>&quot;</td>
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<tr>
<td>Last quarter</td>
<td>Global Dialogue Forum (1)</td>
<td>&quot;</td>
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<tr>
<td>Last quarter</td>
<td>Global Dialogue Forum (2)</td>
<td>&quot;</td>
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<tr>
<td>Last quarter</td>
<td>13th African Regional Meeting</td>
<td>To be determined</td>
</tr>
</tbody>
</table>
Official measures taken regarding decisions of the International Labour Conference

International labour Conventions

Ratifications and declaration

Notice is hereby given that the Director-General of the International Labour Office has registered the following ratifications and declaration concerning the international labour Conventions mentioned below. In pursuance of article 20 of the Constitution of the International Labour Organization, particulars of these ratifications and declaration have been communicated to the Secretary-General of the United Nations Organization for registration in accordance with Article 102 of the Charter of the United Nations.

The publication of information concerning action taken in respect of international labour Conventions and Recommendations does not imply any expression of view by the International Labour Office concerning the legal status of the State having communicated such information (including the communication of a ratification, denunciation, notification or declaration), or on its authority over the territories in respect of which such information is communicated; in certain cases this may present issues on which the ILO is not competent to express an opinion.

<table>
<thead>
<tr>
<th>State</th>
<th>Convention</th>
<th>Date of registration</th>
<th>Date of effect</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>I. Ratifications</strong></td>
<td></td>
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<tr>
<td>Colombia</td>
<td>Domestic Workers Convention, 2011 (No. 189)</td>
<td>9 May 2014</td>
<td>9 May 2015</td>
</tr>
<tr>
<td>Comoros</td>
<td>Tripartite Consultation (International Labour Standards) Convention, 1976 (No. 144)</td>
<td>6 June 2014</td>
<td>6 June 2015</td>
</tr>
<tr>
<td>Congo</td>
<td>Seafarers’ Identity Documents Convention (Revised), 2003 (No. 185)</td>
<td>14 May 2014</td>
<td>14 November 2014</td>
</tr>
<tr>
<td></td>
<td>Work in Fishing Convention, 2007 (No. 188)</td>
<td>14 May 2014</td>
<td>12 months after the date on which ratifications by ten Members have been registered, eight of which are coastal States.</td>
</tr>
<tr>
<td>State</td>
<td>Convention</td>
<td>Date of registration</td>
<td>Date of effect</td>
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<tr>
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<tr>
<td><strong>Islamic Republic of Iran</strong></td>
<td>Maritime Labour Convention, 2006</td>
<td>11 June 2014</td>
<td>11 June 2015</td>
</tr>
<tr>
<td></td>
<td>Domestic Workers Convention, 2011 (No. 189)</td>
<td>28 August 2014</td>
<td>28 August 2015</td>
</tr>
<tr>
<td><strong>Kiribati</strong></td>
<td>Seafarers’ Identity Documents Convention (Revised), 2003 (No. 185)</td>
<td>6 June 2014</td>
<td>6 December 2014</td>
</tr>
<tr>
<td><strong>Lao People’s Democratic Republic</strong></td>
<td>Night Work Convention, 1990 (No. 171)</td>
<td>4 June 2014</td>
<td>4 June 2015</td>
</tr>
<tr>
<td><strong>Switzerland</strong></td>
<td>Maternity Protection Convention, 2000 (No. 183)</td>
<td>4 June 2014</td>
<td>4 June 2015</td>
</tr>
<tr>
<td></td>
<td><em>Pursuant to Article 4, paragraph 2, of the Convention, the length of maternity leave is 14 weeks from the birth of child</em></td>
<td></td>
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<tr>
<td><strong>Uruguay</strong></td>
<td>Safety and Health in Mines Convention, 1995 (No. 176)</td>
<td>5 June 2014</td>
<td>5 June 2015</td>
</tr>
</tbody>
</table>

**II. Declaration under article 35 of the Constitution concerning the application of a Convention to a non-metropolitan territory**

<table>
<thead>
<tr>
<th>State</th>
<th>Convention</th>
<th>Date of registration</th>
<th>Date of effect</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>United Kingdom</strong></td>
<td>Maritime Labour Convention, 2006</td>
<td>2 May 2014</td>
<td>7 August 2014</td>
</tr>
</tbody>
</table>

*Applicable without modifications: Bermuda*
Recommendation, Protocol, amendments and resolutions adopted or approved by the International Labour Conference at its 103rd Session¹

(Geneva, May–June 2014)

RECOMMENDATION

The text of the Recommendation that follows is the authentic text, duly adopted by the General Conference of the International Labour Organization during its 103rd Session and signed by the President of the Conference, Mr Funes de Rioja, and the Director-General of the International Labour Office, Mr Guy Ryder, on 11 June 2014.

Recommendation No. 203

Recommendation on supplementary measures for the effective suppression of forced labour

The General Conference of the International Labour Organization,

Having been convened at Geneva by the Governing Body of the International Labour Office, and having met in its 103rd Session on 28 May 2014, and

Having adopted the Protocol of 2014 to the Forced Labour Convention, 1930, hereinafter referred to as “the Protocol”, and

Having decided upon the adoption of certain proposals to address gaps in implementation of the Forced Labour Convention, 1930 (No. 29), hereinafter referred to as “the Convention”, and reaffirmed that measures of prevention, protection, and remedies, such as compensation and rehabilitation, are necessary to achieve the effective and sustained suppression of forced or compulsory labour, pursuant to the fourth item on the agenda of the session, and

Having determined that these proposals shall take the form of a Recommendation supplementing the Convention and the Protocol;

adopts this eleventh day of June of the year two thousand and fourteen the following Recommendation, which may be cited as the Forced Labour (Supplementary Measures) Recommendation, 2014.

1. Members should establish or strengthen, as necessary, in consultation with employers’ and workers’ organizations as well as other groups concerned:
   (a) national policies and plans of action with time-bound measures using a gender- and child-sensitive approach to achieve the effective and sustained suppression of forced or compulsory labour in all its forms through prevention, protection and access to remedies, such as compensation of victims, and the sanctioning of perpetrators; and
   (b) competent authorities such as the labour inspectorates, the judiciary and national bodies or other institutional mechanisms that are concerned with forced or compulsory labour,
to ensure the development, coordination, implementation, monitoring and evaluation of the national policies and plans of action.

2. (1) Members should regularly collect, analyse and make available reliable, unbiased and detailed information and statistical data, disaggregated by relevant characteristics such as sex, age and nationality, on the nature and extent of forced or compulsory labour which would allow an assessment of progress made.

(2) The right to privacy with regard to personal data should be respected.

PREVENTION

3. Members should take preventive measures that include:
(a) respecting, promoting and realizing fundamental principles and rights at work;
(b) the promotion of freedom of association and collective bargaining to enable at-risk workers to join workers’ organizations;
(c) programmes to combat the discrimination that heightens vulnerability to forced or compulsory labour;
(d) initiatives to address child labour and promote educational opportunities for children, both boys and girls, as a safeguard against children becoming victims of forced or compulsory labour; and
(e) taking steps to realize the objectives of the Protocol and the Convention.

4. Taking into account their national circumstances, Members should take the most effective preventive measures, such as:
(a) addressing the root causes of workers’ vulnerability to forced or compulsory labour;
(b) targeted awareness-raising campaigns, especially for those who are most at risk of becoming victims of forced or compulsory labour, to inform them, inter alia, about how to protect themselves against fraudulent or abusive recruitment and employment practices, their rights and responsibilities at work, and how to gain access to assistance in case of need;
(c) targeted awareness-raising campaigns regarding sanctions for violating the prohibition on forced or compulsory labour;
(d) skills training programmes for at-risk population groups to increase their employability and income-earning opportunities and capacity;
(e) steps to ensure that national laws and regulations concerning the employment relationship cover all sectors of the economy and that they are effectively enforced. The relevant information on the terms and conditions of employment should be specified in an appropriate, verifiable and easily understandable manner, and preferably through written contracts in accordance with national laws, regulations or collective agreements;
(f) basic social security guarantees forming part of the national social protection floor, as provided for in the Social Protection Floors Recommendation, 2012 (No. 202), in order to reduce vulnerability to forced or compulsory labour;
(g) orientation and information for migrants, before departure and upon arrival, in order for them to be better prepared to work and live abroad and to create awareness and better understanding about trafficking for forced labour situations;
(h) coherent policies, such as employment and labour migration policies, which take into account the risks faced by specific groups of migrants, including those in an irregular situation, and address circumstances that could result in forced labour situations;
(i) promotion of coordinated efforts by relevant government agencies with those of other States to facilitate regular and safe migration and to prevent trafficking in persons,
including coordinated efforts to regulate, license and monitor labour recruiters and employment agencies and eliminate the charging of recruitment fees to workers to prevent debt bondage and other forms of economic coercion; and

(j) in giving effect to their obligations under the Convention to suppress forced or compulsory labour, providing guidance and support to employers and businesses to take effective measures to identify, prevent, mitigate and account for how they address the risks of forced or compulsory labour in their operations or in products, services or operations to which they may be directly linked.

**PROTECTION**

5. (1) Targeted efforts should be made to identify and release victims of forced or compulsory labour.

(2) Protective measures should be provided to victims of forced or compulsory labour. These measures should not be made conditional on the victim’s willingness to cooperate in criminal or other proceedings.

(3) Steps may be taken to encourage the cooperation of victims for the identification and punishment of perpetrators.

6. Members should recognize the role and capacities of workers’ organizations and other organizations concerned to support and assist victims of forced or compulsory labour.

7. Members should, in accordance with the basic principles of their legal systems, take the necessary measures to ensure that competent authorities are entitled not to prosecute or impose penalties on victims of forced or compulsory labour for their involvement in unlawful activities which they have been compelled to commit as a direct consequence of being subjected to forced or compulsory labour.

8. Members should take measures to eliminate abuses and fraudulent practices by labour recruiters and employment agencies, such as:
   (a) eliminating the charging of recruitment fees to workers;
   (b) requiring transparent contracts that clearly explain terms of employment and conditions of work;
   (c) establishing adequate and accessible complaint mechanisms;
   (d) imposing adequate penalties; and
   (e) regulating or licensing these services.

9. Taking into account their national circumstances, Members should take the most effective protective measures to meet the needs of all victims for both immediate assistance and long-term recovery and rehabilitation, such as:
   (a) reasonable efforts to protect the safety of victims of forced or compulsory labour as well as of family members and witnesses, as appropriate, including protection from intimidation and retaliation for exercising their rights under relevant national laws or for cooperation with legal proceedings;
   (b) adequate and appropriate accommodation;
   (c) health care, including both medical and psychological assistance, as well as provision of special rehabilitative measures for victims of forced or compulsory labour, including those who have also been subjected to sexual violence;
   (d) material assistance;
   (e) protection of privacy and identity; and
(f) social and economic assistance, including access to educational and training opportunities and access to decent work.

10. Protective measures for children subjected to forced or compulsory labour should take into account the special needs and best interests of the child, and, in addition to the protections provided for in the Worst Forms of Child Labour Convention, 1999 (No. 182), should include:
   (a) access to education for girls and boys;
   (b) the appointment of a guardian or other representative, where appropriate;
   (c) when the person’s age is uncertain but there are reasons to believe him or her to be less than 18 years of age, a presumption of minor status, pending age verification; and
   (d) efforts to reunite children with their families, or, when it is in the best interests of the child, provide family-based care.

11. Taking into account their national circumstances, Members should take the most effective protective measures for migrants subjected to forced or compulsory labour, irrespective of their legal status in the national territory, including:
   (a) provision of a reflection and recovery period in order to allow the person concerned to take an informed decision relating to protective measures and participation in legal proceedings, during which the person shall be authorized to remain in the territory of the member State concerned when there are reasonable grounds to believe that the person is a victim of forced or compulsory labour;
   (b) provision of temporary or permanent residence permits and access to the labour market; and
   (c) facilitation of safe and preferably voluntary repatriation.

REMEDIES, SUCH AS COMPENSATION AND ACCESS TO JUSTICE

12. Members should take measures to ensure that all victims of forced or compulsory labour have access to justice and other appropriate and effective remedies, such as compensation for personal and material damages, including by:
   (a) ensuring, in accordance with national laws, regulations and practice, that all victims, either by themselves or through representatives, have effective access to courts, tribunals and other resolution mechanisms, to pursue remedies, such as compensation and damages;
   (b) providing that victims can pursue compensation and damages from perpetrators, including unpaid wages and statutory contributions for social security benefits;
   (c) ensuring access to appropriate existing compensation schemes;
   (d) providing information and advice regarding victims’ legal rights and the services available, in a language that they can understand, as well as access to legal assistance, preferably free of charge; and
   (e) providing that all victims of forced or compulsory labour that occurred in the member State, both nationals and non-nationals, can pursue appropriate administrative, civil and criminal remedies in that State, irrespective of their presence or legal status in the State, under simplified procedural requirements, when appropriate.

ENFORCEMENT

13. Members should take action to strengthen the enforcement of national laws and regulations and other measures, including by:
   (a) giving to the relevant authorities, such as labour inspection services, the necessary mandate, resources and training to allow them to effectively enforce the law and co-
operate with other organizations concerned for the prevention and protection of victims of forced or compulsory labour;

(b) providing for the imposition of penalties, in addition to penal sanctions, such as the confiscation of profits of forced or compulsory labour and of other assets in accordance with national laws and regulations;

(c) ensuring that legal persons can be held liable for the violation of the prohibition to use forced or compulsory labour in applying Article 25 of the Convention and clause (b) above; and

(d) strengthening efforts to identify victims, including by developing indicators of forced or compulsory labour for use by labour inspectors, law enforcement services, social workers, immigration officers, public prosecutors, employers, employers’ and workers’ organizations, non-governmental organizations and other relevant actors.

INTERNATIONAL COOPERATION

14. International cooperation should be strengthened between and among Members and with relevant international and regional organizations, which should assist each other in achieving the effective and sustained suppression of forced or compulsory labour, including by:

(a) strengthening international cooperation between labour law enforcement institutions in addition to criminal law enforcement;

(b) mobilizing resources for national action programmes and international technical cooperation and assistance;

(c) mutual legal assistance;

(d) cooperation to address and prevent the use of forced or compulsory labour by diplomatic personnel; and

(e) mutual technical assistance, including the exchange of information and the sharing of good practice and lessons learned in combating forced or compulsory labour.

PROTOCOL

The text of the Protocol that follows is the authentic text, duly adopted by the General Conference of the International Labour Organization during its 103rd Session and signed by the President of the Conference, Mr Funes de Rioja, and the Director-General of the International Labour Office, Mr Guy Ryder, on 12 June 2014.

Protocol to Convention No. 29

Protocol of 2014 to the Forced Labour Convention, 1930

The General Conference of the International Labour Organization,

Having been convened at Geneva by the Governing Body of the International Labour Office, and having met in its 103rd Session on 28 May 2014, and

Recognizing that the prohibition of forced or compulsory labour forms part of the body of fundamental rights, and that forced or compulsory labour violates the human rights and dignity of millions of women and men, girls and boys, contributes to the perpetuation of poverty and stands in the way of the achievement of decent work for all, and
Recognizing the vital role played by the Forced Labour Convention, 1930 (No. 29), hereinafter referred to as “the Convention”, and the Abolition of Forced Labour Convention, 1957 (No. 105), in combating all forms of forced or compulsory labour, but that gaps in their implementation call for additional measures, and

Recalling that the definition of forced or compulsory labour under Article 2 of the Convention covers forced or compulsory labour in all its forms and manifestations and is applicable to all human beings without distinction, and

Emphasizing the urgency of eliminating forced and compulsory labour in all its forms and manifestations, and

Recalling the obligation of Members that have ratified the Convention to make forced or compulsory labour punishable as a penal offence, and to ensure that the penalties imposed by law are really adequate and are strictly enforced, and

Noting that the transitional period provided for in the Convention has expired, and the provisions of Article 1, paragraphs 2 and 3, and Articles 3 to 24 are no longer applicable, and

Recognizing that the context and forms of forced or compulsory labour have changed and trafficking in persons for the purposes of forced or compulsory labour, which may involve sexual exploitation, is the subject of growing international concern and requires urgent action for its effective elimination, and

Noting that there is an increased number of workers who are in forced or compulsory labour in the private economy, that certain sectors of the economy are particularly vulnerable, and that certain groups of workers have a higher risk of becoming victims of forced or compulsory labour, especially migrants, and

Noting that the effective and sustained suppression of forced or compulsory labour contributes to ensuring fair competition among employers as well as protection for workers, and

Recalling the relevant international labour standards, including, in particular, the Freedom of Association and Protection of the Right to Organise Convention, 1948 (No. 87), the Right to Organise and Collective Bargaining Convention, 1949 (No. 98), the Equal Remuneration Convention, 1951 (No. 100), the Discrimination (Employment and Occupation) Convention, 1958 (No. 111), the Minimum Age Convention, 1973 (No. 138), the Worst Forms of Child Labour Convention, 1999 (No. 182), the Migration for Employment Convention (Revised), 1949 (No. 97), the Migrant Workers (Supplementary Provisions) Convention, 1975 (No. 143), the Domestic Workers Convention, 2011 (No. 189), the Private Employment Agencies Convention, 1997 (No. 181), the Labour Inspection Convention, 1947 (No. 81), the Labour Inspection (Agriculture) Convention, 1969 (No. 129), as well as the ILO Declaration on Fundamental Principles and Rights at Work (1998), and the ILO Declaration on Social Justice for a Fair Globalization (2008), and

Protection of the Rights of All Migrant Workers and Members of Their Families (1990), the Convention against Torture and Other Cruel, Inhuman or Degrading Treatment or Punishment (1984), the Convention on the Elimination of All Forms of Discrimination against Women (1979), and the Convention on the Rights of Persons with Disabilities (2006), and

Having decided upon the adoption of certain proposals to address gaps in implementation of the Convention, and reaffirmed that measures of prevention, protection, and remedies, such as compensation and rehabilitation, are necessary to achieve the effective and sustained suppression of forced or compulsory labour, pursuant to the fourth item on the agenda of the session, and

Having determined that these proposals shall take the form of a Protocol to the Convention; adopts this eleventh day of June two thousand and fourteen the following Protocol, which may be cited as the Protocol of 2014 to the Forced Labour Convention, 1930.

Article 1

1. In giving effect to its obligations under the Convention to suppress forced or compulsory labour, each Member shall take effective measures to prevent and eliminate its use, to provide to victims protection and access to appropriate and effective remedies, such as compensation, and to sanction the perpetrators of forced or compulsory labour.

2. Each Member shall develop a national policy and plan of action for the effective and sustained suppression of forced or compulsory labour in consultation with employers’ and workers’ organizations, which shall involve systematic action by the competent authorities and, as appropriate, in coordination with employers’ and workers’ organizations, as well as with other groups concerned.

3. The definition of forced or compulsory labour contained in the Convention is reaffirmed, and therefore the measures referred to in this Protocol shall include specific action against trafficking in persons for the purposes of forced or compulsory labour.

Article 2

The measures to be taken for the prevention of forced or compulsory labour shall include:

(a) educating and informing people, especially those considered to be particularly vulnerable, in order to prevent their becoming victims of forced or compulsory labour;
(b) educating and informing employers, in order to prevent their becoming involved in forced or compulsory labour practices;
(c) undertaking efforts to ensure that:
   (i) the coverage and enforcement of legislation relevant to the prevention of forced or compulsory labour, including labour law as appropriate, apply to all workers and all sectors of the economy; and
   (ii) labour inspection services and other services responsible for the implementation of this legislation are strengthened;
(d) protecting persons, particularly migrant workers, from possible abusive and fraudulent practices during the recruitment and placement process;
(e) supporting due diligence by both the public and private sectors to prevent and respond to risks of forced or compulsory labour; and
(f) addressing the root causes and factors that heighten the risks of forced or compulsory labour.
Article 3

Each Member shall take effective measures for the identification, release, protection, recovery and rehabilitation of all victims of forced or compulsory labour, as well as the provision of other forms of assistance and support.

Article 4

1. Each Member shall ensure that all victims of forced or compulsory labour, irrespective of their presence or legal status in the national territory, have access to appropriate and effective remedies, such as compensation.

2. Each Member shall, in accordance with the basic principles of its legal system, take the necessary measures to ensure that competent authorities are entitled not to prosecute or impose penalties on victims of forced or compulsory labour for their involvement in unlawful activities which they have been compelled to commit as a direct consequence of being subjected to forced or compulsory labour.

Article 5

Members shall cooperate with each other to ensure the prevention and elimination of all forms of forced or compulsory labour.

Article 6

The measures taken to apply the provisions of this Protocol and of the Convention shall be determined by national laws or regulations or by the competent authority, after consultation with the organizations of employers and workers concerned.

Article 7

The transitional provisions of Article 1, paragraphs 2 and 3, and Articles 3 to 24 of the Convention shall be deleted.

Article 8

1. A Member may ratify this Protocol at the same time as or at any time after its ratification of the Convention, by communicating its formal ratification to the Director-General of the International Labour Office for registration.

2. The Protocol shall come into force twelve months after the date on which ratifications of two Members have been registered by the Director-General. Thereafter, this Protocol shall come into force for a Member twelve months after the date on which its ratification is registered and the Convention shall be binding on the Member concerned with the addition of Articles 1 to 7 of this Protocol.

Article 9

1. A Member which has ratified this Protocol may denounce it whenever the Convention is open to denunciation in accordance with its Article 30, by an act communicated to the Director-General of the International Labour Office for registration.

2. Denunciation of the Convention in accordance with its Articles 30 or 32 shall ipso jure involve the denunciation of this Protocol.
3. Any denunciation in accordance with paragraphs 1 or 2 of this Article shall not take effect until one year after the date on which it is registered.

Article 10

1. The Director-General of the International Labour Office shall notify all Members of the International Labour Organization of the registration of all ratifications, declarations and denunciations communicated by the Members of the Organization.

2. When notifying the Members of the Organization of the registration of the second ratification, the Director-General shall draw the attention of the Members of the Organization to the date upon which the Protocol shall come into force.

Article 11

The Director-General of the International Labour Office shall communicate to the Secretary-General of the United Nations, for registration in accordance with article 102 of the Charter of the United Nations, full particulars of all ratifications, declarations and denunciations registered by the Director-General.

Article 12

The English and French versions of the text of this Protocol are equally authoritative.
Amendments of 2014 to the Maritime Labour Convention, 2006, approved by the Conference at its one hundred and third Session\(^1\)

The text of the amendments that follows is the authentic text, duly approved by the General Conference of the International Labour Organization during its 103rd Session and signed by the President of the Conference, Mr Funes de Rioja, and the Director-General of the International Labour Office, Mr Guy Ryder, on 11 June 2014.

Text of the amendments of 2014 to the Maritime Labour Convention, 2006

Amendments to the Code implementing Regulations 2.5 and 4.2 and appendices of the Maritime Labour Convention, 2006 (MLC, 2006), adopted by the Special Tripartite Committee on 11 April 2014

I. Amendments to the Code implementing Regulation 2.5 – Repatriation of the MLC, 2006 (and appendices)

A. Amendments relating to Standard A2.5

In the present heading, “Standard A2.5 – Repatriation”, replace “A2.5” by “A2.5.1”.

Following paragraph 9 of the present Standard A2.5, add the following heading and text:

Standard A2.5.2 – Financial security

1. In implementation of Regulation 2.5, paragraph 2, this Standard establishes requirements to ensure the provision of an expeditious and effective financial security system to assist seafarers in the event of their abandonment.

2. For the purposes of this Standard, a seafarer shall be deemed to have been abandoned where, in violation of the requirements of this Convention or the terms of the seafarers’ employment agreement, the shipowner:

(a) fails to cover the cost of the seafarer’s repatriation; or
(b) has left the seafarer without the necessary maintenance and support; or
(c) has otherwise unilaterally severed their ties with the seafarer including failure to pay contractual wages for a period of at least two months.

3. Each Member shall ensure that a financial security system meeting the requirements of this Standard is in place for ships flying its flag. The financial security system may be in the form of a social security scheme or insurance or a national fund or other similar arrangements. Its form shall be determined by the Member after consultation with the shipowners’ and seafarers’ organizations concerned.

4. The financial security system shall provide direct access, sufficient coverage and expedited financial assistance, in accordance with this Standard, to any abandoned seafarer on a ship flying the flag of the Member.

5. For the purposes of paragraph 2(b) of this Standard, necessary maintenance and support of seafarers shall include: adequate food, accommodation, drinking water supplies, essential fuel for survival on board the ship and necessary medical care.

6. Each Member shall require that ships that fly its flag, and to which paragraph 1 or 2 of Regulation 5.1.3 applies, carry on board a certificate or other documentary evidence of financial security issued by the financial security provider. A copy shall be posted in a conspicuous place

\(^1\) As adopted by the Special Tripartite Committee established under Article XIII of the Convention.
on board where it is available to the seafarers. Where more than one financial security provider provides cover, the document provided by each provider shall be carried on board.

7. The certificate or other documentary evidence of financial security shall contain the information required in Appendix A2-I. It shall be in English or accompanied by an English translation.

8. Assistance provided by the financial security system shall be granted promptly upon request made by the seafarer or the seafarer’s nominated representative and supported by the necessary justification of entitlement in accordance with paragraph 2 above.

9. Having regard to Regulations 2.2 and 2.5, assistance provided by the financial security system shall be sufficient to cover the following:
   (a) outstanding wages and other entitlements due from the shipowner to the seafarer under their employment agreement, the relevant collective bargaining agreement or the national law of the flag State, limited to four months of any such outstanding wages and four months of any such outstanding entitlements;
   (b) all expenses reasonably incurred by the seafarer, including the cost of repatriation referred to in paragraph 10; and
   (c) the essential needs of the seafarer including such items as: adequate food, clothing where necessary, accommodation, drinking water supplies, essential fuel for survival on board the ship, necessary medical care and any other reasonable costs or charges from the act or omission constituting the abandonment until the seafarer’s arrival at home.

10. The cost of repatriation shall cover travel by appropriate and expeditious means, normally by air, and include provision for food and accommodation of the seafarer from the time of leaving the ship until arrival at the seafarer’s home, necessary medical care, passage and transport of personal effects and any other reasonable costs or charges arising from the abandonment.

11. The financial security shall not cease before the end of the period of validity of the financial security unless the financial security provider has given prior notification of at least 30 days to the competent authority of the flag State.

12. If the provider of insurance or other financial security has made any payment to any seafarer in accordance with this Standard, such provider shall, up to the amount it has paid and in accordance with the applicable law, acquire by subrogation, assignment or otherwise, the rights which the seafarer would have enjoyed.

13. Nothing in this Standard shall prejudice any right of recourse of the insurer or provider of financial security against third parties.

14. The provisions in this Standard are not intended to be exclusive or to prejudice any other rights, claims or remedies that may also be available to compensate seafarers who are abandoned. National laws and regulations may provide that any amounts payable under this Standard can be offset against amounts received from other sources arising from any rights, claims or remedies that may be the subject of compensation under the present Standard.

B. Amendments relating to Guideline B2.5

At the end of the present Guideline B2.5, add the following heading and text:

Guideline B2.5.3 – Financial security

1. In implementation of paragraph 8 of Standard A2.5.2, if time is needed to check the validity of certain aspects of the request of the seafarer or the seafarer’s nominated representative, this should not prevent the seafarer from immediately receiving such part of the assistance requested as is recognized as justified.

C. Amendment to include a new appendix

Before Appendix A5-I, add the following appendix:
Appendix A2-I

Evidence of financial security under Regulation 2.5, paragraph 2

The certificate or other documentary evidence referred to in Standard A2.5.2, paragraph 7, shall include the following information:

(a) name of the ship;
(b) port of registry of the ship;
(c) call sign of the ship;
(d) IMO number of the ship;
(e) name and address of the provider or providers of the financial security;
(f) contact details of the persons or entity responsible for handling seafarers’ requests for relief;
(g) name of the shipowner;
(h) period of validity of the financial security; and
(i) an attestation from the financial security provider that the financial security meets the requirements of Standard A2.5.2.

D. Amendments relating to Appendices A5-I, A5-II and A5-III

At the end of Appendix A5-I, add the following item:

Financial security for repatriation

In Appendix A5-II, after item 14 under the heading Declaration of Maritime Labour Compliance – Part I, add the following item:

15. Financial security for repatriation (Regulation 2.5)

In Appendix A5-II, after item 14 under the heading Declaration of Maritime Labour Compliance – Part II, add the following item:

15. Financial security for repatriation (Regulation 2.5)

At the end of Appendix A5-III, add the following area:

Financial security for repatriation

II. Amendments to the Code implementing Regulation 4.2
   – Shipowners’ liability of the MLC, 2006 (and appendices)

A. Amendments relating to Standard A4.2

In the present heading, “Standard A4.2 – Shipowners’ liability”, replace “A4.2” by “A4.2.1”.

Following paragraph 7 of the present Standard A4.2, add the following text:

8. National laws and regulations shall provide that the system of financial security to assure compensation as provided by paragraph 1(b) of this Standard for contractual claims, as defined in Standard A4.2.2, meet the following minimum requirements:

(a) the contractual compensation, where set out in the seafarer’s employment agreement and without prejudice to subparagraph (c) of this paragraph, shall be paid in full and without delay;
(b) there shall be no pressure to accept a payment less than the contractual amount;
(c) where the nature of the long-term disability of a seafarer makes it difficult to assess the full compensation to which the seafarer may be entitled, an interim payment or payments shall be made to the seafarer so as to avoid undue hardship;
(d) in accordance with Regulation 4.2, paragraph 2, the seafarer shall receive payment without prejudice to other legal rights, but such payment may be offset by the shipowner against any
damages resulting from any other claim made by the seafarer against the shipowner and arising from the same incident; and

(e) the claim for contractual compensation may be brought directly by the seafarer concerned, or their next of kin, or a representative of the seafarer or designated beneficiary.

9. National laws and regulations shall ensure that seafarers receive prior notification if a shipowner’s financial security is to be cancelled or terminated.

10. National laws and regulations shall ensure that the competent authority of the flag State is notified by the provider of the financial security if a shipowner’s financial security is cancelled or terminated.

11. Each Member shall require that ships that fly its flag carry on board a certificate or other documentary evidence of financial security issued by the financial security provider. A copy shall be posted in a conspicuous place on board where it is available to the seafarers. Where more than one financial security provider provides cover, the document provided by each provider shall be carried on board.

12. The financial security shall not cease before the end of the period of validity of the financial security unless the financial security provider has given prior notification of at least 30 days to the competent authority of the flag State.

13. The financial security shall provide for the payment of all contractual claims covered by it which arise during the period for which the document is valid.

14. The certificate or other documentary evidence of financial security shall contain the information required in Appendix A4-I. It shall be in English or accompanied by an English translation.

Add the following heading and text following the present Standard A4.2:

Standard A4.2.2 – Treatment of contractual claims

1. For the purposes of Standard A4.2.1, paragraph 8, and the present Standard, the term “contractual claim” means any claim which relates to death or long-term disability of seafarers due to an occupational injury, illness or hazard as set out in national law, the seafarers’ employment agreement or collective agreement.

2. The system of financial security, as provided for in Standard A4.2.1, paragraph 1(b), may be in the form of a social security scheme or insurance or fund or other similar arrangements. Its form shall be determined by the Member after consultation with the shipowners’ and seafarers’ organizations concerned.

3. National laws and regulations shall ensure that effective arrangements are in place to receive, deal with and impartially settle contractual claims relating to compensation referred to in Standard A4.2.1, paragraph 8, through expeditious and fair procedures.

B. Amendments relating to Guideline B4.2

In the present heading, “Guideline B4.2 – Shipowners’ liability”, replace “B4.2” by “B4.2.1”.

In paragraph 1 of the present Guideline B4.2, replace “Standard A4.2” by “Standard A4.2.1”.

Following paragraph 3 of the present Guideline B4.2, add the following heading and text:

Guideline B4.2.2 – Treatment of contractual claims

1. National laws or regulations should provide that the parties to the payment of a contractual claim may use the Model Receipt and Release Form set out in Appendix B4-I.

C. Amendment to include new appendices

After Appendix A2-I, add the following appendix:
Appendix A4-I

Evidence of financial security under Regulation 4.2

The certificate or other documentary evidence of financial security required under Standard A4.2.1, paragraph 14, shall include the following information:

(a) name of the ship;
(b) port of registry of the ship;
(c) call sign of the ship;
(d) IMO number of the ship;
(e) name and address of the provider or providers of the financial security;
(f) contact details of the persons or entity responsible for handling seafarers’ contractual claims;
(g) name of the shipowner;
(h) period of validity of the financial security; and
(i) an attestation from the financial security provider that the financial security meets the requirements of Standard A4.2.1.

After Appendix A4-I, add the following appendix:

Appendix B4-I

Model Receipt and Release Form referred to in Guideline B4.2.2

Ship (name, port of registry and IMO number): …………………………………………………

Incident (date and place): ………………………………………………………………………

Seafarer/legal heir and/or dependant: ……………………………………………………………

Shipowner: ………………………………………………………………………………………

I, [Seafarer] [Seafarer’s legal heir and/or dependant]* hereby acknowledge receipt of the sum of [currency and amount] in satisfaction of the Shipowner’s obligation to pay contractual compensation for personal injury and/or death under the terms and conditions of [my] [the Seafarer’s]* employment and I hereby release the Shipowner from their obligations under the said terms and conditions.

The payment is made without admission of liability of any claims and is accepted without prejudice to [my] [the Seafarer’s legal heir and/or dependant’s]* right to pursue any claim at law in respect of negligence, tort, breach of statutory duty or any other legal redress available and arising out of the above incident.

Dated: ………………………………………………………………………………………

Seafarer/legal heir and/or dependant: ……………………………………………………………

Signed: ………………………………………………………………………………………

For acknowledgement:

Shipowner/Shipowner representative:

Signed: ………………………………………………………………………………………

Financial security provider:

Signed: ………………………………………………………………………………………

* Delete as appropriate.
D. Amendments relating to Appendices A5-I, A5-II and A5-III

At the end of Appendix A5-I, add the following item:

Financial security relating to shipowners’ liability

In Appendix A5-II, as the last item under the heading Declaration of Maritime Labour Compliance – Part I, add the following item:

16. Financial security relating to shipowners’ liability (Regulation 4.2)

In Appendix A5-II, as the last item under the heading Declaration of Maritime Labour Compliance – Part II, add the following item:

16. Financial security relating to shipowners’ liability (Regulation 4.2)

At the end of Appendix A5-III, add the following area:

Financial security relating to shipowners’ liability
I

Resolution to place on the agenda of the next ordinary session of the Conference an item entitled “Facilitating transitions from the informal to the formal economy”

The General Conference of the International Labour Organization,

Having adopted the report of the Committee appointed to consider the fifth item on the agenda,

Having in particular approved as general conclusions, with a view to the consultation of Governments, proposals for a Recommendation concerning facilitating transitions from the informal to the formal economy,

Decides that an item entitled “Facilitating transitions from the informal to the formal economy” shall be included in the agenda of its next ordinary session for second discussion with a view to the adoption of a Recommendation.

II

Resolution concerning the second recurrent discussion on employment

The General Conference of the International Labour Organization, meeting at its 103rd Session, 2014,

Having undertaken a second recurrent discussion on the strategic objective of employment in accordance with the ILO Declaration on Social Justice for a Fair Globalization,

Having reviewed the progress made and results achieved in the implementation of the conclusions of the first recurrent item discussion,

1. Adopts the following conclusions; and

2. Invites the Governing Body of the International Labour Office to give due consideration to the conclusions and to guide the International Labour Office in giving effect to them; and

3. Requests the Director-General to:
   (a) communicate the conclusions to relevant global and regional international organizations for their attention;
   (b) prepare a plan of action to give effect to the conclusions, for consideration of the Governing Body;
   (c) take into account the conclusions when preparing future programme and budget proposals and facilitating extra-budgetary activities; and
   (d) keep the Governing Body informed of implementation.

1 Adopted on 11 June 2014.
Conclusions concerning the second recurrent discussion on employment

I. CONTEXT AND CHALLENGES OF THE GLOBAL JOBS CRISIS

1. The world is currently experiencing an uneven recovery leaving a severe jobs crisis in many countries. Around 200 million people are unemployed at the global level with nearly 40 per cent of them young women and men. Global aggregate demand remains a concern. Long-term unemployment, involuntary part-time and temporary employment and job insecurity have increased. Wage growth has been sluggish and labour shares of national income have declined in many countries. There continues to be an uncertain environment for investment and enterprises. Underemployment continues to be a major challenge. Although much progress has been made in reducing extreme working poverty, that progress has slowed and a third of the world’s workers remain poor, the majority of them in the informal economy. Gender inequality in the labour market persists. Transition from school to work is taking longer and has become more insecure and many young people are disconnected from the labour market.

2. In addition to cyclical deficits, long-term structural changes are reshaping the world of work. These include inter alia, globalization and the new geography of growth, technological change, the challenge of environmentally sustainable development, rising inequality, the disconnect between economic growth and decent and productive employment creation and a growing skills mismatch. In the new demographic context, societies in several countries are ageing rapidly, while many others are faced with significant challenges in attempting to reap the potential benefits of a youth bulge. Labour migration, already significant, is expected to increase further.

3. Around 600 million new jobs need to be created over the next ten years to absorb those currently unemployed and the expected 400 million additional entrants to labour markets.

4. Considering this context, the ILO and its constituents look forward with resolve to meeting the challenge of sustainable recovery and development through proactive, employment-centred, inclusive growth strategies and balanced, coherent policy frameworks, well-articulated, both at the global and national levels. Investing for quality employment is crucial to revive growth and promote more inclusive societies in developed and developing economies alike. It is crucial to create a policy environment that promotes business confidence and the creation of decent jobs.

5. The second recurrent discussion on the strategic objective of employment carried out at the 2014 International Labour Conference, in the follow-up to the 2008 ILO Declaration on Social Justice for a Fair Globalization, reviewed progress in the implementation of the 2010 conclusions concerning the first recurrent discussion on employment and noted the results achieved by the Organization. It reaffirmed the importance and continued relevance of the 2010 conclusions of the first recurrent discussion on employment and other ILO employment policy frameworks, including the Global Employment Agenda (2003), and the Global Jobs Pact (2009). It noted the importance and continued relevance of the Social Protection Floors Recommendation, 2012 (No. 202), the conclusions concerning the promotion of sustainable enterprises (2007), skills for improved productivity, employment growth and development (2008), the youth employment crisis: a call for action (2012), employment and social protection in the new demographic context (2013), and achieving decent work, green jobs and sustainable development (2013). It also provided the following strategic guidance.
II. GUIDING PRINCIPLES FOR EMPLOYMENT-CENTRED SUSTAINABLE RECOVERY AND DEVELOPMENT

6. Full, productive, freely chosen and decent employment is a necessary and achievable goal. In pursuing this goal, the following principles should guide action, taking into account the diversity of country situations and the wide range of employment challenges:

(a) The principles contained in the body of relevant ILO standards, in particular, the Employment Policy Convention, 1964 (No. 122), and Recommendation, 1964 (No. 122), the Employment Policy (Supplementary Provisions) Recommendation, 1984 (No. 169), and the other governance standards as well as the fundamental principles and rights at work.

(b) The need to take full advantage of the inseparable, interrelated and mutually supportive nature of the four strategic objectives of the Organization: employment, fundamental principles and rights at work, social protection and social dialogue.

(c) Promoting both the quality and quantity of employment through the combination of coherent macroeconomic, labour market and social policies.

(d) Complementarity and coherence between public policies and services and the private sector, in the promotion of decent employment.

(e) An appropriate balance of demand- and supply-side policies and measures, particularly in the present context of sluggish demand.

(f) Realizing gender equality and enabling diversity.

(g) The key role of social dialogue and tripartism in the formulation, implementation and monitoring of employment policies.

(h) The key role of the private sector in job creation while also acknowledging the important role of public sector employment.

(i) The combination of universal approaches with targeted interventions to redress labour market disadvantages of specific population groups, in particular young people, and to address the issues of employment insecurity and inequality.

III. COMPREHENSIVE EMPLOYMENT POLICY FRAMEWORK TO PROMOTE FULL, DECENT, PRODUCTIVE AND FREELY CHOSEN EMPLOYMENT

7. Each member State should promote a comprehensive employment policy framework based on tripartite consultations, that may include the following elements:

(a) Pro-employment macroeconomic policies that support aggregate demand, productive investment and structural transformation, promote sustainable enterprises, support business confidence, and address growing inequalities.

(b) Trade, industrial, tax, infrastructure and sectoral policies that promote employment, enhance productivity and facilitate structural transformation processes.

(c) Enterprise policies, in particular an enabling environment for sustainable enterprises as set out in the 2007 International Labour Conference conclusions, including support to micro-, small and medium-sized enterprises as one of the engines of job creation, and promotion of entrepreneurship.

(d) Education policies that underpin lifelong learning and skills development policies that respond to the evolving needs of the labour market and to new technologies, and broaden options for employment, including systems for skills recognition.

(e) Labour market policies and institutions, such as:

   (i) appropriately designed wage policies, including minimum wages;
(ii) collective bargaining;
(iii) active labour market policies;
(iv) strong employment services that facilitate job placement, career development and
address skills mismatch;
(v) targeted measures to increase labour market participation of women and under-
represented groups, and to promote decent work and protection of disadvantaged
and vulnerable groups;
(vi) measures – for example, conditional cash transfers, public employment programmes
and guarantees – to help low-income households to escape poverty and access
freely chosen employment; and
(vii) unemployment benefits.
(f) Policies that address long-term unemployment.
(g) Labour migration policies that take into account labour market needs and ensure
migrants have access to decent work.
(h) Tripartite processes to promote policy coherence across economic, environmental,
employment and social policies.
(i) Effective inter-institutional coordination mechanisms.
(j) Comprehensive activation strategies to facilitate young people’s school-to-work tran-
sition, for example youth guarantee schemes to access training and ongoing productive
employment. The 2012 call for action provides the guiding framework for multipron-
aged action.
(k) Policies to encourage the transition to formality.
(l) Policies to tackle the challenge of environmental sustainability, and ensure a just tran-
sition for all, as set out in the International Labour Conference 2013 conclusions on
achieving decent work, green jobs and sustainable development.
(m) Policies to tackle the employment and social protection implications of the new demo-
graphic context as set out in the International Labour Conference 2013 conclusions on
employment and social protection in the new demographic context.
(n) Relevant and up-to-date labour market information systems.
(o) Effective monitoring and evaluation systems of employment policies and programmes.

IV. TRIPARTISM AND SOCIAL DIALOGUE

8. Social dialogue, including collective bargaining, and tripartism can play a key role
in facilitating consensus on employment policies and response to structural changes impact-
ing the labour market.

9. Strong, constructive engagement of social partners is key in the design, implementa-
tion and monitoring of effective employment policies.

10. Inclusive and broad-based social dialogue on employment policy should engage
all relevant ministries and institutions to ensure policy coherence.

V. ENHANCED POLICY COHERENCE AND GLOBAL ADVOCACY

11. A high degree of coherence, collaboration and policy coordination is needed at the
global, regional and national levels to sustain economic and labour market recovery and
promote employment-centred sustainable development and social inclusion.
12. Members should promote the inclusion of an explicit goal on full and productive employment and decent work in the post-2015 global development agenda currently under development.

13. Members should further strengthen regional partnerships and action to promote full, productive and decent employment, including South–South cooperation for exchanging experiences and sharing lessons.

VI. ILO ACTION

14. The ILO should assist member States, upon request, in the promotion and implementation of their comprehensive employment policy framework as outlined above. Building on results achieved, the ILO should continue, expand and strengthen its follow-up on the 2010 conclusions of the recurrent discussion on employment. The ILO’s activities in all cases should be targeted, measurable and rigorously evaluated. In the following areas (A to J), the Office should:

A. Development and assistance with national policy work and action

(a) Expand the scope of integrated country-level employment diagnostics to include other policy areas such as wage policies, working conditions, sustainable enterprises, social protection, freedom of association and collective bargaining.
(b) Support the development of effective monitoring and evaluation systems to assess the impact of policy development on employment.
(c) Conduct evidence-based analysis of individual policies and the interactions across policy elements with respect to their results in terms of quantity and quality of employment and overall sustainable growth and development.
(d) Further develop and promote the use of the policy database to provide information and analysis on employment policies.
(e) Strengthen the capacity of constituents to participate in the design and implementation of integrated policies for employment and development.
(f) Build and strengthen the capacity of governments to develop a comprehensive national employment policy and to coordinate across government institutions.
(g) Support the strengthening of employment services and labour administration.
(h) Build the capacities of tripartite employment commissions and social economic councils with respect to employment policies.

B. Pro-employment macroeconomic policy

(a) Further develop guidance and policy tools on pro-employment macroeconomic policies as set out in paragraph 7(a).
(b) Strengthen ILO analytical work and frame of analysis. This could include:
   (i) industrial and sectoral policies that foster productive structural transformation;
   (ii) how macroeconomic policies can best support the expansion of sustainable enterprises;
   (iii) employment–productivity linkages at macro, sectoral and micro levels; and
   (iv) resource mobilization to support pro-employment policies.
(c) Facilitate dialogue at the national, regional and international levels and build capacities of ILO constituents.
C. Sustainable enterprises

(a) Emphasize the implementation of the 2007 conclusions on sustainable enterprises in the work of the Office.
(b) Integrate the promotion of an enabling environment for sustainable enterprises within the ILO’s priority areas as well as in the relevant activities of the ILO.
(c) Strengthen cooperation with the OECD and other relevant international organizations concerning the promotion of the Tripartite Declaration of Principles concerning Multinational Enterprises and Social Policy and the OECD Guidelines for Multinational Enterprises.
(d) Conduct research and develop tools on productivity–employment–wage linkages at the enterprise level.

D. Skills policies and employability

(a) Promote social dialogue, recognizing the role collective bargaining can play, in building effective technical vocational education and training systems.
(b) Assist countries in the formulation of skills strategies in relation to sectoral strategies and needs, including small and medium-sized enterprises (SMEs).
(c) Deepen research on skills mismatches and policy implications.
(d) Build the knowledge base on and develop tools for anticipating future skills needs.
(e) Build the knowledge base and provide advice on effective systems for lifelong learning and quality apprenticeship systems.
(f) Research and provide policy advice on systems and effective interventions in relation to improving the skills and broadening the employment options of youth, women, older workers, and vulnerable and disadvantaged groups.

E. Industrial, sectoral, trade and investment policies and transition to sustainable development

(a) Expand the knowledge base and provide analysis of best practices on industrial policy and sectoral strategies that contribute to quality job creation, productivity increases, economic diversification and higher value production and its link to higher wages; build the capacity of member countries on these challenges.
(b) Strengthen the capacities of constituents to evaluate the impact of industrial and sectoral policies and that of trade and investment on employment and structural transformation. Facilitate tripartite dialogue, as appropriate.
(c) Further develop employment impact assessment methodologies of sectoral investments, trade policies and infrastructure development and build capacities of governments and social partners in the use of these tools.
(d) Build the evidence base and undertake capacity building for effective and productive use of employment-intensive public investment in infrastructure and of targeted employment programmes. These could include employment guarantee schemes to support poor, disadvantaged and vulnerable people to move into freely chosen employment.

F. Standards-related actions

(a) Further promote ratification and effective implementation of the Employment Policy Convention, 1964 (No. 122), and Recommendation, 1964 (No. 122), the Employment Policy (Supplementary Provisions) Recommendation, 1984 (No. 169), and other relevant international labour standards.
(b) Strengthen capacities of constituents on international labour standards and employment through training, research and policy dissemination.

**G. Youth employment**

(a) Expand initiatives to better understand what works for youth employment, including through the evaluation of impact and effectiveness of policy packages and field testing of innovative approaches. Develop knowledge and policy tools and widely disseminate them.

(b) Continue to support member States in the implementation of the policy measures contained in the 2012 call for action on the youth employment crisis.

**H. Voluntary peer review of employment policy**

(a) Develop proposals for a voluntary peer review of employment policy with the objective of promoting knowledge-sharing and mutual learning on good practices among Members of the Organization.

**I. Knowledge building on new and emerging issues**

(a) Undertake policy-oriented research on new and emerging issues that are shaping the world of work and ways in which labour markets and enterprises can adapt, such as:

- Structural/long-term unemployment and policies to address the challenge.
- Demographic transition as guided by the 2013 International Labour Conference conclusions on employment and social protection implications of the new demographic context.
- Technological change and implications for employment, working conditions and skills.
- Labour market segmentation.
- Inequality and its implications for economic growth and employment.
- Land-use policies and practices and their impact on productivity and employment in rural areas.
- Self-employment.
- The impact of diverse contract forms on the quantity and quality of employment.
- Work to better define and understand the concept of job insecurity and its social and economic implications.

(b) Disseminate widely knowledge developed through effective public outreach programmes, capacity-building initiatives for ILO constituents and global advocacy.

**J. Enhance integrated action and develop partnerships**

(a) In line with the reform implemented by the Director-General, strengthen its internal coordination mechanisms to ensure more integrated and interdisciplinary support at country and global levels. Providing a good platform for a more integrated approach and cross-departmental coordination in supporting the implementation of the comprehensive policy framework outlined above is necessary.

(b) Continue its efforts to ensure the inclusion of full and productive employment and decent work as an explicit goal in the post-2015 global development agenda and provide intensive support to the process, including through the identification of appropriate targets and indicators.
(c) Strengthen its cooperation and promote the implementation of the comprehensive employment policy framework as outlined in these conclusions, in its engagement with the G20 process, including the G20 Task Force on Employment, and with global and regional partners, such as the World Bank, regional development banks, the WTO, the IMF, the OECD, UNCTAD and relevant regional economic organizations such as ECLAC.

(d) Further develop its resource mobilization strategy to expand its technical cooperation activities in support of employment policies.

III

Resolution concerning the financial report and audited consolidated financial statements for the year ended 31 December 2013

The General Conference of the International Labour Organization,

Decides, in accordance with article 29 of the Financial Regulations, to adopt the financial statements for the year ended 31 December 2013 and the External Auditor’s report thereon.

IV

Resolution concerning use of the 1992–93 and 2000–01 surpluses

The General Conference of the International Labour Organization,

Recalling its decision at its 81st Session (June 1994) to finance an approved list of expenditure items from the 1992–93 cash surplus and its 90th Session (June 2002) to finance activities to be approved by the Governing Body at its 285th Session (November 2002),

Decides that an amount of US$1.01 million from the 1992–93 surplus, as well as an amount of $0.820 million from revaluation gains to the 2000–01 surplus, be used to partially finance the UN Resident Coordinator system during the biennium 2014–15.

V

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

The General Conference of the International Labour Organization,

Appoints Mr Luc Abbé-Decarroux (Employers) to the ILO Staff Pension Committee (United Nations Joint Staff Pension Board), for the period from 9 October 2014 to 8 October 2016.

1 Adopted on 10 June 2014.
Memorandum of Understanding between the International Labour Organization (ILO) and the United Nations Educational, Scientific and Cultural Organization (UNESCO)

The International Labour Organization (ILO) and the United Nations Educational, Scientific and Cultural Organization (UNESCO), hereinafter jointly referred to as “the Parties”,

- Acknowledging their long-standing and effective cooperation, in line with their respective expertise, mandates and distinct yet complementary roles within the UN system;
- Recalling the successful implementation of the Agreement between the ILO and UNESCO, signed in Paris on 15 December 1947 (the 1947 Agreement) and the Memorandum on Cooperation between them in matters of Technical and Vocational Education and related matters, signed in New York on 14 October 1954 (the 1954 Memorandum);
- Whereas the mission of the ILO, as a specialized agency of the United Nations (UN), is to promote social justice and rights at work as human rights, to create opportunities for decent employment, to enhance social protection for all and to strengthen tripartism and social dialogue on work-related issues and policies affecting the world of work;
- Whereas the mission of UNESCO is to contribute to the building of a culture of peace, the eradication of poverty, sustainable development and intercultural dialogue through education, the sciences, culture, and communication and information;
- Whereas the ILO and UNESCO are fully committed to enhancing the relevance, coherence, effectiveness and efficiency of the UN system and to adopting more collaborative approaches to support country-driven development initiatives and enhance national capacities, including through South–South and triangular cooperation;
- Therefore, the Parties agree to strengthen their cooperation, grounded in their complementarities, as an effective means of achieving their common objectives and contributing to the work of the UN development system to support national efforts in pursuit of poverty eradication, inclusive economic growth and sustainable development.

1. Purpose and scope

1.1. The purpose of the present Memorandum, concluded as a supplementary arrangement under Article 8(1) of the 1947 Agreement, is to facilitate collaboration between the Parties hereto in matters of common interest, building on their respective mandates and areas of comparative advantage.

1.2. All activities carried out in the framework of this Memorandum will be undertaken in accordance with the respective Rules and Regulations and Procedures, as well as resolutions/decisions of the governing bodies, of the Parties.

2. Areas of collaboration

The Parties will focus on complementary and/or joint programming efforts for supporting national, regional and global initiatives in the following areas: (i) achievement of internationally agreed development goals (IADGs), including the Millennium Development Goals (MDGs) and the goals to be defined in the post-2015 development agenda; (ii) technical and vocational education and training (TVET); (iii) youth employment; (iv) gender equality in education, training and employment; (v) elimination of social exclusion of
persons with disabilities in the areas of education and employment; (vi) culture, the sciences and education; (vii) communication and information; (viii) the implementation of normative instruments of common interest to underpin operational activities; (ix) elimination of child labour; and, (x) national social protection floors and Decent Work.

2.1. Internationally Agreed Development Goals

2.1.1. The ILO and UNESCO share similar objectives as regards the provision of support to Member States in the pursuit of the Millennium Declaration and the Outcome Document of the 2010 UN Summit on the MDGs, the target date for both being 2015. They also are committed to supporting national efforts aimed at achieving internationally agreed development goals, including the MDGs, and at giving effect to the 2013 Outcome Document of the High-Level Meeting of the General Assembly on the realization of the MDGs and other IADGs for persons with disabilities. The Parties will cooperate, through appropriate mechanisms, to support national efforts for implementing the post-2015 development agenda.

2.1.2. The ILO and UNESCO will continue to collaborate in the areas of education, awareness raising and training to follow up on the UN Decade of Education for Sustainable Development (DESD, 2005–2014) through the UN Inter-Agency Committee for the DESD and in the framework of all related programmes.

2.2. Technical and Vocational Education and Training (TVET)

2.2.1. The Parties recall that General Assembly Resolution A/RES/67/226 on “Quadrennial comprehensive policy review of operational activities for development of the United Nations system” and the related Economic and Social Council (ECOSOC) resolutions (2008/2, 2009/1, 2010/22, 2011/7) call on the UN development system to take measures to promote, inter alia, “greater coherence” and effectiveness, to draw on “the comparative advantages of individual entities of the UN system at the country level” and “to share good practices, lessons learned” in several areas, including “employment generation, education, vocational training … which aim at achieving poverty eradication”.

2.2.2. The ILO and UNESCO have a long-standing commitment to ensuring that education and training systems and policies promote social inclusion and social justice. In implementing this commitment with regard to TVET, in line with their respective mandates and comparative advantages, the Parties agree on the following:

(a) The ILO is primarily concerned with those aspects of TVET that relate to labour market systems, employment policies, training and lifelong learning for employability and the productivity of enterprises.

(b) UNESCO is primarily concerned with those aspects of TVET that relate to educational systems, in order to prepare young people and adults for occupations in various sectors of economic and social life, as well as for lifelong learning.

2.2.3. Drawing on this distinction, the division of labour for implementing those aspects of the present Memorandum that concern TVET is guided by the following principles, building on the 1954 Memorandum (Articles 1 and 2 of Section I):

(a) “The practical imparting of specific skills relating to a given occupation or given occupations by means of apprenticeship or other forms of training in factories, workshops or special centres or institutions is primarily a matter for the ILO, subject to consultation with UNESCO on any general educational questions which may arise”. In addition, ILO’s mandate with respect to skills and employability includes facilitating the effective participation of employers’ organisations and trade unions, as its constituents along with Governments, in all aspects of TVET policy formulation and implementation.
(b) “Technical or vocational education which takes place within a general educational system is primarily a matter for UNESCO, subject to consultation with the ILO concerning the prospective demand for particular skills,” whether in formal or non-formal education and learning systems. In addition, UNESCO’s mandate on tertiary education includes post-secondary vocational, technical and professional education and training.

(c) The Parties agree to engage in “full exchange of information and joint consultation at all stages” in the “areas of major interest to either of the two Organizations”, as stated in the 1954 Memorandum.

(d) For “areas of possible equal interest”, the Parties will conduct “the most complete and flexible consultation”.

2.2.4. Collaboration will be supported through continuing partnerships and inter-agency coordination, in particular through the following:

(a) the Inter-Agency Group on TVET (IAG-TVET);

(b) working groups, including those convened through the IAG-TVET to deal with specific priority themes (such as TVET indicators, greening TVET, workplace learning and entrepreneurship training); and,

(c) the Human Resource Development Pillar of the G20 Development Working Group.

2.2.5. The Parties will participate in joint research activities to build up the knowledge base on effective skills development and TVET systems, as well as enlarge knowledge sharing with their respective constituents, including through South–South and triangular cooperation and the work of the ILO International Training Centre in Turin, the International Centre for Technical and Vocational Education and Training (UNESCO-UNEVOC) in Bonn and their relevant regional training or knowledge sharing institutions.

2.2.6. The collaboration between the Parties as concerns TVET will focus on:

(a) facilitating, through policy advice and capacity building, policy coordination between ministries of education, ministries of labour, TVET institutions and social partners, in particular with regard to supporting education, training and employment for young people;

(b) promoting inter-ministerial coordination and cooperation at the national level to create seamless pathways from the world of education and training to the world of work, for young people, including disadvantaged young people, (e.g. focusing on skills development that can lead to better jobs for youth);

(c) sharing lessons learned from policy interventions and programmes on key issues for TVET, such as the financing of TVET systems, governance and management, qualifications and curricula reforms, quality assurance, school-to-work transition and non-formal and informal training targeting disadvantaged groups;

(d) promoting the principles of quality teaching and working conditions in the TVET teaching and training profession;

(e) continuing to support the development of cross-national statistical frameworks and data platforms for national, regional and global monitoring of TVET and its relationship with the labour market;

(f) pooling resources, when relevant, to develop and test approaches and instruments for countries to use in anticipating skill needs, to provide pathways from general education to TVET and tertiary education, and to match the demand and supply of skills, building on the organizations’ respective work in the fields of education planning and labour market analysis;

(g) building national capacities to collect, disseminate and use improved statistical information in the formulation and monitoring of TVET policies and programmes;
(h) supporting information sharing, networking and collaboration at the global, regional and country levels;

(i) promoting the harmonization of terminology and common definitions of indicators on TVET and skills development;

(j) improving empirical analysis in the development of policies and systems for the recognition of skills and qualifications in order to promote the portability of skills, as well as linkages between levels of education and labour mobility across occupations, industries and countries; and,

(k) supporting the extension of quality apprenticeship systems by linking classroom training in TVET institutions with workplace learning in effective dual training systems.

2.3. Youth Education and Employment

2.3.1. The Parties will strengthen their cooperation to implement the United Nations System-wide Action Plan on Youth (Youth-SWAP) and internationally-agreed priorities for youth development. These include initiatives in the areas of youth employment and entrepreneurship as well as education and rights, including rights at work and civic education.

2.3.2. The on-going collaboration in the areas of data collection, research and analysis of the school-to-work transition of young people will be furthered, including for the purposes of preparing major reports and flagship publications of the two Organizations on education and youth employment.

2.4. Gender Equality in Education, Training and Employment

The Parties will cooperate in promoting equal opportunities for women and men to quality education, training and decent work, particularly in the education, culture, the sciences and communication and information sectors, namely through:

2.4.1. promoting gender-balance at decision-making levels and encouraging gender equality in related structures in the areas of cooperation, which include education, scientific and cultural institutions, regulatory bodies, unions, associations, and professional organizations of journalists, media and education professionals, artists, performers and cultural practitioners;

2.4.2. promoting equal employment opportunities through specific policies and mechanisms for women and men in the areas of education, the sciences, culture and communication and information, and facilitating increased participation of women in public, private and community-based organizations in these areas;

2.4.3. strengthening gender-responsive policies at work and with respect to working conditions, such as equal treatment and recognition of capacities, equal pay for work of equal value, safe working environment and work-life, work-family balance;

2.4.4. facilitating gender equality in career development and lifelong learning and training in all areas of cooperation, including with media organizations, journalism schools and universities, broadcasting institutions, and through training on gender-related issues for women and men in the media; and,

2.4.5. providing Member States with technical assistance to develop policies that facilitate equal opportunities for women and men seeking employment in education, the sciences, culture and communication/information sectors, as well as ethical codes and policies that favour gender equality and the elimination of gender stereotypes in media and educational content.
2.5. **Eliminating the Social Exclusion of Persons with Disabilities in the areas of Education and Employment**

2.5.1. The Parties will cooperate to support international, regional and national efforts to eliminate the social exclusion of persons with disabilities, by promoting inclusive, accessible and affordable access to information and knowledge using information and communication tools that lead to empowerment and employment of persons with disabilities, in line with the UN Convention on the Rights of Persons with Disabilities (CRPD) and the relevant international labour instruments. The focus will be on the following Articles of the CRPD: Article 9, Accessibility; Article 21, Freedom of Expression and Access to Information; Article 24, Education; and Article 27, Work and Employment; and on linking with other related forums such as the World Summit on the Information Society (WSIS), the Internet Governance Forum (IGF) and the Information for All Programme (IFAP).

2.5.2. The Parties will cooperate to support national measures for ensuring that all persons with disabilities benefit from inclusive policies, strategies, standards, processes, methodologies, training and tools that contribute to the creation of an enabling environment for their participation, inclusion and employment.

2.5.3. The Parties will implement concrete projects and programmes jointly at the national level, and coordinate action through the UN Inter-Agency Group for the implementation of the UN Convention on the Rights of Persons with Disabilities and in the framework of the UN Partnership to Promote the Rights of Persons with Disabilities (UNPRPD).

2.6. **Other areas of cooperation in the fields of Education, Culture, the Sciences and Communication and Information**

In addition, in the fields of education, culture, the sciences and communication and information, the Parties will:

2.6.1. collaborate for the development of appropriate statistical methods for measuring and analyzing employment in the education sector, the communication and information sector, as well as in the creative and cultural industries, as part of the 2009 UNESCO Framework for Cultural Statistics;

2.6.2. collaborate in training and capacity-building to support the development of networks and infrastructure to foster the development of cultural practitioners and sustainable enterprises in the creative and cultural industries;

2.6.3. continue work under the United Nations Development Group (UNDG) Task Team on Culture and Development and the UN Plan of Action on the Safety of Journalists and the Issue of Impunity;

2.6.4. promote the principles of quality teaching and good working conditions at all levels of education;

2.6.5. promote quality education as a means of improving employability and access to the labour market;

2.6.6. continue working to achieve an accelerated and improved workplace response to HIV and AIDS, in the sectors covered by this Memorandum, and to ensure a safe, healthy and violence-free working environment, in line with the ILO HIV and AIDS Recommendation, 2010 (No. 200) and other applicable instruments, policies and guidelines;

2.6.7. collaborate in improving occupational safety and health, as well as working conditions, in the sectors covered by this Memorandum, drawing on their respective mandates and areas of expertise and in line with the relevant international instruments;
2.6.8. promote peace through social justice, decent work, poverty eradication and the rapprochement of cultures, through intercultural and interreligious dialogue, understanding and cooperation, including in the areas of education, skills development, youth employment and social protection, strengthening the social science knowledge base and evidence-based policy making, and taking particular advantage of the framework offered by the International Decade for the Rapprochement of Cultures (2013-2022) and its related Action Plan;

2.6.9. cooperate, within the UN Inter-Agency Committee on Bioethics, for the exchange of information on developments relating to bioethics and the issue of discrimination in employment and occupation; and,

2.6.10. cooperate to strengthen the capacities of the water utility workforce, including through education and training.

2.7. Normative Instruments

2.7.1. The Parties will strengthen their cooperation to disseminate and promote the 1966 ILO-UNESCO Recommendation concerning the Status of Teachers and the 1997 UNESCO Recommendation concerning the Status of Higher-Education Teaching Personnel. This will include jointly maintaining and servicing the Secretariat of the Joint ILO-UNESCO Committee of Experts on the Application of the Recommendations concerning Teaching Personnel (CEART).

2.7.2. The Parties will cooperate in the dissemination, promotion and implementation of ILO and UNESCO instruments concerning artists, journalists, performers, TVET, disability, culture and development: the 1989 UNESCO Convention on Technical and Vocational Education; the 2001 UNESCO Revised Recommendation concerning Technical and Vocational Education; the ILO Human Resources Development Convention, 1975 (No. 142); the ILO Human Resources Development Recommendation, 2004 (No. 195); the ILO Vocational Rehabilitation and Employment (Disabled Persons) Convention, 1983 (No. 159), and its accompanying Recommendation (No. 168); the 2005 UNESCO Convention on the Protection and Promotion of the Diversity of Cultural Expressions; the 1961 ILO-UNESCO-WIPO International Convention for the Protection of Performers, Producers of Phonograms and Broadcasting Organizations; and the 1980 UNESCO Recommendation concerning the Status of the Artist.

2.8. Elimination of Child Labour

2.8.1. The Parties will cooperate to support national efforts to eliminate child labour and the social exclusion to which it contributes, by promoting inclusive, quality education and lifelong learning, in line with the UN Convention on the Rights of the Child, the ILO Minimum Age Convention, 1973 (No. 138) and the ILO Worst Forms of Child Labour Convention, 1999 (No. 182), including through the Global Task Force on Child Labour and Education for All and related forums and taskforces.

2.8.2. The Parties will cooperate to support national measures for ensuring that all children, including those in rural areas, benefit from improvements in the quality of education, including education in sports and the arts, as well as TVET, as a means of enhancing school enrolment and retention, and education outcomes.

2.8.3. The Parties will continue promoting the integration of human rights, including the right to be free of child labour, in educational policies, plans, processes, methodologies and tools, and in the learning environments in which education takes place.
2.9. National Social Protection Floors and Decent Work

2.9.1. ILO and UNESCO will cooperate in supporting the development and expansion of national social protection floors (SPF) in line with the ILO Social Protection Floors Recommendation, 2012 (No. 202) and as requested by ECOSOC and the UN General Assembly (2012 ECOSOC Ministerial Declaration, E/2012/L.10, and General Assembly Resolution A/RES/66/288). The Parties will contribute to efforts to promote policies that ensure income security and access to essential social services, in particular education, in view of its lifelong empowering effects for all, including women, girls and marginalized groups. The focus will be on universal access to education, the sharing of relevant information and good practices, capacity-building for national planners and contributing to the SPF monitoring and evaluation system.

2.9.2. Cooperation between the ILO and UNESCO in the areas of TVET and social protection is aimed at supporting national efforts to achieve Decent Work for all.

3. Modalities of cooperation

3.1. For the achievement of their common objectives, the ILO and UNESCO will use various means, including:

(i) sharing and dissemination of knowledge and lessons learnt, through publications, the Internet (e.g. joint websites) and other easily accessible means;
(ii) staff meetings related to topics of mutual interest;
(iii) staff exchanges, where and when appropriate, in accordance with relevant regulations;
(iv) joint initiatives, pilot projects, capacity-building programmes, or evaluation;
(v) joint seminars and conferences; and,
(vi) participation in each other’s conferences, including relevant sessions of their respective governing bodies, as observers, knowledge-sharing workshops and other inter-agency initiatives in areas covered by this Memorandum.

3.2. This Memorandum will be brought to the attention of the staff of both Organizations. The ILO and UNESCO will collaborate to provide guidance, information and learning tools to staff members concerned, in order to enhance cooperation in the agreed fields.

3.3. The Parties recognize the value of, and need for, sharing statistical and scientific information in order to avoid duplication in the collection, analysis, publication and distribution of such information.

4. Working arrangements

4.1. The Parties shall consult regularly on the progress of their collaboration under this Memorandum, and to plan future activities.

4.2. For matters related to the implementation of activities under this Memorandum, each of the Parties shall designate one or more focal points, by written notice or the exchange of e-mail.

For the ILO: Mr Stephen K. Pursey, Director, Multilateral Cooperation Department. Tel: +41 22 799 6114; email: pursey@ilo.org; with copies to: MULTILATERALS@ilo.org

For UNESCO: The Assistant Director-General of the Bureau of Strategic Planning. Tel:+33 1 45 68 19 19
4.3. The Parties shall conclude, as appropriate, separate agreements for the execution of joint projects under this Memorandum, thereby stipulating the detailed terms and conditions of the projects, and their respective rights and obligations.

5. Final provisions

5.1. This Memorandum does not grant the right to use materials belonging to, or created by, either Party. Each of them will retain intellectual property rights over all materials developed and produced by the Party, its staff or consultants, for activities within the framework of this Memorandum. The Parties will agree, in writing, on the ownership of any intellectual property rights that may arise out of the collaborative activities under this Memorandum.

5.2. The ILO and UNESCO agree to acknowledge each other’s role and contribution in all public information/documentation relating to activities within the scope of this Memorandum. They will, separately or jointly, give appropriate visibility to the activities under this Memorandum. They will use, in this information/documentation, the other Party's name, logo and any other element of identity, subject to prior consent of the interested Party and in accordance with the applicable rules and regulations.

5.3. Subject to the policies and procedures of ILO and UNESCO with respect to the disclosure of information, ILO and UNESCO may make this Memorandum publicly available.

5.4. The implementation of this Memorandum, which does not entail any payment obligation, is subject to the procedures, rules and regulations of each of the Parties. Nothing in this Memorandum shall be construed as interfering with the independent decision-making authority of each Party.

5.5. This Memorandum shall enter into force on the date of signature by both Parties. It may be terminated at any time, by mutual agreement of the two Parties. Furthermore, either Party may terminate this Memorandum by providing three months’ written notice to the other Party to this effect. Notwithstanding its termination, the provisions of this Memorandum shall survive to the extent necessary to permit an orderly settlement of accounts between the Parties.

5.6. This Memorandum may be amended only by mutual written agreement of the Parties.

5.7. Any dispute over the interpretation or application of any provision of this Memorandum shall be settled through direct negotiations or by such other means as the Parties agree mutually.

IN WITNESS WHEREOF, the undersigned being duly authorised representatives of ILO and UNESCO respectively, have signed this Memorandum of Understanding in two originals, each in the English language, both of which are equally authentic. If this Agreement is translated into other languages, the English version will govern and prevail.

For the International Labour Organization
Guy Ryder, Director-General
8 July 2014
New York

For the United Nations Educational, Scientific and Cultural Organization
Irina Bokova, Director-General
8 July 2014
New York
If notifying a change of address, please return the sheet to the sender or at least the part bearing the address.

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