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Resolution concerning employment and social protection in the new demographic context

The General Conference of the International Labour Organization, meeting at its 102nd Session, 2013,

Having undertaken a general discussion on the basis of Report IV, Employment and social protection in the new demographic context,

Recognizing that demographic transitions have major implications for labour markets and social protection systems,

Affirming that coherent and integrated employment promotion and social protection policies that build on the virtuous cycle of employment, social protection and development are crucial to address the demographic challenge,

1. Adopts the following conclusions; and

2. Invites the Governing Body of the International Labour Office to give due consideration to them in planning future work and to request the Director-General to take them into account when preparing future programme and budget proposals and to give effect to them, to the extent possible, when implementing the Programme and Budget for the 2014–15 biennium.

Conclusions on employment and social protection in the new demographic context

I. DEMOGRAPHIC TRANSITIONS AND THEIR CHALLENGES

1. Demographic change, including population ageing, is a universal trend in all countries and regions, although demographic transitions take place at different paces and over different time horizons. The human development index, in particular the life expectancy component, provides a benchmark. Living longer and healthier lives is one of the most important achievements of human development, while it should be acknowledged that there is still much work to be done to ensure that everyone benefits.

2. The world’s population is growing and ageing. By 2050, it is expected to have surpassed 9 billion and the population aged 60 years and over will have tripled. Three-quarters of the world’s older population are expected to be living in developing countries. The majority of older people are women. Old-age dependency is on the rise: in 2000, there were nine persons of working age for every person over 65; by 2050, there will be only four.

3. Countries and regions at different stages of demographic transition face different challenges and therefore different levels of urgency are attached to aspects of ageing, youth employment and the impact of HIV/AIDS.

4. The new demographic context has profound implications for the labour force and for labour market dynamics, social security systems, employment and economic development.

5. Over the next decade, it is estimated that there will be 420 million more people in the labour force than today. Labour force growth is anticipated to be particularly strong in developing countries, where the majority of people currently work in the informal economy. In contrast, working-age population growth will stagnate or even decline in many developed countries. Globally, it

1 Adopted on 19 June 2013.
will be necessary therefore to create more than 600 million jobs to integrate the 197 million currently unemployed (73 million of whom are young people) and newcomers to the labour market.

6. Only about 20 per cent of the world’s working-age population is estimated to have effective access to comprehensive social protection. In developing countries, 342 million older people lack adequate income security and, if nothing is done, the number could rise to 1.2 billion by 2050. Food security, nutrition and access to safe drinking water and sanitation are dire problems for many families without sufficient income security. Older people often have to maintain their economic activity to survive and earn a living.

7. Increasing formal employment and labour force participation rates is essential to meeting social protection and economic development needs. However, informal employment and other forms of inadequately protected work remain pervasive for large segments of the labour force and the transition to decent work is slow and difficult. This also puts at risk access to social security.

8. For many countries, the global economic crisis, subsequent adjustment measures and the slowdown in growth continue to impact labour markets and social security systems, affecting the social fabric and economic sustainability. In some countries, high levels of unemployment, a growing proportion of youth who are neither in employment nor in education or training, job insecurity, growing inequalities, an increasingly uncertain environment for enterprises, increasing demand for social protection and the weakening of social dialogue add to the challenges caused by the demographic transition. The crisis is exerting pressure on public finance and debt. It puts at risk achievements in social protection and complicates needed reforms. In other countries, public policies have managed to reconcile economic growth, employment and redistribution of wealth, generating a virtuous cycle based on comprehensive social protection systems.

II. GUIDING PRINCIPLES AND POLICIES

9. Effective policies are necessary to tackle the challenges of demographic transitions. The wide range of ILO standards relevant to the context of demographic change provide policy guidance. The following provide further guidance:

(a) A comprehensive multidimensional and integrated policy mix that recognizes the interdependency between demographic shifts, employment, labour migration, social protection and economic development.

(b) Guided by the fundamental principles and rights at work of the ILO and pursuing the objective of decent work over the life cycle, policies will be context specific, taking into account the diversity of country situations, including demographic structures, economic development, legal frameworks, labour market needs, social security systems, and fiscal space.

(c) Integrated and coherent approaches to training linked to labour market needs, education, employment promotion and social protection policies that promote the virtuous cycle of employment, social protection, productivity, inclusive growth and development.

(d) A long-term vision that spans the life cycle and promotes personal responsibility, shared responsibility of the tripartite partners and solidarity among generations and population groups.

(e) Innovative policy packages responsive to change.

(f) Effective and efficient social dialogue and collective bargaining in accordance with national policies and practices based on mutual trust and respect.

(g) Preventing and combating age discrimination.

(h) Promoting gender equality throughout the life cycle.

(i) Promoting the inclusion of workers with disabilities.
Good governance based on accountability and transparency.

Promoting employability and labour force participation by creating an enabling policy environment conducive to sustainable enterprises and job-rich growth.

Effective youth employment and training schemes.

The right to social security is a human right.

Provision of essential health care and long-term care.

The strengthening of tripartite efforts for the effective elimination of child labour.

III. A COMPREHENSIVE POLICY MIX

10. It is the primary responsibility of the State to implement policies to tackle effectively the challenges of demographic transitions. With the right combination of policies and with the commitment and action of relevant stakeholders, demographic transitions not only become manageable and sustainable but can be turned into opportunities.

11. Employment and social protection policies should be developed in such a manner as to reinforce one another in response to the specificities and diverse employment, income patterns and needs of the population. Social protection should be viewed as a long-term investment, providing stabilization and offering social and economic returns over time.

12. Employment-centred economic policies and development strategies are needed to generate decent and productive jobs for all working-age groups, a fair distribution of income, and increase the overall level of employment. These include pro-employment macroeconomic and regulatory frameworks that promote public and private investments, an enabling environment for sustainable enterprises, skills development, entrepreneurship and active labour market policies. The Employment Policy Convention, 1964 (No. 122), Human Resources Development Recommendation, 2004 (No. 195), and Job Creation in Small and Medium-Sized Enterprises Recommendation, 1998 (No. 189), and other relevant standards provide guiding frameworks.

13. Serious consideration should be given by member States to the implementation of the multi-pronged policy portfolio included in the ILO Call for Action on the youth employment crisis (2012).

14. Well-managed migration policies taking into account the ILO Multilateral Framework on Labour Migration can contribute to mitigating labour and skills shortages, promoting the rights of migrant workers and addressing challenges such as brain drain.

15. Collective bargaining and minimum wage setting in accordance with national policies and practices can ensure a fair income distribution in society, including closing the gender pay gap, and improve the contributory capacity.

16. Comprehensive, adequate and sustainable social security systems should be established and maintained. As a matter of priority, national social protection floors are needed to guarantee that all persons have access to education, essential health care and basic income security. In accordance with the Social Protection Floors Recommendation, 2012 (No. 202), higher levels of social security should be progressively ensured to as many people as possible.

17. The Social Security (Minimum Standards) Convention, 1952 (No. 102), and Social Protection Floors Recommendation, 2012 (No. 202), as well as other ILO social security standards, provide an international reference framework for the establishment of comprehensive social security systems that ensure protection throughout the life cycle. They also contain principles crucial for ensuring the sustainability of social security systems and the adequacy of benefits.

18. Labour markets need to function in a way that allows for adjustments to changing circumstances, recognizing that all parties have legitimate interests.
This should occur in an enabling framework that provides workers the stability and security to engage positively in change and provides employers with the necessary flexibility to be competitive and innovative.

19. Policies to increase productivity can compensate for shrinking labour forces in ageing societies, and can boost development in all countries. Such policies include, among others:

- Education, training and lifelong learning.
- Social protection, including effective access to public health and social services.
- Improved working conditions and sound occupational safety and health.
- Non-discriminatory practices that embrace diversity and sensitivity in relation to age, gender and disabilities.
- Frameworks for work practices conducive to improvements in productivity.
- Policies that support innovation.

20. Skills mismatches and skills shortages are a common challenge across countries and development stages. Skills policies are therefore an essential part of the policy mix.

21. Governments, employers and workers should work together to increase lifelong learning opportunities to foster employability and productivity and to prevent skills obsolescence. Measures could include:

- Upgrading skills in the use of new technologies.
- Removing age limits in access to learning and training.
- Providing and viewing training as an integral part of career planning.
- Supporting a conducive environment for learning and development, for example through mixed-age teams and mentoring.

22. Targeted policies are necessary to increase the labour force participation of vulnerable and/or under-represented groups. Policies for family support, work–life balance, childcare and old-age care facilities, maternity protection, paternity and family responsibility-related leave, flexible working time and home work are possible options. These options can also increase overall labour force participation. Increasing the labour market participation of older workers is of great importance and can benefit from tripartite efforts to agree on measures and incentives that enable employers to provide more jobs for older workers and workers to stay in employment until they reach their retirement.

23. Policy measures to address the plight of workers in the informal economy and to facilitate multiple pathways for transition from informal to formal, decent and productive work are a priority in the new demographic context, including by extending social security.

24. In many countries, ageing is leading to increasing pension costs. There is a need to ensure the financial, fiscal and economic sustainability of pension systems through appropriate and well-designed policies, financing mechanisms and enforcement measures. They should be complemented by access to affordable, quality public health and social services. Policies should strive to ensure the adequacy and the predictability of pensions and a gradual and flexible transition from active working life to retirement through measures such as phased-in retirement, part-time work and job-sharing.

25. In reforming social security pension systems, countries often face difficult choices among available options but should always pay attention to the related social outcomes. The best choice for each country will take into account accrued pension-scheme rights, be based on inter-generational fairness and solidarity and be founded on well-informed consultation, substantive dialogue and shared responsibility among social partners. For some countries, the choice might include effective increase of pension age. If so, transitional implications for workers, particularly those close to retirement, must be addressed on a fair basis, respecting workers’ and employers’ interests. When such a reform
involves a delay in retirement age, there will be specific concerns and opportunities for employers, workers and society. Such reforms must recognize that some workers or groups of workers have reduced capacities and life expectancies, notably those who spend their lives in arduous or hazardous occupations. It should be a matter of choice for a worker to delay retirement. The employment of older workers may be beneficial for workers and employers alike. Health and related issues should be addressed.

26. Policies to combat discrimination based on age and practices of diversity and age sensitivity are central to human dignity and to increasing productivity. They could include:

- Promoting, enforcing and/or enacting employment legislation that combats discrimination on the basis of age.
- Awareness-raising campaigns conducted by governments, social partners and the media to combat negative attitudes about older persons and to increase appreciation of their value to society.
- Enterprise-level initiatives such as company-run diversity programmes.

27. Measures that foster preventive health and safety at the workplace and healthy lifestyles should be promoted throughout the life cycle including, but not limited to, the development of occupational safety and health legislation with appropriate compliance mechanisms, and taking into account age-, gender- and disability-specific health and workplace needs.

28. Policies to provide for flexibility in working time and work organization according to needs specific to age groups, gender and disability, while maintaining adequate social security coverage, should be considered. Collective bargaining in accordance with national law and practice can facilitate the introduction of these policies.

29. Demographic transitions increase demand for the care sector. The promotion of this sector and its long-term sustainability is essential to protect people and to ensure that they live and age in dignity. The care sector also presents new opportunities for investment, innovation and job creation. Good management of the sector is necessary to ensure the provision of quality care. Professionalization of the delivery of care should be promoted.

30. Traditional care systems, which rely heavily on female family members to bear the main burden of providing care services, are under increasing strain. The provision of care requires the recognition of the complementary and fundamental roles of family, community and professional care services. Care structures need to be developed that address the diverse demand for care services. Accreditation and regulation of professional care services should be promoted.

31. The right of care workers to decent work should be promoted, including by improving working conditions, skills development and recognition and promoting gender equality.

32. Through a variety of means, such as the effective enforcement of tax and contribution obligations, including measures to prevent tax evasion, the resources necessary to effectively implement the policy mix can be mobilized.

IV. TRIPARTISM AND SOCIAL DIALOGUE

33. Social dialogue in all its forms is necessary to finding effective, equitable and sustainable answers to demographic challenges and can offer a key contribution to inclusive, sustainable growth and development. Necessary reform processes can be best managed through social dialogue to balance employment, social protection and related financial and fiscal requirements.

34. Collective bargaining, based on freedom of association and mutual trust and respect, is an important tool for the development of specific collective agreements to meet the challenge of demographic change at different levels.
V. ACTION BY THE OFFICE

35. The ILO has an important role to play in providing global leadership and acting as a centre of excellence on demographic change and its implications for the world of work. With due regard to approved budgets, the Office should support actions by governments and social partners and work with the multilateral system in the following areas:

(a) Technical cooperation, including capacity building to support:

(i) Development of integrated national action plans on demographic change.

(ii) Development of labour market information systems, identification and forecasting of skills needs and monitoring and evaluation mechanisms.

(iii) Mainstreaming of responses to demographic challenges in all relevant national employment and social protection policies, in particular to implement the ILO Call for Action on the youth employment crisis (2012) and the Social Protection Floors Recommendation, 2012 (No. 202).

(iv) Strengthening of the capacity of governments, employers’ and workers’ organizations, and social security institutions to better address demographic challenges and to develop holistic policies, including through social dialogue and tripartism.

(v) Strengthening of employment services and the delivery of targeted active labour market policies for young people, women, older people and persons with disabilities.

(vi) Development of well-managed labour migration policies and their implementation.

(vii) Facilitation of transitions from the informal economy to formality, taking into account the standard-setting discussions at the International Labour Conference in 2014 and 2015 on this matter.

(viii) Awareness-raising on and promotion of the implementation of relevant ILO standards.

(ix) Requisite training at different levels.

(b) Knowledge development, dissemination and follow-up:

(i) Undertake research and evidence-based comparative policy analysis on the interaction between employment and social protection policies at the micro and macro levels.

(ii) Map and analyse good practices and facilitate their dissemination.

(iii) Over the next 12 months, develop a research agenda on the care sector, including an evidence-based analysis of the potential gaps in current international labour standards for the consideration of the Governing Body.

(c) Partnerships and advocacy:

(i) Promote, in partnership with the relevant global, international and regional organizations and institutions, the integrated, inter-generational life-cycle approach, notably in the context of the Post-2015 Development Agenda.

(ii) Strengthen partnerships with the United Nations and other relevant global, international and regional organizations with respect to the follow-up to the Madrid International Plan of Action on Ageing, adopted at the Second World Assembly on Ageing in April 2002, and its regional implementation strategies.
Resolution concerning sustainable development, decent work and green jobs

The General Conference of the International Labour Organization, meeting in Geneva at its 102nd Session, 2013,

Having undertaken a general discussion on the basis of Report V, Sustainable development, decent work and green jobs,

1. Adopts the following conclusions; and
2. Invites the Governing Body of the International Labour Office to give due consideration to them in planning future work and to request the Director-General to take them into account when preparing future programme and budget proposals and to give effect to them, to the extent possible, when implementing the Programme and Budget for the 2014–15 biennium.

Conclusions concerning achieving decent work, green jobs and sustainable development

OUR VISION

1. The four pillars of the Decent Work Agenda – social dialogue, social protection, rights at work and employment – are indispensable building blocks of sustainable development and must be at the centre of policies for strong, sustainable and inclusive growth and development.

2. Sustainable development means that the needs of the present generation should be met without compromising the ability of future generations to meet their own needs. Sustainable development has three dimensions – economic, social and environmental – which are interrelated, of equal importance and must be addressed together.

3. Sharing a common global purpose, there are different approaches, models and tools available to each country, in accordance with its national circumstances and priorities to achieve sustainable development in its three dimensions, which is our overarching goal.

4. A just transition for all towards an environmentally sustainable economy, as described in this document, needs to be well managed and contribute to the goals of decent work for all, social inclusion and the eradication of poverty.

5. Decent work, poverty eradication and environmental sustainability are three of the defining challenges of the twenty-first century. Economies must be productive to meet the needs of the world’s growing population. Societies must be inclusive, providing opportunities for decent work for all, reducing inequalities and effectively eliminating poverty.

6. When referring to the greening of economies, enterprises and jobs, we consider it in the context of sustainable development and poverty eradication. This is one of the important tools for achieving sustainable development and could provide options for policy-making. In this context, we welcome the document “The Future We Want” adopted by the United Nations Conference on Sustainable Development (Rio +20).

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1 Adopted on 19 June 2013.
7. The greening of economies presents many opportunities to achieve social objectives: it has the potential to be a new engine of growth, both in advanced and developing economies, and a net generator of decent green jobs that can contribute significantly to poverty eradication and social inclusion. The greening of economies will enhance our ability to manage natural resources sustainably, increase energy efficiency and reduce waste, while addressing inequalities and enhancing resilience. The greening of jobs and the promotion of green jobs, both in traditional and emerging sectors, will foster a competitive, low-carbon, environmentally sustainable economy and patterns of sustainable consumption and production, and contribute to the fight against climate change.

8. Managed well, transitions to environmentally and socially sustainable economies can become a strong driver of job creation, job upgrading, social justice and poverty eradication. Greening all enterprises and jobs by introducing more energy and resource efficient practices, avoiding pollution and managing natural resources sustainably leads to innovation, enhances resilience and generates savings which drive new investment and employment.

9. Sustainable development is only possible with the active engagement of the world of work. Governments, employers and workers are not passive bystanders, but rather agents of change, who are able to develop new ways of working that safeguard the environment for present and future generations, eradicate poverty and promote social justice by fostering sustainable enterprises and creating decent work for all.

10. The path to environmentally sustainable development involves a wide range of efforts and activities from the ILO and member States, who have widely varying capabilities and ability to act in accordance with the reality of each State. In that context, cooperation, information sharing and joint action within the mandate of the ILO will be valuable.

11. We recall the principle of common but differentiated responsibilities as set out in the Rio Declaration on Environment and Development (1992).

OPPORTUNITIES AND CHALLENGES

12. In the transition to environmentally sustainable economies and societies, the world of work can benefit from some major opportunities, for example:

(a) net gains in total employment from realizing the potential to create significant numbers of additional decent jobs through investments into environmentally sustainable production and consumption and management of natural resources;

(b) improvements in job quality and incomes on a large scale from more productive processes as well as greener products and services in sectors like agriculture, construction, recycling and tourism;

(c) social inclusion through improved access to affordable, environmentally sustainable energy and payments for environmental services, for instance, which are of particular relevance to women and residents in rural areas;

and faces some major challenges, for example:

(d) economic restructuring, resulting in the displacement of workers and possible job losses and job creation attributable to the greening of enterprises and workplaces;

(e) the need for enterprises, workplaces and communities to adapt to climate change to avoid loss of assets and livelihoods and involuntary migration; and

(f) adverse effects on the incomes of poor households from higher energy and commodity prices.

Given the scale and urgency of these environmental and employment challenges, it is clear that the world will have neither the resources nor the time
to tackle them separately or consecutively. Tackling them jointly is not an option, but a necessity.

GUIDING PRINCIPLES

13. The following principles should guide the transition to environmentally sustainable economies and societies:

(a) Strong social consensus on the goal and pathways to sustainability is fundamental. Social dialogue has to be an integral part of the institutional framework for policy-making and implementation at all levels. Adequate, informed and ongoing consultation should take place with all relevant stakeholders.

(b) Policies must respect, promote and realize fundamental principles and rights at work.

(c) Policies and programmes need to take into account the strong gender dimension of many environmental challenges and opportunities. Specific gender policies should be considered in order to promote equitable outcomes.

(d) Coherent policies across the economic, environmental, social, education/training and labour portfolios need to provide an enabling environment for enterprises, workers, investors and consumers to embrace and drive the transition towards environmentally sustainable and inclusive economies and societies.

(e) These coherent policies also need to provide a just transition framework for all to promote the creation of more decent jobs, including as appropriate: anticipating impacts on employment, adequate and sustainable social protection for job losses and displacement, skills development and social dialogue, including the effective exercise of the right to organize and bargain collectively.

(f) There is no “one-size-fits-all”. Policies and programmes need to be designed in line with the specific conditions of countries, including their stage of development, economic sectors and types and sizes of enterprises.

(g) In implementing sustainable development strategies, it is important to foster international cooperation among countries. In this context, we recall the outcome document of the United Nations Conference on Sustainable Development (Rio +20), including section VI on means of implementation.

KEY POLICY AREAS AND INSTITUTIONAL ARRANGEMENTS FOR A JUST TRANSITION FOR ALL

14. The following elements constitute a basic framework to address the challenges of a just transition for all:

(1) The greening of economies in the context of sustainable development and poverty eradication will require a country-specific mix of macroeconomic, industrial, sectoral and labour policies that create an enabling environment for sustainable enterprises to prosper and create decent work opportunities by mobilizing and directing public and private investment towards environmentally sustainable activities. The aim should be to generate decent jobs all along the supply chain, in dynamic, high value added sectors which stimulate the upgrading of jobs and skills as well as job creation and improved productivity in more labour-intensive industries that offer employment opportunities on a wide scale.

(2) As the challenge cuts across several domains, there is a need for mainstreaming sustainable development across all areas and for cooperation and coordination between employment authorities and their counterparts in various fields, including finance, planning, environment,
energy, transport, health and economic and social development. Institutional arrangements must be adapted to ensure the participation of all relevant stakeholders at the international, national, regional, sectoral and local levels in the building of an appropriate policy framework. Internal coherence should be sought among institutions at the national level, as well as within international institutions at the regional and global levels for the effective integration of the three dimensions of sustainable development.

(3) Key policy areas to address environmental, economic and social sustainability simultaneously include:

**Macroeconomic and growth policies**

(a) Macroeconomic and growth policies should promote sustainable production and consumption patterns and place full and productive employment and decent work for all at the centre of economic and social policies. Targeted fiscal policy measures, market-based instruments, public procurement and investment policies can create frameworks for enterprises and investors to adopt or promote more innovative economic practices, based on the sustainable use of resources, leading to more access to economic opportunity and more inclusive labour markets. These policies can have adverse income distribution effects, in particular related to energy poverty, and should be taken into account in the design of policies.

(b) Appropriate laws, regulations and other policies aimed at environmental improvements that lead to resource and energy efficiencies and the prevention of environmental and social degradation can align private incentives with public policy objectives and can be cost effective in the long term. Legislative and regulatory certainty and the rule of law are needed in order to promote environmental and social sustainability, while stimulating innovation and investments in human, social and environmental capital. These are the prerequisites for long-term competitiveness and economic prosperity, social cohesion, quality employment and better environmental protection.

**Industrial and sectoral policies**

(c) The greening of economies is a global challenge, but many environmental problems are sectoral and the search for solutions and the adoption of policies starts there. Numerous countries have used industrial policy to support the shift to greening their economy. As a complement to macroeconomic policies, industrial and sector-related policies and, when appropriate, public–private partnerships as well as public–public partnerships are effective in helping to improve both the environmental and employment performance of existing businesses and stimulating growth in green products and services. Efforts need to focus on key sectors that are most relevant for environmental sustainability and job creation in the national economy, such as agriculture, water management and sanitation, forestry, fisheries, energy, resource-intensive industries, recycling, waste management, buildings and transport. Targeted measures will be needed to formalize substandard, informal jobs in environment-related sectors, such as recycling and waste management, in order to transform these activities into decent jobs.

(d) Sectors often have specific governance instruments and institutions. Because of these shared features, employers and workers engage in collective bargaining and other forms of social dialogue at the sectoral level, all of which present opportunities to pursue economic, environmental and social objectives in an effective way.
Enterprise policies

(e) Governments should foster the greening of jobs through regulatory and non-regulatory frameworks that support environmental and social sustainability while stimulating innovation and encouraging investments both at home and abroad. Special attention is needed to ensure that such frameworks provide an enabling environment and assist micro, small and medium-sized enterprises (MSMEs), including cooperatives and entrepreneurs, in making the transition.

(f) Most jobs are created by MSMEs, yet little information on making operations more resource efficient and environmentally responsible is specifically targeted to MSMEs. Providing such information in a format easily accessible at this level would greatly strengthen employers’ capacity to enhance environmental and labour performance. Regulatory systems should have enforcement capacity and be structured to provide advice to business on how compliance can be achieved.

Skills development

(g) There must be strong interaction between the world of work and the world of education and training. The greening of the economy must focus on skills development in order to succeed. Solid technical and vocational education and training systems need to involve industry and trade unions. Access to training helps workers develop the skills needed to transition to new types of jobs or to work with new materials, processes and technologies in their existing jobs. Measures to develop skills that support entrepreneurship, resilience, innovation in enterprises, including MSMEs, and their transition to sustainable practices are critical factors of success.

(h) Education and training for green jobs presupposes an approach based on comprehensive lifelong learning. National skills development and employment policies linked to broader development plans need to incorporate education for environmental awareness with coherent skills strategies to prepare workers, in particular young people, for the future sustainable world of work. Education and training systems should be designed to meet the needs of youth, women, vulnerable workers and workers in rural areas, enabling them to contribute to and benefit from economic diversification and rural economic empowerment. Equally, training programmes need to target displaced workers, those who lost jobs due to greening, to ensure their swift re-entry into the labour market.

Occupational safety and health

(i) Many economic activities for environmental sustainability present health and safety risks related to minerals, chemicals, pesticides and others. Ensuring that all, including green jobs, are decent, safe and healthy jobs is a key aspect of improving job quality. Switching from fossil fuels to renewables, for instance, entails changes in the occupational safety and health situation. Occupational safety and health standards and training must be an essential component of all skills training. Practical prevention measures should be adopted at the enterprise level based on risk assessment and principles of elimination and control of hazards. Policies and programmes under national systems for occupational safety and health should be continuously improved in light of the new challenges to ensure that green jobs are safe. Adequate capacity of the labour inspectorate is essential to ensure compliance.

Social protection

(j) Sound, comprehensive and sustainable social protection schemes are an integral part of a strategy for transition towards a sustainable
development pattern, built on principles of decent work, social justice and social inclusion. They should provide workers displaced by technological change or those affected by natural disasters with income support as well as access to health care and basic services during the transition, and thereby reduce inequalities.

**(k)** Special targeted assistance to groups, regions and occupations affected by the transition is essential. For example, public and private employment programmes can have large multiplier effects by combining employment generation, income support and conservation of natural assets. Social protection policies should be coordinated with vocational training and active labour market policies as an integral part of the policies necessary to ensure the social dimension of a sustainable economy.

**Active labour market policies**

**(l)** In many ways the green transition will pose challenges similar to those of earlier transitions caused by technological revolutions, globalization and rapid changes in world markets. Active labour market policies can help enterprises and workers, including unemployed workers, meet these challenges. The anticipation of changing labour market demands, through sound labour market information and data collection systems, as well as social dialogue, is essential to helping governments, employers, workers and education and training systems identify the skills needed currently and in the future and to take appropriate measures to provide timely training. Employment services are important for brokering workforce transition to greener occupations and improving the match between labour demand and supply.

**Rights**

**(m)** International labour standards offer a robust framework for addressing the challenges to the world of work associated with the greening of the economy and, more broadly, with the transition towards sustainable development and poverty eradication. Several international labour standards, including those covering freedom of association and the right to collective bargaining, prohibition of forced labour, child labour and non-discrimination, social dialogue, tripartite consultation, minimum wage, labour administration and inspection, employment policy, human resource development, occupational safety and health, as well as social security are important in this regard (see Appendix).

**Social dialogue and tripartism**

**(n)** Mechanisms of social dialogue, including the practice of tripartism and collective bargaining, serve as effective tools for the design of policies at all levels. Social dialogue can form a strong basis by building on the commitment of workers and employers to the joint action with governments needed in the transition process.

**Role of Governments and Employers’ and Workers’ Organizations**

15. Governments and social partners should individually and jointly work for a greener world by:

**(a)** giving due consideration to advocating for the inclusion of decent work, social justice and the greening of all enterprises and jobs in policies and strategies for sustainable development and the eradication of extreme poverty at national and international levels as part of the post-2015 development agenda; and
(b) actively promoting and engaging in social dialogue to forge consensus on pathways towards environmental sustainability which also advance decent work.

16. Governments should:
(a) provide the policy and regulatory framework to enable sustainable enterprise development and promote inclusive labour markets, social protection, education and training, private and public investments and innovation that reinforce environmentally sustainable development and decent work, including combating unemployment;
(b) foster effective institutional arrangements to ensure coherence across relevant policy portfolios as well as the consultation and participation of all relevant stakeholders for the formulation and implementation of policy at the local, national, regional and international levels; and
(c) where possible, design and use efficient and effective monitoring and data collection tools and information systems to monitor and evaluate the impact of the greening of the economy on jobs and, where appropriate, share best practices with the ILO so that those best practices can inform the ILO’s work in this area.

17. The social partners should:
(a) raise awareness and understanding, as well as provide guidance among their members about developments relevant for the greening of enterprises and the creation of decent green jobs;
(b) play an active role in the formulation, implementation and monitoring of national sustainable development policies, articulating the pivotal role of employers and workers in bringing about environmental sustainability with decent work and social inclusion;
(c) promote the active participation of their members in social dialogue at enterprise, sectoral and national levels to assess opportunities and resolve challenges posed by transition; and
(d) foster a culture of dialogue and workplace cooperation to improve resource efficiency, reduce waste and apply safe and clean technologies and working methods and improve job quality.

GUIDANCE FOR THE OFFICE

18. The ILO, based on its mandate and its core values, is in a unique position to provide leadership in promoting the Decent Work Agenda as a critical vehicle for achieving sustainable development and poverty eradication.

Research, knowledge development, management and dissemination

19. The ILO should:
(a) further develop its research capacity to become a centre of excellence to support evidence-based policy-making on sustainable development and decent work;
(b) establish knowledge-sharing activities on successful approaches and good practices, for example, learning from the Green Jobs Programme, in integrating economic, social and environmental concerns at the national, local and enterprise levels;
(c) carry out research aiming to assist member States and social partners to assess the impact of greening the economy on job creation, job transition and the quality of work, including through the compilation and wide dissemination of reliable statistics;
examine the provisions of international labour standards most relevant to achieving a job-rich, equitable, environmentally sustainable economy, and consolidate them for dissemination in a user-friendly form. We note that in paragraph 24 of these Conclusions, we request that the Governing Body consider the convening of a tripartite meeting of experts to give further guidance on issues related to the greening of economies, green jobs and a just transition for all;

provide guidance for MSMEs and cooperatives to green their production processes, including through greater energy efficiency and resource use, possibly in the form of a user-friendly toolkit. This work should be carried out in cooperation with national employers’ and workers’ organizations;

ensure that relevant information is widely disseminated in a user-friendly format to constituents; and

make sustainable development a cross-cutting issue in the ILO.

### Engagement at the global and regional levels

20. The ILO should:

(a) continue to work with relevant global and regional institutions to promote consideration of the Decent Work Agenda in macroeconomic policies in order to give practical application to the decent work dimension of the transition to more sustainable patterns of production and consumption and to facilitate tripartite contributions to it;

(b) work with relevant global and regional institutions to develop reliable and consistent statistical data on the three dimensions of sustainable development in order to promote evidence-based decision making;

(c) work with relevant global and regional institutions to promote decent work and employment considerations in the design of sustainable development technical assistance provided to countries; and

(d) actively support constituents in advocating the inclusion of decent work, poverty eradication and a just transition for all to an environmentally sustainable economy in the post-2015 development agenda.

### Country-level action

21. The ILO should:

(a) integrate sustainable development, poverty eradication and the transition to an inclusive economy in Decent Work Country Programmes (DWCPs), and UN Development Assistance Frameworks (UNDAFs) and promote their consideration in national development plans in line with the needs of constituents concerned;

(b) where applicable, develop strategies to help member States to support the transition from informal to formal employment concentrating particularly in sectors that greatly impact the environment, such as agriculture, waste management and recycling, and building and construction;

(c) deliver practical technical support for enterprise development and decent job creation in the context of the greening of the economy and adaptation to climate change including in cooperation with other international, regional and national organizations;

(d) support member States in the development of comprehensive social protection systems, including social protection floors, in particular to protect those affected by the changes in the world of work;

(e) promote and strengthen social dialogue at sectoral and national levels to promote a just transition for all and the creation of decent work;

(f) help member States conduct voluntary employment assessments in order to assist them to promote the development of a workforce with skills that are
relevant for jobs in emerging green sectors, or in shifting to more sustainable consumption and production processes; and

(g) continue to ensure respect for fundamental principles and rights at work in an inclusive, environmentally sustainable economy.

Capacity building

22. The ILO should:
   (a) build and strengthen the capacity of governments and social partners on the opportunities, challenges and policy responses for an effective and just transition for all. This would include supporting awareness raising and better understanding of the issues involved;
   (b) build and strengthen the capacity of employers’ organizations to offer services to their members, especially MSMEs, so that enterprises and their value chains are able to capture opportunities in growing markets for environmental goods and services; and
   (c) build and strengthen the capacity of workers’ organizations to protect labour rights, participate in collective bargaining, ensure access to training, and enhance job quality in the transition to an environmentally sustainable economy.

The way forward

23. The ILO should prepare a strategic action plan linking decent work, eradication of poverty, sustainable development and green jobs. This should be a key objective which should inform the ILO’s mandate for the future at the time of its centenary. The action plan should indicate how this work will be integrated into the programme and budget implementation and the Strategic Policy Framework (2016–21) providing clear follow-up mechanisms, indicating short-term, medium-term and long-term objectives.

24. Conditional on evidence-based analysis, the Governing Body may wish to consider the convening of a tripartite meeting of experts to give further guidance on issues related to the greening of economies, green jobs and a just transition for all.
Appendix

Some international labour standards and resolutions that may be relevant to a just transition framework

A. CONVENTIONS ON FUNDAMENTAL PRINCIPLES AND RIGHTS AT WORK

- Freedom of Association and Protection of the Right to Organise Convention, 1948 (No. 87)
- Right to Organise and Collective Bargaining Convention, 1949 (No. 98)
- Forced Labour Convention, 1930 (No. 29)
- Abolition of Forced Labour Convention, 1957 (No. 105)
- Equal Remuneration Convention, 1951 (No. 100)
- Discrimination (Employment and Occupation) Convention, 1958 (No. 111)
- Minimum Age Convention, 1973 (No. 138)
- Worst Forms of Child Labour Convention, 1999 (No. 182)

B. GOVERNANCE CONVENTIONS:

- Employment Policy Convention, 1964 (No. 122)
- Labour Inspection Convention, 1947 (No. 81)
- Tripartite Consultation (International Labour Standards) Convention, 1976 (No. 144)
- Labour Inspection (Agriculture) Convention, 1969 (No. 129)

C. OTHER TECHNICAL CONVENTIONS

- Social Security (Minimum Standards) Convention, 1952 (No. 102)
- Social Policy (Basic Aims and Standards) Convention, 1962 (No. 117)
- Paid Educational Leave Convention, 1974 (No. 140)
- Human Resources Development Convention, 1975 (No. 142)
- Working Environment (Air Pollution, Noise and Vibration) Convention, 1977 (No. 148)
- Labour Administration Convention, 1978 (No. 150)
- Labour Relations (Public Service) Convention, 1978 (No. 151)
- Collective Bargaining Convention, 1981 (No. 154)
- Occupational Safety and Health Convention, 1981 (No. 155)
- Occupational Health Services Convention, 1985 (No. 161)
- Chemicals Convention, 1990 (No. 170)
- Prevention of Major Industrial Accidents Convention, 1993 (No. 174)
- Promotional Framework for Occupational Safety and Health Convention, 2006 (No. 187)
D. RECOMMENDATIONS

- Human Resources Development Recommendation, 2004 (No. 195)
- Job Creation in Small and Medium-Sized Enterprises Recommendation, 1998 (No. 189)
- Promotion of Cooperatives Recommendation, 2002 (No. 193)
- Social Protection Floors Recommendation, 2012 (No. 202)

E. RESOLUTIONS

- Resolution concerning the promotion of sustainable enterprises – International Labour Conference, June 2007
- Resolution concerning promotion of rural employment for poverty reduction – International Labour Conference, June 2008
III

Resolution concerning the recurrent discussion on social dialogue

The General Conference of the International Labour Organization, meeting at its 102nd Session, 2013,

Having undertaken a recurrent discussion on social dialogue in accordance with the ILO Declaration on Social Justice for a Fair Globalization, to consider how the Organization may respond more effectively to the realities and needs of its Members through coordinated use of all its means of action,

1. Adopts the following conclusions;
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.

Conclusions concerning the recurrent discussion on social dialogue

I. GUIDING PRINCIPLES AND CONTEXT

1. Social dialogue and tripartism constitute the ILO’s governance paradigm for promoting social justice, fair and peaceful workplace relations and decent work. Social dialogue is a means to achieve social and economic progress. The process of social dialogue in itself embodies the basic democratic principle that people affected by decisions should have a voice in the decision-making process. Social dialogue has many forms and collective bargaining is at its heart. Consultations, exchanges of information and other forms of dialogue between social partners and with governments are also important.

2. Social dialogue is based on respect for freedom of association and the effective recognition of the right to collective bargaining. These founding principles of the ILO, as stated in the ILO Constitution and its Declaration of Philadelphia are applicable to all Members, as set out in the ILO Declaration on Fundamental Principles and Rights at Work. These rights cover all workers in all sectors, with all types of employment relationships, including in the public sector, the informal economy, the rural economy, export processing zones, micro, small and medium-sized enterprises (MSMEs), and domestic and migrant workers.

3. Social dialogue and tripartism are key methods for implementing the ILO’s strategic objectives. They also play a key role in facilitating consensus on economic and social policies, advancing sustainable development, and making labour law and institutions effective as set out in the ILO Resolution concerning

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1 Adopted on 19 June 2013.
triptism and social dialogue (2002), and the ILO Declaration on Social Justice for a Fair Globalization (2008).

4. In light of the prospect of persistent unemployment, poverty, inequality, and the pressure on enterprises, the International Labour Conference, at its 98th Session in 2009, adopted the Global Jobs Pact, which recognized the crucial role of social dialogue in designing policies to address national priorities. It also highlighted the role of effective social dialogue, including collective bargaining on measures to avoid job losses, protect wages, facilitate the adaptability of enterprises and ensure sustainable recovery. The social partners are the primary actors in the real economy and their engagement in bipartite and tripartite processes is as important in times of crisis as in other times. The economic and financial crises since 2008 were addressed through social dialogue in some countries, including through collective bargaining, saving jobs and maintaining pay levels. Regrettably, in some others, reforms affecting both the public and private sectors limited the scope for social dialogue, weakened collective-bargaining mechanisms and restricted the autonomy of social partners.

5. In the public service, collective bargaining in some countries played a role in retaining jobs and ensuring the continued provision of public services, notwithstanding the crisis.

6. Restrictions on freedom of association and the right to collective bargaining remain a challenge around the world. While in some countries collective bargaining coverage has increased, coverage of workers by collective bargaining has declined in many countries. Social partners in a number of countries are not fully equipped to tackle the various challenges they face, including the drop in the labour share of national income.

7. The organization of production along increasingly complex global supply chains and the dynamic nature of regional economic integration have created new challenges and spaces for cross-border social dialogue.

8. References to ILO standards, principles and rights at work are to be found in a growing number of multilateral, regional and bilateral agreements. Equally, the actions and spheres of influence of other multilateral institutions intersect with the mandate of the ILO, which should constitute the main point of reference in this area. This provides both opportunities and challenges.

II. MEASURES TO PROMOTE SOCIAL DIALOGUE

9. Members, with the support of the Organization, should:

(1) Renew their commitment to social dialogue and tripartism, based on full respect for freedom of association and the right to collective bargaining, consistent with the ILO Declaration on Fundamental Principles and Rights at Work and consider the ratification and effective implementation of 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), and the Tripartite Consultation (International Labour Standards) Convention, 1976 (No. 144).

(2) Respect the independence and autonomy of workers’ and employers’ organizations and refrain from interfering in their establishment, functioning and administration.

(3) Ensure that collective bargaining is carried out in observance of the autonomy of the parties.

(4) Ensure respect for the rule of law, including through effective labour inspection and enforcement and the strengthening of dispute prevention and resolution mechanisms, recognizing that these are the responsibilities of governments.

(5) Ensure that, in the context of the promotion of social dialogue, the rights to freedom of association and collective bargaining are inclusive and
accessible to all workers and employers and their representative organizations.

(6) Strengthen and facilitate social dialogue at all levels in the public sector and the private sector.

(7) Enhance, through appropriate public policies and the promotion of international cooperation, the role of social dialogue in facilitating balanced, inclusive and sustainable social and economic development.

10. The governments of ILO member States are encouraged to take steps to ensure coordination and consistency in their positions in the ILO and in other forums in respect of fundamental principles and rights at work. These efforts could include, where appropriate, mechanisms for effective consultation among concerned ministries and with social partners.

III. FRAMEWORK FOR ACTION

11. Based on this recurrent discussion and the established and expressed needs of the Members, the ILO is called upon to:

A. Strengthen institutions and processes
   of social dialogue

12. To that effect, the ILO should:

(1) Support the preconditions for effective social dialogue, as called for by the conclusions concerning the recurrent discussion on fundamental principles and rights at work (2012); and support the constituents’ efforts to give effect to the measures to promote social dialogue mentioned above.

(2) Recalling the campaign for the ratification and effective implementation of the Freedom of Association and Protection of the Right to Organise Convention, 1948 (No. 87), and the Right to Organise and Collective Bargaining Convention, 1949 (No. 98), undertake a campaign on the Tripartite Consultation (International Labour Standards) Convention, 1976 (No. 144); the Labour Relations (Public Service) Convention, 1978 (No. 151); and the Collective Bargaining Convention, 1981 (No. 154); and promote the Collective Agreements Recommendation, 1951 (No. 91); the Consultation (Industrial and National Levels) Recommendation, 1960 (No. 113); the Tripartite Consultation (Activities of the International Labour Organisation) Recommendation, 1976 (No. 152); the Collective Bargaining Recommendation, 1981 (No. 163); and the Employment Relationship Recommendation, 2006 (No. 198).

(3) Increase its capacity to carry out or provide informed and evidence-based research as well as legislative and policy analysis on means of promoting and effecting social dialogue.

(4) Support the effective participation of social partners in labour law development through tripartite consultations with targeted technical assistance and capacity building activities.

(5) Assist labour administrations to improve the governance and efficiency of their core functions, including labour law enforcement, labour inspection, and provision of services and information to the public in view of the conclusions of the general discussion on labour administration and labour inspection (2011). Support efforts of labour administrations to organize consultations with social partners and to improve data collection, analysis and dissemination.

(6) Expand its assistance to strengthen and improve the performance of labour dispute prevention and resolution systems and mechanisms, including for the effective handling of individual labour complaints, through research, expert advice, capacity building and exchange of experiences.
(7) Promote tripartite social dialogue institutions and/or policy-making mechanisms through evidence-based policy advice, exchange of experiences and technical cooperation. Reinforce research on the role of tripartite social dialogue in response to crises as well as economic and political transitions.

(8) Promote gender equality, and increase and strengthen women’s participation and engagement in social dialogue mechanisms.

(9) Scale up research on the socio-economic outcomes of different collective bargaining systems and the role of coordination and provision of information in shaping these outcomes. Research should identify factors that contribute to the effectiveness of collective bargaining in different contexts. The ILO should also widely and regularly disseminate information through the most appropriate means on global trends and challenges for the constituents in collective bargaining.

(10) Reinforce technical assistance and evidence-based policy advice to build institutions for social dialogue between the social partners, including collective bargaining, in some countries and improve their effectiveness in others.

(11) Develop knowledge on the application of collective agreements and means to enhance their inclusiveness in the context of Recommendation No. 91, in particular with respect to the protection of workers in MSMEs, vulnerable workers and those in non-standard forms of employment.

(12) Provide advice consistent with the Co-operation at the Level of the Undertaking Recommendation, 1952 (No. 94) on the strengthening of workplace cooperation as a tool for anticipating and facilitating change in a manner that addresses the needs of employers and workers.

(13) Promote social dialogue and the role of social partners in the design, governance and implementation of economic, employment and social protection policies, at both national and international levels.

(14) Convene a meeting of experts on cross-border social dialogue to analyse contemporary experiences, challenges and trends, as well as the role and value added of the ILO.

(15) Promote the Tripartite Declaration of Principles concerning Multinational Enterprises and Social Policy (MNE Declaration) and develop a comprehensive policy and strategy for ILO engagement with enterprises. In this respect, improve coordination throughout the ILO with appropriate involvement of worker and employer representatives.

(16) Consider including, through its Governing Body, an item for discussion on decent work in global supply chains at an International Labour Conference, not later than 2016, in light of support expressed during this recurrent discussion.

B. Provide support to the tripartite actors of social dialogue at all levels

13. To that effect, the ILO should:

(1) Build and strengthen the capacity of constituents, including national labour administrations, to promote, facilitate and engage in social dialogue and collective bargaining, taking into consideration the diversity of systems and national circumstances.

(2) Provide assistance upon request to relevant governments and workers’ and employers’ organizations to establish or improve mechanisms for social dialogue within the framework of regional and subregional integration.

(3) Facilitate exchange of experiences for labour administrations as well as for workers’ and employers’ organizations at all levels, including through policy dialogue, targeted training and twinning programmes and the use of innovative strategies and platforms for sharing knowledge and expertise.
C. Enhance policy coherence

14. To that effect, the ILO should:

(1) Exercise its mandate to engage in a proactive manner with international organizations and institutions, such as the International Monetary Fund, World Bank, World Trade Organization, G20, and the Organisation for Economic Co-operation and Development, and with regional organizations and mechanisms of regional integration to promote the Decent Work Agenda and ILO standards and principles; and promote the active involvement of social partners across the UN system and in other global forums.

(2) Further strengthen its capacities to support constituents through integrated and coherent policy advice, encompassing rights at work, employment, social protection and social dialogue.

(3) Highlight the value of effective social dialogue in implementing its strategy for the adoption of full and productive employment and decent work as an explicit goal of the global development agenda beyond 2015.

D. Actively promote social dialogue and participation of social partners in its activities

15. To that effect, the ILO should:

(1) Strengthen the engagement of social partners in the design and implementation of Decent Work Country Programmes (DWCPs), technical cooperation agreements and public–private partnerships across all four strategic objectives of the ILO.

(2) Make social dialogue, including collective bargaining, a central element of DWCPs and technical cooperation activities, in line with the needs of constituents affected.
IV

Resolution concerning remaining measures on the subject of Myanmar adopted under article 33 of the ILO Constitution

The General Conference of the International Labour Organization, meeting in Geneva at its 102nd Session, 2013,

Taking note of the resolution concerning the measures recommended by the Governing Body under article 33 of the ILO Constitution on the subject of Myanmar, adopted by the International Labour Conference at its 88th Session (May–June 2000) with a view to securing compliance by Myanmar with the recommendations of the Commission of Inquiry that had been established to examine the observance by Myanmar of its obligation in respect of the Forced Labour Convention, 1930 (No. 29) (the “2000 resolution”),

Taking note of the suspension for one year of the recommendation contained in paragraph 1(b) of the 2000 resolution with immediate effect pursuant to the resolution concerning the measures on the subject of Myanmar adopted under article 33 of the ILO Constitution, adopted by the International Labour Conference at its 101st Session (May–June 2012) (the “2012 resolution”),

Taking note of the information provided to the Conference by the International Labour Office, the Governing Body and the Government of the Republic of the Union of Myanmar,

Encouraged with the progress made by Myanmar in compliance with the Forced Labour Convention, 1930 (No. 29), while noting that more remains to be done,

Considering that maintaining the remaining measures would no longer be necessary for the implementation of the recommendations of the Commission of Inquiry;

(a) decides that the measure enunciated in paragraph 1(a) of the 2000 resolution is discontinued;

(b) decides also that the measure enunciated in paragraph 1(b) of the 2000 resolution is discontinued;

(c) requests the Office and the Government to continue their commitment to the application of the 2007 Supplementary Understanding, the March 2012 MOU and associated action plans for the elimination of all forms of forced labour by 2015, in coordination with the social partners in Myanmar;

(d) invites the Governing Body to review the situation in Myanmar on issues relating to ILO activities, including freedom of association, and the impact of foreign investment on decent working conditions in the country, and in this regard, request the Director-General to submit a report at the March Governing Body sessions until the elimination of forced labour;

(e) calls upon Members, including employers’ and workers’ organizations, and international organizations to support the efforts of the Government, with the assistance of the ILO, to eliminate forced labour in Myanmar and to further social justice in the country, including by making available necessary financial resources;

(f) requests again Members, including employers’ and workers’ organizations, and international organizations to continue to follow closely the situation and share with the ILO any information on the occurrence of forced labour in Myanmar.

1 Adopted on 18 June 2013.
V

Resolution concerning the adoption of the
Programme and Budget for 2014–15 and
the allocation of the budget of income
among member States

The General Conference of the International Labour Organization,

In virtue of the Financial Regulations, adopts for the 74th financial period, ending 31 December 2015, the budget of expenditure for the International Labour Organization amounting to US$801,260,000 and the budget of income amounting to US$801,260,000, which, at the budget rate of exchange of 0.95 Swiss francs to the US dollar amounts to 761,197,000 Swiss francs, and resolves that the budget of income, denominated in Swiss francs, shall be allocated among member States in accordance with the scale of contributions recommended by the Finance Committee of Government Representatives.

1 Adopted on 18 June 2013.
VI

Resolution concerning the scale of assessments of contributions to the budget for 2014–15

The General Conference of the International Labour Organization,
Decides, in accordance with the established practice of harmonizing the rates of assessment of ILO member States with their rates of assessment in the United Nations, to adopt the draft scale of assessments for 2014–15 as set out in column 3 of Appendix II to this document.

1 Adopts on 18 June 2013.
Resolution concerning the assessment of contributions of new member States

The General Conference of the International Labour Organization,

Decides that, in accordance with the established practice of harmonizing the rates of assessment of ILO Members with their rates of assessment in the United Nations, the contribution of the Republic of South Sudan to the ILO budget for the period of its membership in the Organization during 2012 and 2013 be based on an annual assessment rate of 0.003 per cent.

Decides that, in accordance with the established practice of harmonizing the rates of assessment of ILO Members with their rates of assessment in the United Nations, the contribution of the Republic of Palau to the ILO budget for the period of its membership in the Organization during 2012 be based on an annual assessment rate of 0.001 per cent.

1 Adopted on 18 June 2013.
Resolution concerning the composition
of the Administrative Tribunal of the
International Labour Organization

The General Conference of the International Labour Organization,
Decides, in accordance with article III of the Statute of the Administrative
Tribunal of the International Labour Organization, to renew the appointments of
Mr Rouiller (Switzerland) and Mr Frydman (France) for a term of three years.

1 Adopted on 18 June 2013.
IX

Resolution concerning the financial report and audited consolidated financial statements for the year ended 31 December 2012

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 2012 and the External Auditor’s report thereon.

1 Adopted on 18 June 2013.
Resolution concerning appointments to the ILO Staff Pension Committee (United Nations Joint Staff Pension Board) ¹

The General Conference of the International Labour Organization, Appoints to the ILO Staff Pension Committee (United Nations Joint Staff Pension Board), for a period of three years until 8 October 2016, the following members:

Mr T. Montant (Switzerland)
Mr J.-P. Bernard (Employers)
Mr M. Blondel (Workers).

¹ Adopted on 18 June 2013.
XI

Resolution concerning the arrears
of contributions of Comoros

The General Conference of the International Labour Organization,
Having regard to paragraph 6 of article 10 of the Financial Regulations,
Accepts the arrangement proposed by the Government of Comoros for the
settlement of its arrears of contributions corresponding to the periods 1985–2012
plus its 2013 contribution to the effect that:
(a) in subsequent years, the Government of Comoros will continue to pay its
current contribution in full in the year for which it is due;
(b) the Government of Comoros will settle the remaining balance of arrears
that have accumulated up to today plus its 2013 contribution, totalling
452,997 Swiss francs (CHF), by payment, beginning in 2014, of
nine annual instalments of CHF45,299 and a final instalment of
CHF45,306.

Decides that Comoros shall be permitted to vote, in accordance with
paragraph 4 of article 13 of the Constitution of the International Labour
 Organisation, after the conclusion of the present business.

1 Adopted on 18 June 2013.
XII

Resolution concerning the arrears of contributions of Paraguay

The General Conference of the International Labour Organization,
Having regard to paragraph 6 of article 10 of the Financial Regulations,
Accepts the arrangement proposed by the Government of Paraguay for the settlement of its arrears of contributions due for the periods 1988–1990, 1998–2003 and 2011–13 to the effect that:
(a) in subsequent years, the Government of Paraguay will continue to pay its current contribution in full in the year for which it is due;
(b) the Government of Paraguay will settle the remaining balance of arrears that have accumulated up to and including 31 December 2012 plus the 2013 contribution amounting to CHF555,132, by payment, beginning in 2014, of 12 annual instalments of CHF42,723 and one final instalment of CHF42,456.

Decides that Paraguay shall be permitted to vote, in accordance with paragraph 4 of article 13 of the Constitution of the International Labour Organisation, after the conclusion of the present business.

1 Adopted on 18 June 2013.