International Labour Organization

ILC.114/Record No. 2

Record of Proceedings 2

International Labour Conference – 114th Session, Geneva, 2026

Date: 5 June 2026

Second item on the agenda: Information concerning the programme and budget and other questions

Report of the Finance Committee

Contents

Appendix

1. The Finance Committee met on 4 June 2026. H.E. Ambassador Olympia Neocleous (Cyprus) was elected Chairperson and Reporter, and Ms Angélique Salomé Mbouzie Ahanda (Cameroon) was elected Vice-Chairperson. The Chairperson welcomed to the meeting Mr Matthey and Ms Passchier as observers for the Employers' and Workers' groups of the Governing Body, respectively.

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

(The Committee did not receive any such requests.)

2. Financial report and audited consolidated financial statements for the year ended 31 December 2025

2. The Committee had before it the *Financial report and audited consolidated financial statements for the year ended 31 December 2025 and Report of the External Auditor* (ILC.114/FIN); document CF/D.2, which referred to the proposal put forward on the item by the Governing Body at its 356th *bis* Session (1 June 2026); and paragraphs 4 and 5 of Report II, *Information concerning the programme and budget and other questions* (ILC.114/Report II), which referred to the item.

3. **A Government representative of Indonesia** took note of the financial report and audited consolidated financial statements for the year ended 31 December 2025, and the recommendations before the Committee. Commending the Office's efforts to maintain financial stability in an increasingly challenging global environment, he said that the financial pressures facing the Organization underscored the need for prudent financial management and forward-looking institutional reforms. In that regard, Indonesia supported measures to strengthen the ILO's financial resilience, including initiatives to enhance liquidity, improve efficiency and ensure the Organization's long-term sustainability. While reform and reprioritization were essential to ensure that the ILO remained fit for purpose and responsive to the changing world of work, a balanced approach was required. That approach must ensure that the ILO's constitutional mandate was preserved and ensure that efficiency gains did not come at the expense of technical cooperation, capacity-building and field-level support, which remained critical for many developing countries and countries in crisis. For countries of the global South, continued ILO technical support in areas such as skills development, labour inspection, social protection, occupational safety and health, and just transition was essential to advancing decent work and national development priorities. In that context, it was important to maintain a geographically balanced allocation of resources. It was also important to continue efforts to diversify the Organization's funding base and strengthen sustainable financing arrangements, guided by the principle of equitable burden-sharing. The reform should take into account the needs, priorities and capacities of developing countries and ensure that the benefits of a stronger and more efficient ILO were shared equitably across all regions.

4. **A Government representative of the United States of America** said that the United States noted the External Auditor's unqualified audit opinion and the Office's continued adherence to the International Public Sector Accounting Standards and accepted financial reporting practices. It was deeply alarmed by the continued growth of long-term employee benefit liabilities, which now totalled approximately US$2.02 billion, including US$1.91 billion in after-service health insurance obligations. It was further troubled by the increase in total expenses to approximately US$1.05 billion, driven largely by escalating personnel and employee benefit costs, which accounted for 58 per cent of total expenses. In the current fiscal environment,

those continued cost increases were unacceptable and raised significant concerns regarding fiscal discipline. Member States should not be expected to absorb the financial consequences of inadequately managed employee benefit obligations. The ILO must take immediate and meaningful cost-containment actions and provide Member States with clear, detailed and forward-looking plans to address those escalating liabilities and expenditures.

5. **The Committee decided to recommend that the Conference adopt the audited consolidated financial statements for the year ended 31 December 2025, and accordingly that it adopt the following resolution:**

The General Conference of the International Labour Organization,

Decides, in accordance with article 29 of the Financial Regulations, to adopt the audited consolidated financial statements for the year ended 31 December 2025.

3. Treatment of the net premium for 2024–25

6. The Committee had before it a draft resolution proposed by the Governing Body at its 356th Session (March–April 2026) concerning the treatment of the net premium for 2024–25, which was contained in paragraph 6 of Report II.

7. **The Government representative of the United States** said that, while the United States recognized the importance of maintaining adequate reserves, the significant net premium generated in 2024–25 should be returned to Member States, as the rightful owners of those funds. That approach honoured the Financial Regulations, respected Member State contributions and maintained the trust and accountability essential to effective multilateral cooperation.

8. The United States did not concur with the recommendation to adopt the resolution, but it would not block consensus.

9. **The Committee decided to recommend that the Conference adopt the following resolution:**

The General Conference of the International Labour Organization,

Noting that the operation of the Swiss franc assessment system resulted in a net premium of CHF19,032,213 in the 2024–25 biennium,

Decides, in derogation of article 11(5) of the Financial Regulations, to transfer 50 per cent of the net premium as per article 11(7), earned of CHF19,032,213 to the Working Capital Fund, thus bringing its level to CHF44,516,106.

4. Composition of the Administrative Tribunal of the International Labour Organization

10. The Committee had before it a draft resolution proposed by the Governing Body at its 356th Session (March–April 2026) concerning the composition of the Administrative Tribunal of the International Labour Organization, which was contained in paragraph 8 of Report II.

11. **The Committee decided to recommend that the Conference adopt the following resolution:**

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 Ms Rosanna De Nictolis

(Italy), Mr Clément Gascon (Canada), Mr Jacques Jaumotte (Belgium) and Ms Hongyu Shen (China) as judges of the Tribunal for one further non-renewable term of five years.

5. Other questions

(There was no discussion under this item.)

Geneva, 5 June 2026

(Signed) Olympia Neocleous
Chairperson and Reporter

Appendix

Income budget for 2026–27

Statement of contributions due from Member States for 2027 (in Swiss francs)

	Member States	Assessed Contribution 1 Jan.-27 Feb. 2027 [1]		Assessed Contribution 28 Feb.-31 Dec. 2027 [1]		Total Assessed Contribution 2027	Earned Credits Distributed in Respect of : 2025 Incentive Scheme	Total Credits	Net Contribution for 2027
		%	Amount	%	Amount				
1	Afghanistan	0.005	3 031	0.005	16 044	19 075	-	-	19 075
2	Albania	0.010	6 062	0.010	32 088	38 150	1 723	1 723	36 427
3	Algeria	0.087	52 742	0.087	279 168	331 910	22 009	22 009	309 901
4	Angola	0.010	6 062	0.010	32 088	38 150	969	969	37 181
5	Antigua and Barbuda	0.002	1 212	0.002	6 418	7 630	-	-	7 630
6	Argentina	0.490	297 051	0.490	1 572 323	1 869 374	-	-	1 869 374
7	Armenia	0.007	4 244	0.007	22 462	26 706	1 507	1 507	25 199
8	Australia	2.041	1 237 310	2.041	6 549 207	7 786 517	455 254	455 254	7 331 263
9	Austria	0.626	379 498	0.626	2 008 723	2 388 221	144 009	144 009	2 244 212
10	Azerbaijan	0.034	20 612	0.034	109 100	129 712	6 299	6 299	123 413
11	Bahamas	0.015	9 093	0.015	48 132	57 225	1 972	1 972	55 253
12	Bahrain	0.050	30 311	0.050	160 441	190 752	10 867	10 867	179 885
13	Bangladesh	0.010	6 062	0.010	32 088	38 150	2 130	2 130	36 020
14	Barbados	0.007	4 244	0.007	22 462	26 706	1 567	1 567	25 139
15	Belarus	0.043	26 068	0.043	137 979	164 047	-	-	164 047
16	Belgium	0.773	468 614	0.774	2 483 629	2 952 243	178 505	178 505	2 773 738
17	Belize	0.001	606	0.001	3 209	3 815	143	143	3 672
18	Benin	0.005	3 031	0.005	16 044	19 075	532	532	18 543
19	Bolivia (Plurinational State of)	0.018	10 912	0.018	57 759	68 671	-	-	68 671
20	Bosnia and Herzegovina	0.014	8 487	0.014	44 923	53 410	1 651	1 651	51 759
21	Botswana	0.013	7 881	0.013	41 715	49 596	1 453	1 453	48 143
22	Brazil	1.412	855 993	1.412	4 530 858	5 386 851	418 312	418 312	4 968 539
23	Brunei Darussalam	0.019	11 518	0.019	60 968	72 486	4 523	4 523	67 963
24	Bulgaria	0.071	43 042	0.071	227 826	270 868	12 062	12 062	258 806
25	Burkina Faso	0.005	3 031	0.005	16 044	19 075	872	872	18 203
26	Burundi	0.001	606	0.001	3 209	3 815	-	-	3 815
27	Cabo Verde	0.001	606	0.001	3 209	3 815	-	-	3 815
28	Cambodia	0.008	4 850	0.008	25 671	30 521	1 439	1 439	29 082
29	Cameroon	0.014	8 487	0.014	44 923	53 410	-	-	53 410
30	Canada	2.544	1 542 242	2.544	8 163 245	9 705 487	566 724	566 724	9 138 763
31	Central African Republic	0.001	606	0.001	3 209	3 815	-	-	3 815
32	Chad	0.005	3 031	0.005	16 044	19 075	-	-	19 075
33	Chile	0.374	226 729	0.374	1 200 100	1 426 829	-	-	1 426 829
34	China	20.012	12 131 817	20.013	64 218 172	76 349 989	822 444	822 444	75 527 545
35	Colombia	0.197	119 427	0.197	632 138	751 565	43 817	43 817	707 748
36	Comoros	0.001	606	0.001	3 209	3 815	-	-	3 815
37	Congo	0.005	3 031	0.005	16 044	19 075	-	-	19 075
38	Cook Islands	0.001	606	0.001	3 209	3 815	66	66	3 749
39	Costa Rica	0.063	38 192	0.063	202 156	240 348	6 448	6 448	233 900
40	Côte d'Ivoire	0.024	14 550	0.024	77 012	91 562	1 509	1 509	90 053
41	Croatia	0.088	53 348	0.088	282 376	335 724	19 600	19 600	316 124
42	Cuba	0.122	73 960	0.122	391 476	465 436	-	-	465 436
43	Cyprus	0.035	21 218	0.035	112 309	133 527	7 608	7 608	125 919
44	Czechia	0.344	208 542	0.344	1 103 835	1 312 377	73 286	73 286	1 239 091
45	Democratic Republic of the Congo	0.010	6 062	0.010	32 088	38 150	969	969	37 181
46	Denmark	0.531	321 907	0.531	1 703 885	2 025 792	118 509	118 509	1 907 283
47	Djibouti	0.002	1 212	0.002	6 418	7 630	-	-	7 630
48	Dominica	0.001	606	0.001	3 209	3 815	-	-	3 815
49	Dominican Republic	0.069	41 830	0.069	221 409	263 239	7 168	7 168	256 071
50	Ecuador	0.065	39 405	0.065	208 573	247 978	-	-	247 978
51	Egypt	0.182	110 333	0.182	584 006	694 339	29 731	29 731	664 608
52	El Salvador	0.013	7 881	0.013	41 715	49 596	-	-	49 596
53	Equatorial Guinea	0.008	4 850	0.008	25 671	30 521	-	-	30 521
54	Eritrea	0.001	606	0.001	3 209	3 815	115	115	3 700
55	Estonia	0.045	27 280	0.045	144 397	171 677	9 462	9 462	162 215
56	Eswatini	0.002	1 212	0.002	6 418	7 630	430	430	7 200
57	Ethiopia	0.010	6 062	0.010	32 088	38 150	-	-	38 150

	Member States	Assessed Contribution 1 Jan.-27 Feb. 2027 (1) %	Amount	Assessed Contribution 28 Feb.-31 Dec. 2027 (1) %	Amount	Total Assessed Contribution 2027	Earned Credits Distributed in Respect of : 2025 Incentive Scheme	Total Credits	Net Contribution for 2027
58	Fiji	0.003	1 819	0.003	9 626	11 445	506	506	10 939
59	Finland	0.386	234 004	0.386	1 238 606	1 472 610	88 421	88 421	1 384 189
60	France	3.860	2 340 037	3.860	12 386 056	14 726 093	867 638	867 638	13 858 455
61	Gabon	0.011	6 669	0.011	35 297	41 966	-	-	41 966
62	Gambia	0.001	606	0.001	3 209	3 815	-	-	3 815
63	Georgia	0.009	5 456	0.009	28 879	34 335	341	341	33 994
64	Germany	5.694	3 451 857	5.695	18 274 246	21 726 103	836 338	836 338	20 889 765
65	Ghana	0.025	15 156	0.025	80 221	95 377	2 751	2 751	92 626
66	Greece	0.280	169 744	0.280	898 470	1 068 214	59 064	59 064	1 009 150
67	Grenada	0.001	606	0.001	3 209	3 815	216	216	3 599
68	Guatemala	0.046	27 887	0.046	147 606	175 493	3 713	3 713	171 780
69	Guinea	0.004	2 425	0.004	12 835	15 260	-	-	15 260
70	Guinea-Bissau	0.001	606	0.001	3 209	3 815	-	-	3 815
71	Guyana	0.011	6 669	0.011	35 297	41 966	862	862	41 104
72	Haiti	0.006	3 637	0.006	19 253	22 890	1 293	1 293	21 597
73	Honduras	0.010	6 062	0.010	32 088	38 150	-	-	38 150
74	Hungary	0.223	135 189	0.223	715 567	850 756	7 725	7 725	843 031
75	Iceland	0.035	21 218	0.035	112 309	133 527	7 708	7 708	125 819
76	India	1.107	671 093	1.107	3 552 167	4 223 260	224 996	224 996	3 998 264
77	Indonesia	0.579	351 006	0.579	1 857 908	2 208 914	11 717	11 717	2 197 197
78	Iran (Islamic Republic of)	0.386	234 004	0.386	1 238 606	1 472 610	-	-	1 472 610
79	Iraq	0.131	79 416	0.131	420 356	499 772	11 547	11 547	488 225
80	Ireland	0.472	286 139	0.472	1 514 564	1 800 703	91 579	91 579	1 709 124
81	Israel	0.609	369 192	0.609	1 954 173	2 323 365	15 896	15 896	2 307 469
82	Italy	2.814	1 705 923	2.814	9 029 628	10 735 551	190 449	190 449	10 545 102
83	Jamaica	0.007	4 244	0.007	22 462	26 706	1 723	1 723	24 983
84	Japan	6.933	4 202 973	6.933	22 246 769	26 449 742	1 438 016	1 438 016	25 011 726
85	Jordan	0.021	12 731	0.021	67 385	80 116	643	643	79 473
86	Kazakhstan	0.131	79 416	0.131	420 356	499 772	28 647	28 647	471 125
87	Kenya	0.037	22 430	0.037	118 726	141 156	4 825	4 825	136 331
88	Kiribati	0.001	606	0.001	3 209	3 815	-	-	3 815
89	Kuwait	0.222	134 582	0.222	712 359	846 941	-	-	846 941
90	Kyrgyzstan	0.003	1 819	0.003	9 626	11 445	74	74	11 371
91	Lao People's Democratic Republic	0.006	3 637	0.006	19 253	22 890	613	613	22 277
92	Latvia	0.050	30 311	0.050	160 441	190 752	10 072	10 072	180 680
93	Lebanon	0.022	13 337	0.022	70 594	83 931	-	-	83 931
94	Lesotho	0.001	606	0.001	3 209	3 815	97	97	3 718
95	Liberia	0.001	606	0.001	3 209	3 815	136	136	3 679
96	Libya	0.040	24 249	0.040	128 353	152 602	-	-	152 602
97	Lithuania	0.081	49 104	0.081	259 915	309 019	16 615	16 615	292 404
98	Luxembourg	0.073	44 255	0.073	234 244	278 499	7 850	7 850	270 649
99	Madagascar	0.004	2 425	0.004	12 835	15 260	-	-	15 260
100	Malawi	0.003	1 819	0.003	9 626	11 445	-	-	11 445
101	Malaysia	0.326	197 630	0.326	1 046 076	1 243 706	73 972	73 972	1 169 734
102	Maldives	0.004	2 425	0.004	12 835	15 260	743	743	14 517
103	Mali	0.005	3 031	0.005	16 044	19 075	1 077	1 077	17 998
104	Malta	0.020	12 125	0.020	64 176	76 301	3 972	3 972	72 329
105	Marshall Islands	0.001	606	0.001	3 209	3 815	-	-	3 815
106	Mauritania	0.003	1 819	0.003	9 626	11 445	56	56	11 389
107	Mauritius	0.010	6 062	0.010	32 088	38 150	4 053	4 053	34 097
108	Mexico	1.138	689 887	1.138	3 651 640	4 341 527	-	-	4 341 527
109	Mongolia	0.004	2 425	0.004	12 835	15 260	31	31	15 229
110	Montenegro	0.004	2 425	0.004	12 835	15 260	862	862	14 398
111	Morocco	0.059	35 767	0.059	189 321	225 088	11 099	11 099	213 989
112	Mozambique	0.002	1 212	0.002	6 418	7 630	336	336	7 294
113	Myanmar	0.010	6 062	0.010	32 088	38 150	-	-	38 150
114	Namibia	0.007	4 244	0.007	22 462	26 706	838	838	25 868
115	Nepal	0.010	6 062	0.010	32 088	38 150	-	-	38 150
116	Netherlands (Kingdom of the)	1.299	787 489	1.299	4 168 261	4 955 750	150 957	150 957	4 804 793
117	New Zealand	0.302	183 081	0.302	969 064	1 152 145	65 892	65 892	1 086 253
118	Nicaragua (1)	0.004	2 425	0.000	-	2 425	442	442	1 983
119	Niger	0.004	2 425	0.004	12 835	15 260	-	-	15 260
120	Nigeria	0.150	90 934	0.150	481 323	572 257	-	-	572 257
121	North Macedonia	0.008	4 850	0.008	25 671	30 521	1 507	1 507	29 014
122	Norway	0.653	395 866	0.653	2 095 361	2 491 227	144 279	144 279	2 346 948

	Member States	Assessed Contribution 1 Jan.-27 Feb. 2027 [(1)]		Assessed Contribution 28 Feb.-31 Dec. 2027 [(1)]		Total Assessed Contribution 2027	Earned Credits Distributed in Respect of : 2025 Incentive Scheme	Total Credits	Net Contribution for 2027
		%	Amount	%	Amount				
123	Oman	0.115	69 716	0.115	369 015	438 731	21 607	21 607	417 124
124	Pakistan	0.123	74 566	0.123	394 685	469 251	8 676	8 676	460 575
125	Palau	0.001	606	0.001	3 209	3 815	21	21	3 794
126	Panama	0.086	52 136	0.086	275 959	328 095	-	-	328 095
127	Papua New Guinea	0.009	5 456	0.009	28 879	34 335	-	-	34 335
128	Paraguay	0.023	13 943	0.023	73 803	87 746	4 605	4 605	83 141
129	Peru	0.145	87 903	0.145	465 279	553 182	-	-	553 182
130	Philippines	0.198	120 033	0.198	635 347	755 380	42 015	42 015	713 365
131	Poland	0.832	504 381	0.832	2 669 741	3 174 122	180 605	180 605	2 993 517
132	Portugal	0.328	198 843	0.328	1 052 494	1 251 337	76 087	76 087	1 175 250
133	Qatar	0.245	148 526	0.245	786 162	934 688	56 517	56 517	878 171
134	Republic of Korea	2.350	1 424 634	2.350	7 540 734	8 965 368	-	-	8 965 368
135	Republic of Moldova	0.006	3 637	0.006	19 253	22 890	1 048	1 048	21 842
136	Romania	0.358	217 029	0.358	1 148 759	1 365 788	55 384	55 384	1 310 404
137	Russian Federation	2.095	1 270 046	2.095	6 722 484	7 992 530	78 650	78 650	7 913 880
138	Rwanda	0.003	1 819	0.003	9 626	11 445	104	104	11 341
139	Saint Kitts and Nevis	0.001	606	0.001	3 209	3 815	-	-	3 815
140	Saint Lucia	0.002	1 212	0.002	6 418	7 630	212	212	7 418
141	Saint Vincent and the Grenadines	0.001	606	0.001	3 209	3 815	3	3	3 812
142	Samoa	0.001	606	0.001	3 209	3 815	214	214	3 601
143	San Marino	0.002	1 212	0.002	6 418	7 630	254	254	7 376
144	Sao Tome and Principe	0.001	606	0.001	3 209	3 815	-	-	3 815
145	Saudi Arabia	1.218	738 385	1.218	3 908 346	4 646 731	255 430	255 430	4 391 301
146	Senegal	0.007	4 244	0.007	22 462	26 706	-	-	26 706
147	Serbia	0.040	24 249	0.040	128 353	152 602	6 078	6 078	146 524
148	Seychelles	0.002	1 212	0.002	6 418	7 630	430	430	7 200
149	Sierra Leone	0.001	606	0.001	3 209	3 815	13	13	3 802
150	Singapore	0.479	290 383	0.479	1 537 026	1 827 409	107 562	107 562	1 719 847
151	Slovakia	0.149	90 328	0.149	478 115	568 443	31 622	31 622	536 821
152	Slovenia	0.077	46 680	0.077	247 079	293 759	16 829	16 829	276 930
153	Solomon Islands	0.001	606	0.001	3 209	3 815	-	-	3 815
154	Somalia	0.002	1 212	0.002	6 418	7 630	-	-	7 630
155	South Africa	0.251	152 163	0.251	805 415	957 578	52 585	52 585	904 993
156	South Sudan	0.005	3 031	0.005	16 044	19 075	430	430	18 645
157	Spain	1.896	1 149 407	1.896	6 083 928	7 233 335	460 213	460 213	6 773 122
158	Sri Lanka	0.038	23 037	0.038	121 935	144 972	7 652	7 652	137 320
159	Sudan	0.008	4 850	0.008	25 671	30 521	-	-	30 521
160	Suriname	0.002	1 212	0.002	6 418	7 630	-	-	7 630
161	Sweden	0.823	498 925	0.823	2 640 861	3 139 786	102 872	102 872	3 036 914
162	Switzerland	1.030	624 414	1.030	3 305 088	3 929 502	243 441	243 441	3 686 061
163	Syrian Arab Republic	0.006	3 637	0.006	19 253	22 890	-	-	22 890
164	Tajikistan	0.003	1 819	0.003	9 626	11 445	79	79	11 366
165	Thailand	0.341	206 724	0.341	1 094 209	1 300 933	77 663	77 663	1 223 270
166	Timor-Leste	0.001	606	0.001	3 209	3 815	-	-	3 815
167	Togo	0.002	1 212	0.002	6 418	7 630	34	34	7 596
168	Tonga	0.001	606	0.001	3 209	3 815	123	123	3 692
169	Trinidad and Tobago	0.033	20 006	0.033	105 891	125 897	6 532	6 532	119 365
170	Tunisia	0.018	10 912	0.018	57 759	68 671	3 467	3 467	65 204
171	Türkiye	0.685	415 266	0.686	2 201 252	2 616 518	154 188	154 188	2 462 330
172	Turkmenistan	0.036	21 824	0.036	115 518	137 342	1 238	1 238	136 104
173	Tuvalu	0.001	606	0.001	3 209	3 815	-	-	3 815
174	Uganda	0.010	6 062	0.010	32 088	38 150	-	-	38 150
175	Ukraine	0.074	44 861	0.074	237 453	282 314	12 062	12 062	270 252
176	United Arab Emirates	0.574	347 974	0.574	1 841 864	2 189 838	131 445	131 445	2 058 393
177	United Kingdom	3.993	2 420 665	3.993	12 812 830	15 233 495	924 652	924 652	14 308 843
178	United Republic of Tanzania	0.010	6 062	0.010	32 088	38 150	2 030	2 030	36 120
179	United States	22.000	13 336 997	22.000	70 594 103	83 931 100	-	-	83 931 100
180	Uruguay	0.079	47 892	0.079	253 497	301 389	2 179	2 179	299 210
181	Uzbekistan	0.024	14 550	0.024	77 012	91 562	5 330	5 330	86 232
182	Vanuatu	0.001	606	0.001	3 209	3 815	-	-	3 815
183	Venezuela (Bolivarian Republic of)	0.069	41 830	0.069	221 409	263 239	-	-	263 239
184	Viet Nam	0.159	96 390	0.159	510 203	606 593	8 279	8 279	598 314
185	Yemen	0.003	1 819	0.003	9 626	11 445	-	-	11 445
186	Zambia	0.006	3 637	0.006	19 253	22 890	-	-	22 890
187	Zimbabwe	0.007	4 244	0.007	22 462	26 706	-	-	26 706
	TOTAL	100.000	60 622 712	100.000	320 882 288	381 505 000	10 508 331	10 508 331	370 996 669

[(1)] Includes Nicaragua for its membership from 1 January to 27 February 2027 and excludes it from 28 February 2027 onward, following its withdrawal from the ILO.