International Labour Conference

Provisional Record 4B(Rev.)

108th Session, Geneva, June 2019

Date: Tuesday, 2 July 2019

Second item on the agenda: Programme and Budget proposals for 2020–21 and other questions

Second report of the Finance Committee of Government Representatives

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Appendices

1. The Finance Committee of Government Representatives met on 12 and 14 June 2019. Mr Raúl Vargas Juárez (Mexico) was elected Chairperson and Reporter and Mr Tetsuya Matsubara (Japan) was elected Vice-Chairperson. The Chairperson welcomed to the meeting Ms Menne and Mr Mdwaba as observers for the Workers' and Employers' groups of the Governing Body, respectively.

Programme and Budget proposals for 2020–21

2. The Committee had before it the Director-General's Programme and Budget proposals for 2020–21 (GB.335/PFA/1), which the Governing Body had first considered at its 335th Session (March 2019). The Committee also had before it Report II, *Draft Programme and Budget for 2020–21 and other questions* (ILC.108/II), in which the draft minutes of the discussions of the original proposals in the Governing Body (GB.335/PFA/PV) and the Director-General's proposals for adjustments to the Programme and Budget proposals for 2020–21 (GB.335/PFA/1/1) were reproduced in Appendix I and Appendix II, respectively.

3. The Director-General introduced the Programme and Budget proposals for 2020–21 with a provisional expenditure level of US$804,103,709. His introductory remarks are attached as Appendix I to the present *Provisional Record*.

4. *Ms Menne, speaking on behalf of the Workers' group*, said that the discussion and adoption of the programme and budget, always an important moment, carried additional historical weight in the ILO's Centenary year. That discussion was taking place in a context of persistent and serious decent work deficits. One hundred years after its creation, the Organization's mandate to realize social justice remained a distant dream for millions. The programme and budget should focus on the four pillars of the Decent Work Agenda and achieve greater policy coherence within the multilateral system in order to achieve decent work for social justice. The four strategic objectives as defined by the Social Justice Declaration should be preserved and all four dimensions covered when policy outcomes were identified in November. The Organization's capacity to safeguard its normative mandate and distinctive tripartism in the implementation of the 2030 Agenda for Sustainable Development and within the UN system, including in country-level activities, would be another measure of its success in the coming biennium.

5. Key priorities for the next biennium included the need for additional efforts to ensure full and universal respect for the right to freedom of association and collective bargaining, including through increased rates of ratification of Conventions Nos 87 and 98, in addition to the inclusion of ratification and implementation targets of international labour standards under results indicators for each policy area and the allocation of adequate resources for such work. Furthermore, her group expected an outcome or output on collective bargaining, wages and industrial relations as a key ILO contribution to address income inequalities and Sustainable Development Goal 10. Focus on the development of strong and representative employers' and workers' organizations should be sustained, and additional human and financial resources allocated, to reflect the social partners' key role in shaping socio-economic policies for inclusive and sustainable development. Changing patterns of production would need to be addressed through strengthening of labour institutions, rights at work, employment relationships and labour protection measures. Lastly, her group expected a focus on addressing occupational safety and health challenges.

6. The financing of the ILO's increased contribution to the resident coordinators system from the regular budget, rather than an increase in the real level of the budget, would result in a decreased budget for policy outcomes. Her group remained concerned that resident coordinators were not used to working with the social partners or familiar with the

Organization’s normative mandate. It was indeed unfortunate that decisions taken in New York on financing the UN reform would lead the ILO to reduce services to constituents in the coming biennium, when the challenges, including those related to the future of work, had never been so great.

7. Her group requested that its secretariat be consulted in the preparation of the results framework and identification of policy outcomes in the lead-up to the November session of the Governing Body.

8. *Mr Mdwaba, speaking on behalf of the Employers’ group*, said that the group was concerned that the revised budget proposal before the Committee appeared to contradict the stated intention of the Organization to remain relevant and respond to the challenges and opportunities arising in the future.

9. The group deeply regretted the cost-cutting measures that the Office would be forced to make in various components of the institutional investments. It was concerned that pressing organizational needs would not be met while critical investments aimed at improving the effectiveness, efficiency and safety of the ILO staff were being challenged and stripped from the budget.

10. The implementation of the IT Strategy for 2018–21 was critical for improving the efficiency of Office-wide technology systems, providing strengthened cyber-related protection and security, and enhancing staff productivity and outreach to constituents. On the issue of security, the group was seriously concerned that the ILO premises would not enjoy full compliance with the standards set by the United Nations. The group firmly believed that it was financially justified to make those necessary institutional investments immediately.

11. The doubling of contributions for the UN resident coordinator system was an unwelcome step, as it was unclear how the ILO would benefit and how the increased contributions could be financed in a sustainable manner. It was important to stress that the decision to double the contribution for 2019 had been made on an exceptional basis. Most worryingly, it was now proposed that the total cost of US$4.6 million for the UN resident coordinator system be absorbed within Part I, the ordinary budget, at the expense of policy outcomes. It was difficult to understand how an overall budget increase could be associated with cuts to front-line services and policy areas.

12. The Director-General’s revised proposal meant that, ultimately, US$4 million less would be allocated for vital Office functions, in order to fund the UN resident coordinator system.

13. The Employers were also extremely uneasy at how that undesirable change would trickle into the programme discussion due to commence immediately after the Conference. In particular, the group would be firmly opposed to any resource trimming in connection with the current outcome 10. The ILO’s unique tripartite nature could only work successfully if sufficient resources were available to enhance social partners’ institutional capacities.

14. The group could therefore only reiterate that it was unable to support the proposed budget. In particular, it requested that the budget line for policy outcomes be maintained at the originally proposed level of US$635 million and that the budget for the UN resident coordinator system not be absorbed by the policy outcomes in Part I of the Programme, but rather be featured separately under Part IV.

15. Finally, he stressed that, should the budget for policy outcomes be cut, the Employers would not be able to support the proposed Programme at the 337th Session of the Governing Body.

16. *Speaking on behalf of the group of industrialized market economy countries (IMEC), a Government representative of the United Kingdom* said that IMEC attached great importance to the further strengthening of results-based management in the ILO, and thus welcomed efforts to develop a new results framework to operationalize the ILO's strategic objectives in line with the ILO's ambitions for the future. The Programme and the results framework for the 2020–21 biennium provided the first of several opportunities for the ILO to set out how it would continue to carry out its mandate and respond effectively and efficiently to constituent needs.

17. IMEC recognized the importance of the institutional investments being proposed and acknowledged the Office's efforts to contain the budget increase. The group continued to believe that the ILO should strive to be as efficient and effective as possible and to prioritize its work so as to achieve the maximum impact on behalf of its constituents, which was all the more important considering the financial constraints faced by governments.

18. The group noted with interest that the Office had found considerable efficiency savings in recent years through Office reform and the continuous business improvement process. It urged the Office to commit to funding any further institutional infrastructure projects by redeploying future efficiency savings.

19. IMEC encouraged the Office to examine all possible opportunities in the face of growing demands and ambitions. The group would welcome further information from the Office on its resource mobilization strategy, for example on its strategies for seeking extra-budgetary resources and diversifying its funding base.

20. The UN reform process provided a key opportunity to highlight the shared goals and outcomes that the ILO could achieve in cooperation with the rest of the UN development system. IMEC believed that the ILO could harness such opportunities in order to mobilize greater levels of extra-budgetary funding, including sustainable innovative financing.

21. *A Government representative of Brazil* welcomed the efforts made by the Office to seek efficiencies and contain the budget increases. However, in view of its own current budgetary and financial constraints, his country was not in a position to support the budget proposal before the Committee, in line with its policy of supporting zero nominal growth at other international organizations.

22. *A Government representative of the United States* said that her country valued the ILO's ongoing work to improve working lives around the globe, and believed that its experience and expertise could make an important contribution to the efforts of governments, employers, and workers to address the opportunities and challenges of the future of work.

23. The United States appreciated the Director-General's thoughtful development of the budget proposal before the Committee, and looked forward to continuing to contribute constructively to the development of the detailed programme proposals that would accompany the budget.

24. Nevertheless, the United States maintained a policy of zero nominal growth and, despite its strong support for the mandate, mission and work of the ILO, it was unable to support the budget proposal before the Committee.

25. *A Government representative of China* said that his country advocated zero real growth, but understood the circumstances explained by the Office and wished to support it as much as possible, recognizing the ILO as an organization of unique structure and significance. China could support the proposed budget but with some difficulty, for the reasons it had made clear at the March session of the Governing Body. China hoped that, in line with the Centenary

Declaration, future policy outcomes would focus on skills development and poverty alleviation, especially in Asia.

26. *A Government representative of Mexico* thanked the Office for its efforts to present a revised budget with a lower nominal increase than had originally been proposed, as well as for the efficiencies and savings that had been made during the previous biennium. It was important to continue making efforts in that regard. She welcomed the Office's commitment to the United Nations reform process, which in the present budget period had meant financing the resident coordinator system with existing resources through the regular budget. It was important for the ILO to participate in other system-wide initiatives, such as the United Nations system-wide action plan on disability, which she looked forward to discussing at a future session.

27. *Speaking on behalf of the group of Latin American and Caribbean countries (GRULAC), a Government representative of Brazil* took note of the proposed nominal increase in the budget of 2.54 per cent compared to the previous biennium and the reasons for that increase. It was important for the Organization to make investments in order to ensure it could carry out its work in the future. He welcomed the efforts that had been made for additional efficiencies and savings, since GRULAC clearly favoured a zero nominal growth budget, and encouraged the Director-General to take that position into account.

28. GRULAC acknowledged the adjustments that had been made so that the financing of the UN resident coordinator system would be covered with existing resources through the regular budget, which would be a medium- to long-term investment by the Organization. He welcomed the efforts to prioritize the improvement of security at headquarters alongside phase 2 of the building renovation project. It was also appropriate to prioritize investment in IT to meet the Office's most pressing needs. Lastly, he urged member States to meet their financial obligations in a timely manner.

29. *A Government representative of Japan* reiterated his Government's commitment to a zero nominal growth budget but acknowledged the cost-saving efforts that had been made by the Office. He requested that, in the draft Programme that the Office would submit to the 337th Session of the Governing Body, more resources be allocated to the field and further efforts be directed towards more efficient and effective spending. On that basis, he supported the draft programme and budget.

30. The Director-General thanked the members of the Committee for their comments, which echoed those made during the 335th Session of the Governing Body, and said that their views had been taken into consideration in the revised proposals contained in the recommendation before the Committee and would continue to inform the Office's work in the future. With regard to the use of future efficiency savings, he said that clear consideration would have to be given on how to deploy such savings in order to meet pressing institutional investments, without which the Organization would not be able to function on a sustainable basis. The ILO had to formulate its mobilization of extra-budgetary resources in light of evolving circumstances, such as United Nations reform, which was a process that had clearly divided the Governing Body. The investment in cost-sharing arrangements for the new system came with opportunities for new funding arrangements and the potential return on investment made from the regular budget, which would have to be integrated into the Organization's resource mobilization strategy.

31. The proposed departure from the long-term trajectory of a flat real budget level had not been taken lightly, understanding the constraints on public financing in many countries. He reassured the Committee that it was a response to the exceptional circumstances prevailing in the Organization on the occasion of its Centenary. He hoped that, having noted their reservations, the Committee would agree to recommend the adoption of the programme and budget as presented.

32. The Chairperson concluded that, subject to the views expressed by members during the discussion, the Committee approved the Programme and Budget for 2020–21 at a provisional level of US$804,103,709. He said that in accordance with the normal practice and on the basis of the conclusions that the Committee had just reached, the secretariat would execute the forward purchase transactions and prepare a paper showing the actual Swiss franc/US dollar exchange rate and also the final budget totals in both US dollars and Swiss francs.

Status of collection of member States' contributions

33. The Committee had before it document CF/D.2 on the status of collection of member States' contributions as at 31 May 2019.

34. *A representative of the Director-General (Treasurer and Financial Comptroller)* reported that in addition to the information contained in the Office paper, contributions for 2019 and prior years amounting to CHF2,807,291 had been received from 14 member States as follows:

Member States	Contribution received for 2019 (in CHF)	Contribution received for arrears (in CHF)	Total contributions received (in CHF)
Benin *	–	85	85
El Salvador	–	51 395	51 395
Ghana	51 171	–	51 171
Guinea	–	7 381	7 381
Libya *	–	950 127	950 127
Luxembourg	237 901	–	237 901
Namibia	36 109	–	36 109
Paraguay	49 229	42 459	91 688
Peru	147 355	163 476	310 831
Philippines	596 035	–	596 035
Rwanda	–	7 606	7 606
Sri Lanka	112 475	–	112 475
Sudan *	–	38 015	38 015
Ukraine	316 472	–	316 472
Total	**1 546 747**	**1 260 544**	**2 807 291**

* Benin, Libya and Sudan regained the right to vote.

Including contributions received between 31 May 2019 and 12 June 2019, the total contributions received in 2019 amounted to CHF227,896,525. Of this amount, CHF215,460,104 represented contributions for 2019 and CHF12,436,421 represented contributions for arrears. The balance due as of 12 June 2019 was CHF261,270,932.

35. ***The Committee took note of the information contained in the document.***

Scale of assessments of contributions to the budget for 2020–21

36. The Committee had before it Report II, *Draft Programme and Budget for 2020–21 and other questions* (ILC.108/II) containing, in Appendix III, details of the proposed scale of assessments for 2020–21 and a recommendation submitted by the Governing Body for its adoption.

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

Status of the judges of the Administrative Tribunal of the ILO

38. The Committee had before it Report II, *Draft Programme and Budget for 2020–21 and other questions* (ILC.108/II) containing, in Appendix IV, a draft resolution concerning the status of the judges of the Administrative Tribunal of the ILO.

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

Composition of the Administrative Tribunal of the ILO

40. The Committee had before it Report II, *Draft Programme and Budget for 2020–21 and other questions* (ILC.108/II) containing, in Appendix VI, a draft resolution concerning appointments to the Administrative Tribunal of the ILO.

41. *A Government representative of India* complimented the judges of the Administrative Tribunal on the successful execution of their duties but noted that there was an imbalance in their geographical representation. Although the only statutory requirement was that all the judges on the Administrative Tribunal were of different nationalities, a more balanced geographical representation of all member States would strengthen its legitimacy and better reflect the membership of the Organization. He urged the Committee to reconsider the proposal received from the Governing Body.

42. ***Taking note of the statement made by the Government representative of India, the Committee decided to recommend that the Conference adopt the draft resolution, the text of which appears at the end of the present Provisional Record.***

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

43. The Committee had before it document CF/D.3, containing a draft resolution concerning appointments to the ILO Staff Pension Committee.

44. ***The Committee decided to recommend that the Conference adopt the draft resolution, the text of which appears at the end of the present Provisional Record.***

Resolution for the adoption of the Programme and Budget for 2020–21 and the allocation of the budget of income among member States

45. The Committee had before it document CF/D.4, which contained summarized financial details of the Programme and Budget proposals for 2020–21 and a draft resolution for submission to the Conference. Following the decision to support the Governing Body's recommendation concerning the programme and budget, the Office had carried out the forward purchase contracts for the ILO's US dollar requirements for the 2020–21 biennium. The appropriate figures now to be inserted in the formal resolution were:

Budget of expenditure in US dollars	790 640 000
Budget of income in US dollars	790 640 000
Budget rate of exchange, Swiss francs per US dollar	1.00
Equivalent budget total in Swiss francs	790 640 000

46. *A representative of the Director-General (Treasurer and Financial Comptroller)* explained that document CF/D.4 showed the final expenditure and income budget following the execution of forward purchase contracts to cover estimated US dollar requirements. The forward purchase contracts were protective measures to ensure that further assessments on member States would not be required in consequence of any unfavourable foreign exchange movements between the Swiss franc and the US dollar.

47. He advised that following the forward purchase contracts, the budget rate of exchange for 2020–21 was established at CHF1.00 per US dollar and the expenditure budget at US$790,640,000. In accordance with the Financial Regulations, all gains on exchange rate movements arising from those protective measures were returned to member States with one half redistributed through the incentive scheme for the early payment of member States' contributions and one half refunded to all member States. The refunds would be offset against future biennia's assessments.

48. ***The Committee decided to recommend that the Conference adopt the draft resolution, the text of which appears at the end of the present Provisional Record.***

Financial report and audited consolidated financial statements for the year ended 31 December 2018

49. The Committee had before it the *Financial report and audited consolidated financial statements for the year ended 31 December 2018 and Report of the External Auditor* (ILC.108/FIN); Report II, *Draft Programme and Budget for 2020–21 and other questions* (ILC.108/II); and document CF/D.5, containing a recommendation submitted by the Governing Body that the Conference adopt the consolidated financial statements for the year ended 31 December 2018.

50. *A Government representative of the United States* welcomed the unqualified opinion issued for the ILO by the External Auditor and noted that, while the Organization had ended 2018 with a deficit and a negative asset balance, its financial position had improved compared with the previous year.

51. The United States appreciated the efforts devoted to the internal control and risk management frameworks, which were very important to the future financial well-being of the Organization. It also appreciated the Organization's undertaking of an actuarial valuation of its after-service health insurance (ASHI) liabilities.

52. The United States encouraged full implementation of the External Auditor's recommendations, especially with respect to investigation of pending fraud cases, procurement, and the strengthening of internal controls in regional and country offices. Immediate steps should be taken to address internal control weaknesses, especially in high-risk fraud areas such as procurement.

53. The United States noted that, in calendar years 2017 and 2018, there had been 53 cases of reported fraud, including nine received from whistle-blowers and 44 originating from ILO officials. It would appreciate more information about the distinction between those two categories of origin, especially as ILO officials could in fact be whistle-blowers.

54. In that regard, she emphasized her country's long-standing commitment to advancing oversight, ethics and accountability through continuous support and strengthening of independent ethics and oversight offices. In particular, strong protection for whistle-blowers was essential to creating a culture of organizational transparency and accountability.

55. Accordingly, the United States strongly supported the recommendations and findings of the UN Joint Inspection Unit (JIU) report on "Review of Whistle-blower Policies and Practices in the UN System Organizations". It urged the Office to implement those recommendations as soon as possible and would appreciate an update from the Office on the status of their implementation.

56. *A representative of the Director-General (Treasurer and Financial Comptroller)* clarified that the whistle-blowers could also be ILO officials. Any complainant who sought anonymity was classified as a whistle-blower rather than as an ILO official. He also advised that the Office was well advanced in updating its policies and procedures as a result of the JIU review and anticipated that they would be promulgated over the next three months followed by a dissemination programme and awareness training.

57. ***The Committee decided to recommend that the Conference adopt the consolidated financial statements for the year ended 31 December 2018, and accordingly that it adopt the resolution, the text of which appears at the end of the present Provisional Record.***

Appendices

58. The address of the Director-General regarding the Programme and Budget proposals for 2020–21 is attached as Appendix I.

59. The draft scale of assessment of contributions to the budget for 2020–21 is attached as Appendix II.

60. A table showing the summary of the proposed expenditure budget for 2020–21 by appropriation line is attached to this report as Appendix III, together with the proposed summarized budget of expenditure and income for 2020–21 as Appendix IV.

61. A statement showing the contributions due from each member State for 2020 is attached as Appendix V.

Geneva, 14 June 2019

(Signed) R. Vargas Juárez
Chairperson and Reporter

Resolutions submitted to the Conference

Resolution concerning the adoption of the Programme and Budget for 2020–21 and the allocation of the budget of income among member States

The General Conference of the International Labour Organization,

(a) in virtue of the Financial Regulations, adopts for the 77th financial period, ending 31 December 2021, the budget of expenditure for the International Labour Organization amounting to US$790,640,000 and the budget of income amounting to US$790,640,000 which, at the budget rate of exchange of CHF1.00 to the US dollar, amounts to CHF790,640,000, 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;

(b) requests the Director-General to present for examination and adoption by the Governing Body at its 337th Session (October–November 2019) complementary information pertaining to the results framework comprising outcomes, indicators, baselines and targets for the biennium, reflecting the relevant outcomes of the 108th Session (June 2019) of the International Labour Conference.

Resolution concerning the scale of assessments of contributions to the budget for 2020–21

The General Conference of the International Labour Organization,

Decides that, in accordance with the established practice of harmonizing the rates of assessment of ILO member States with their rates of assessment in the United Nations, to adopt the draft scale of assessments for the years 2020–21 as set out in Appendix II to *Provisional Record* No. 4B.

Resolution concerning the status of the judges of the Administrative Tribunal of the International Labour Organization

The General Conference of the International Labour Organization, meeting in its 108th Session, June 2019,

Considering it desirable to extend the privileges and immunities contained in Article VI, section 19 of the Convention on the Privileges and Immunities of the Specialized Agencies to the judges of the Administrative Tribunal of the International Labour Organization;

Noting that United Nations General Assembly Resolution A/RES/70/112 has harmonized the privileges and immunities of the judges of the United Nations Dispute and Appeals Tribunals so that the judges of both Tribunals are considered officials other than secretariat officials;

Considering it appropriate to align the status of the judges of the Administrative Tribunal of the International Labour Organization with that of the judges of the United Nations Dispute and Appeals Tribunals;

Decides that the judges of the Administrative Tribunal of the International Labour Organization shall be considered as officials other than Office officials and thereby benefit from the privileges and immunities specified in Article VI, section 19 of the Convention on the Privileges and Immunities of the Specialized Agencies;

Decides to amend the Statute of the Administrative Tribunal by inserting a second sentence in paragraph 1 of Article III as follows:

"The judges shall be considered officials of the International Labour Organization other than officials of the International Labour Office under the Convention on the Privileges and Immunities of the Specialized Agencies."

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 appointment of Mr Patrick Frydman (France) for a term of three years.

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

The General Conference of the International Labour Organization,

Appoints Mr B. Thibault as member, and Mr P. Coutaz, as alternate member, to the ILO Staff Pension Committee (United Nations Joint Staff Pension Board), for the term of office from 9 October 2019 to 30 June 2020.

Authorizes the Governing Body to provisionally fill vacant members' and alternate members' positions of the respective groups to the ILO Staff Pension Committee, on the understanding that any appointments thus made would be confirmed by the International Labour Conference at it its 109th Session (June 2020).

Resolution concerning the financial report and audited consolidated financial statements for the year ended 31 December 2018

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 2018.

Appendix I

Address by Mr Guy Ryder, Director-General, to the Finance Committee of Government Representatives on the Programme and Budget proposals for 2020–21
(12 June 2019)

Distinguished members of the Finance Committee,

Spokespersons of the Workers' and Employers' groups or their representatives from the Governing Body,

The Committee has before it recommendations presented to it by the Governing Body following decisions at its 335th Session which took place in March of this year for an expenditure budget of some US$804 million for the next biennium, 2020–21. This recommendation follows on extensive debate in the Governing Body, which is communicated to you in Report II before the Committee.

Let me take the opportunity to briefly highlight some of the salient points which stand behind this recommendation.

These points turn above all on the fact that the Governing Body's recommendations include two exceptional features to which I wish to refer, briefly.

Firstly, in recognition of the unprecedented circumstances of the ILO Centenary, a modified programme and budget process was agreed upon by the Governing Body, resulting in the recommendation before you which addressed only the level of the budget, essentially. Decisions on the results framework, comprising policy outcomes, indicators, baselines and targets, will be delegated by the Conference to the Governing Body for decision at its October–November session this year, but within, of course, the appropriation amount adopted by this Conference. As I think Members of the Committee will understand, this modified process has been designed to ensure that the ILO's programme of work for the next biennium reflects, as indeed I believe we all wish it to do, the collective views of the Conference, as reflected particularly in its Declaration on the Future of Work that we trust it will adopt, and informed by its consideration of the overall debate on the ILO's Future of Work Initiative.

I think we all understand and I believe there to be broad acceptance of this exceptional process for this particular biennium.

The second feature I wish to underline is the following. After many biennia of flat or declining budgets in real terms, on this occasion the Governing Body has recommended a modest increase in the level of the budget for 2020–21.

Might I recall that my initial proposals to the Governing Body identified a number of institutional investments to meet needs previously recognized by the Governing Body or the broader United Nations system. They reflect the fact that without the right infrastructure and the right institutional capacities, delivery and governance of the ILO's programme of work simply cannot be sustained.

Over recent biennia, priority has been given to redeploying efficiency gains to enhance our front-line technical support. Additional governance and oversight demands have also been accommodated to ensure that the ILO is applying and will apply recognized best practices. All of this has been achieved within a zero-growth environment.

Let me assure you that the pursuit of further efficiencies will continue. Indeed, the current proposals do include some US$8.5 million of gains, with more to be realized as investments in technology and staff attrition accrue.

The discussion of my proposed increases in the Governing Body I think produced some clear messages; while members generally recognized the importance of the investments and some did not object to the budgetary implications of those, some level of compromise was seen to be required by all parties. As a result of this, the proposed investments for 2020–21 were reduced considerably – but let me add, to avoid any future misunderstanding, the reductions are but a deferral of expenditure. The needs remain and will have to be addressed, at some point, in future budgets.

After listening to the Governing Body I undertook to redeploy resources internally so as to absorb the increased cost of the resident coordinator system attributable to the ILO, that is, some US$4.6 million as determined by the General Assembly of the United Nations

The result of these agreed compromises is the recommendation before you, which contains a modest real increase to which I have referred, of US$12.3 million.

In addition to this, a number of Governing Body members have also stressed the importance of the planned revisions of the results framework. In that regard, I can assure you that work has been continuing and will continue to strengthen our accountability for results. Immediately following the conclusion of this Conference session, our focus will be on the drafting of outcomes, indicators and targets for the next biennium, in preparation for consultations with constituents to align the proposals to be submitted to the Governing Body with the outcomes of this Conference. We will all have to contribute intensively to this exercise and it will have to be completed within a short period of time to ensure that the Organization is ready to commence delivery of programme priorities from the beginning of 2020.

The Governing Body has recommended that the Conference adopt the amended programme and budget proposals before you. In this centennial year of the International Labour Organization, I commend this recommendation to you for adoption.

Appendix II

Scale of assessments for 2020–21

State	ILO assessments 2019 Col.1 %	UN assessments 2019-21 Col.2 %	Draft ILO scale of assessments 2020-21 Col.3 %	Increase (Decrease) (Diff. between cols 3 and 1) Col.4 %
1 Afghanistan	0.006	0.007	0.007	0.001
2 Albania	0.008	0.008	0.008	-
3 Algeria	0.161	0.138	0.138	(0.023)
4 Angola	0.010	0.010	0.010	-
5 Antigua and Barbuda	0.002	0.002	0.002	-
6 Argentina	0.893	0.915	0.916	0.023
7 Armenia	0.006	0.007	0.007	0.001
8 Australia	2.338	2.210	2.211	(0.127)
9 Austria	0.720	0.677	0.677	(0.043)
10 Azerbaijan	0.060	0.049	0.049	(0.011)
11 Bahamas	0.014	0.018	0.018	0.004
12 Bahrain	0.044	0.050	0.050	0.006
13 Bangladesh	0.010	0.010	0.010	-
14 Barbados	0.007	0.007	0.007	-
15 Belarus	0.056	0.049	0.049	(0.007)
16 Belgium	0.885	0.821	0.822	(0.063)
17 Belize	0.001	0.001	0.001	-
18 Benin	0.003	0.003	0.003	-
19 Bolivia, Plurinational State of	0.012	0.016	0.016	0.004
20 Bosnia and Herzegovina	0.013	0.012	0.012	(0.001)
21 Botswana	0.014	0.014	0.014	-
22 Brazil	3.825	2.948	2.949	(0.876)
23 Brunei Darussalam	0.029	0.025	0.025	(0.004)
24 Bulgaria	0.045	0.046	0.046	0.001
25 Burkina Faso	0.004	0.003	0.003	(0.001)
26 Burundi	0.001	0.001	0.001	-
27 Cabo Verde	0.001	0.001	0.001	-
28 Cambodia	0.004	0.006	0.006	0.002
29 Cameroon	0.010	0.013	0.013	0.003
30 Canada	2.922	2.734	2.735	(0.187)
31 Central African Republic	0.001	0.001	0.001	-
32 Chad	0.005	0.004	0.004	(0.001)
33 Chile	0.399	0.407	0.407	0.008
34 China	7.924	12.005	12.010	4.086
35 Colombia	0.322	0.288	0.288	(0.034)
36 Comoros	0.001	0.001	0.001	-
37 Congo	0.006	0.006	0.006	-
38 Cook Islands (1)	0.001		0.001	-
39 Costa Rica	0.047	0.062	0.062	0.015
40 Côte d'Ivoire	0.009	0.013	0.013	0.004
41 Croatia	0.099	0.077	0.077	(0.022)
42 Cuba	0.065	0.080	0.080	0.015
43 Cyprus	0.043	0.036	0.036	(0.007)
44 Czech Republic	0.344	0.311	0.311	(0.033)
45 Democratic Republic of the Congo	0.008	0.010	0.010	0.002
46 Denmark	0.584	0.554	0.554	(0.030)
47 Djibouti	0.001	0.001	0.001	-
48 Dominica	0.001	0.001	0.001	-
49 Dominican Republic	0.046	0.053	0.053	0.007
50 Ecuador	0.067	0.080	0.080	0.013
51 Egypt	0.152	0.186	0.186	0.034
52 El Salvador	0.014	0.012	0.012	(0.002)
53 Equatorial Guinea	0.010	0.016	0.016	0.006
54 Eritrea	0.001	0.001	0.001	-
55 Estonia	0.038	0.039	0.039	0.001
56 Eswatini (formerly known as Swaziland)	0.002	0.002	0.002	-
57 Ethiopia	0.010	0.010	0.010	-
58 Fiji	0.003	0.003	0.003	-

State	ILO assessments 2019 Col.1 %	UN assessments 2019-21 Col.2 %	Draft ILO scale of assessments 2020-21 Col.3 %	Increase (Decrease) (Diff. between cols 3 and 1) Col.4 %
59 Finland	0.456	0.421	0.421	(0.035)
60 France	4.861	4.427	4.429	(0.432)
61 Gabon	0.017	0.015	0.015	(0.002)
62 Gambia	0.001	0.001	0.001	-
63 Georgia	0.008	0.008	0.008	-
64 Germany	6.392	6.090	6.093	(0.299)
65 Ghana	0.016	0.015	0.015	(0.001)
66 Greece	0.471	0.366	0.366	(0.105)
67 Grenada	0.001	0.001	0.001	-
68 Guatemala	0.028	0.036	0.036	0.008
69 Guinea	0.002	0.003	0.003	0.001
70 Guinea-Bissau	0.001	0.001	0.001	-
71 Guyana	0.002	0.002	0.002	-
72 Haiti	0.003	0.003	0.003	-
73 Honduras	0.008	0.009	0.009	0.001
74 Hungary	0.161	0.206	0.206	0.045
75 Iceland	0.023	0.028	0.028	0.005
76 India	0.737	0.834	0.835	0.098
77 Indonesia	0.504	0.543	0.543	0.039
78 Iran, Islamic Republic of	0.471	0.398	0.398	(0.073)
79 Iraq	0.129	0.129	0.129	-
80 Ireland	0.335	0.371	0.371	0.036
81 Israel	0.430	0.490	0.490	0.060
82 Italy	3.750	3.307	3.309	(0.441)
83 Jamaica	0.009	0.008	0.008	(0.001)
84 Japan	9.684	8.564	8.568	(1.116)
85 Jordan	0.020	0.021	0.021	0.001
86 Kazakhstan	0.191	0.178	0.178	(0.013)
87 Kenya	0.018	0.024	0.024	0.006
88 Kiribati	0.001	0.001	0.001	-
89 Korea, Republic of	2.040	2.267	2.268	0.228
90 Kuwait	0.285	0.252	0.252	(0.033)
91 Kyrgyzstan	0.002	0.002	0.002	-
92 Lao People's Democratic Republic	0.003	0.005	0.005	0.002
93 Latvia	0.050	0.047	0.047	(0.003)
94 Lebanon	0.046	0.047	0.047	0.001
95 Lesotho	0.001	0.001	0.001	-
96 Liberia	0.001	0.001	0.001	-
97 Libya	0.125	0.030	0.030	(0.095)
98 Lithuania	0.072	0.071	0.071	(0.001)
99 Luxembourg	0.064	0.067	0.067	0.003
100 Madagascar	0.003	0.004	0.004	0.001
101 Malawi	0.002	0.002	0.002	-
102 Malaysia	0.322	0.341	0.341	0.019
103 Maldives, Republic of	0.002	0.004	0.004	0.002
104 Mali	0.003	0.004	0.004	0.001
105 Malta	0.016	0.017	0.017	0.001
106 Marshall Islands	0.001	0.001	0.001	-
107 Mauritania	0.002	0.002	0.002	-
108 Mauritius	0.012	0.011	0.011	(0.001)
109 Mexico	1.436	1.292	1.293	(0.143)
110 Moldova, Republic of	0.004	0.003	0.003	(0.001)
111 Mongolia	0.005	0.005	0.005	-
112 Montenegro	0.004	0.004	0.004	-
113 Morocco	0.054	0.055	0.055	0.001
114 Mozambique	0.004	0.004	0.004	-
115 Myanmar	0.010	0.010	0.010	-
116 Namibia	0.010	0.009	0.009	(0.001)
117 Nepal	0.006	0.007	0.007	0.001

State	ILO assessments 2019 Col.1 %	UN assessments 2019-21 Col.2 %	Draft ILO scale of assessments 2020-21 Col.3 %	Increase (Decrease) (Diff. between cols 3 and 1) Col.4 %
118 Netherlands	1.483	1.356	1.357	(0.126)
119 New Zealand	0.268	0.291	0.291	0.023
120 Nicaragua	0.004	0.005	0.005	0.001
121 Niger	0.002	0.002	0.002	-
122 Nigeria	0.209	0.250	0.250	0.041
123 North Macedonia	0.007	0.007	0.007	-
124 Norway	0.849	0.754	0.754	(0.095)
125 Oman	0.113	0.115	0.115	0.002
126 Pakistan	0.093	0.115	0.115	0.022
127 Palau	0.001	0.001	0.001	-
128 Panama	0.034	0.045	0.045	0.011
129 Papua New Guinea	0.004	0.010	0.010	0.006
130 Paraguay	0.014	0.016	0.016	0.002
131 Peru	0.136	0.152	0.152	0.016
132 Philippines	0.165	0.205	0.205	0.040
133 Poland	0.841	0.802	0.802	(0.039)
134 Portugal	0.392	0.350	0.350	(0.042)
135 Qatar	0.269	0.282	0.282	0.013
136 Romania	0.184	0.198	0.198	0.014
137 Russian Federation	3.089	2.405	2.406	(0.683)
138 Rwanda	0.002	0.003	0.003	0.001
139 Saint Kitts and Nevis	0.001	0.001	0.001	-
140 Saint Lucia	0.001	0.001	0.001	-
141 Saint Vincent and the Grenadines	0.001	0.001	0.001	-
142 Samoa	0.001	0.001	0.001	-
143 San Marino	0.003	0.002	0.002	(0.001)
144 Sao Tome and Principe	0.001	0.001	0.001	-
145 Saudi Arabia	1.147	1.172	1.173	0.026
146 Senegal	0.005	0.007	0.007	0.002
147 Serbia	0.032	0.028	0.028	(0.004)
148 Seychelles	0.001	0.002	0.002	0.001
149 Sierra Leone	0.001	0.001	0.001	-
150 Singapore	0.447	0.485	0.485	0.038
151 Slovakia	0.160	0.153	0.153	(0.007)
152 Slovenia	0.084	0.076	0.076	(0.008)
153 Solomon Islands	0.001	0.001	0.001	-
154 Somalia	0.001	0.001	0.001	-
155 South Africa	0.364	0.272	0.272	(0.092)
156 South Sudan	0.003	0.006	0.006	0.003
157 Spain	2.444	2.146	2.147	(0.297)
158 Sri Lanka	0.031	0.044	0.044	0.013
159 Sudan	0.010	0.010	0.010	-
160 Suriname	0.006	0.005	0.005	(0.001)
161 Sweden	0.957	0.906	0.907	(0.050)
162 Switzerland	1.141	1.151	1.152	0.011
163 Syrian Arab Republic	0.024	0.011	0.011	(0.013)
164 Tajikistan	0.004	0.004	0.004	-
165 Tanzania, United Republic of	0.010	0.010	0.010	-
166 Thailand	0.291	0.307	0.307	0.016
167 Timor-Leste	0.003	0.002	0.002	(0.001)
168 Togo	0.001	0.002	0.002	0.001
169 Tonga	0.001	0.001	0.001	-
170 Trinidad and Tobago	0.034	0.040	0.040	0.006
171 Tunisia	0.028	0.025	0.025	(0.003)
172 Turkey	1.019	1.371	1.372	0.353
173 Turkmenistan	0.026	0.033	0.033	0.007
174 Tuvalu	0.001	0.001	0.001	-

State	ILO assessments 2019 Col.1 %	UN assessments 2019-21 Col.2 %	Draft ILO scale of assessments 2020-21 Col.3 %	Increase (Decrease) (Diff. between cols 3 and 1) Col.4 %
175 Uganda	0.009	0.008	0.008	(0.001)
176 Ukraine	0.103	0.057	0.057	(0.046)
177 United Arab Emirates	0.604	0.616	0.616	0.012
178 United Kingdom	4.465	4.567	4.569	0.104
179 United States	22.000	22.000	22.000	-
180 Uruguay	0.079	0.087	0.087	0.008
181 Uzbekistan	0.023	0.032	0.032	0.009
182 Vanuatu	0.001	0.001	0.001	-
183 Venezuela, Bolivarian Republic of	0.571	0.728	0.728	0.157
184 Viet Nam	0.058	0.077	0.077	0.019
185 Yemen	0.010	0.010	0.010	-
186 Zambia	0.007	0.009	0.009	0.002
187 Zimbabwe	0.004	0.005	0.005	0.001
TOTAL	100.000	99.966	100.000	0.000

(1) The Cook Islands is not at present a member of the UN. The proposed rate of assessment is based on its membership fees in other UN specialised agencies.

(GB.326./PFA/GMA/1)

Appendix III

Expenditure budget by appropriation line (in US dollars)

	Strategic budget 2018-19 [1] (in US$)	**Strategic budget 2020-21** (in constant 2018-19 (US$))	**Strategic budget 2020-21** (recosted (US$))	**Strategic budget 2020-21** (recosted and revalued (US$))
Part I. Ordinary budget				
A. Policy-making organs	**50 735 649**	**50 735 649**	**51 558 242**	**50 276 621**
B. Policy outcomes	**627 872 964**	**628 073 901**	**635 931 680**	**626 217 247**
C. Management services	**62 171 040**	**62 270 103**	**63 024 343**	**61 642 333**
D. Other budgetary provisions	**45 457 712**	**45 157 712**	**43 203 398**	**42 409 698**
Adjustment for staff turnover	-6 420 379	-6 420 379	-6 446 399	-6 307 494
Total Part I	**779 816 986**	**779 816 986**	**787 271 264**	**774 238 406**
Part II. Unforeseen expenditure				
Unforeseen expenditure	875 000	875 000	875 000	875 000
Part III. Working Capital Fund				
Working Capital Fund				
Total (Parts I–III)	**780 691 986**	**780 691 986**	**788 146 264**	**775 113 406**
Part IV. Institutional investments and extraordinary items				
Institutional investments and extraordinary items	3 428 014	15 713 000	15 957 445	15 526 594
TOTAL (Parts I–IV)	**784 120 000**	**796 404 986**	**804 103 709**	**790 640 000**

1 The strategic budget proposals for policy-making organs include resources from the Official Meetings, Documentation and Relations Department and the Internal Services and Administrative Department which directly support the governance activities. To facilitate comparison with 2020–21 figures, the 2018–19 budget was revised to reflect a revised methodology of apportionment.

Appendix IV

Summarized budget of expenditure and income for 2020–21

Expenditure			Income				
	2018-19 Budget	2020-21 Estimates		2018-19 Budget		2020-21 Estimates	
	US$	US$		US$	CHF	US$	CHF
Part I							
Ordinary budget	779 816 986	774 238 406	Contributions from member States	784 120 000	760 596 400	790 640 000	790 640 000
Part II							
Unforeseen expenditure	875 000	875 000					
Part III							
Working capital fund	–	–					
Part IV							
Institutional investments and extraordinary items	3 428 014	15 526 594					
Total Budget	**784 120 000**	**790 640 000**		**784 120 000**	**760 596 400**	**790 640 000**	**790 640 000**

Appendix V

Income budget for 2020–21

Statement of contributions due from member States for 2020 *(in Swiss francs)*

	Member States	Assessed Contribution for 2020		Earned Credits Distributed in Respect of :			Total Credits	Net Contribution for 2020
				2018	Prior years (1)			
		%	Amount	Incentive Scheme	50% Net Premium	Surplus		
1	Afghanistan	0.007	27 672	-	-	-	-	27 672
2	Albania	0.008	31 626	2	589	-	591	31 035
3	Algeria	0.138	545 542	679	-	-	679	544 863
4	Angola	0.010	39 532	42	-	-	42	39 490
5	Antigua and Barbuda	0.002	7 906	1	418	255	674	7 232
6	Argentina	0.916	3 621 131	-	43 337	-	43 337	3 577 794
7	Armenia	0.007	27 672	26	-	-	26	27 646
8	Australia	2.211	8 740 525	9 859	-	-	9 859	8 730 666
9	Austria	0.677	2 676 317	2 699	-	-	2 699	2 673 618
10	Azerbaijan	0.049	193 707	238	-	-	238	193 469
11	Bahamas	0.018	71 158	56	-	-	56	71 102
12	Bahrain	0.050	197 660	178	-	-	178	197 482
13	Bangladesh	0.010	39 532	42	-	-	42	39 490
14	Barbados	0.007	27 672	24	-	-	24	27 648
15	Belarus	0.049	193 707	205	-	-	205	193 502
16	Belgium	0.822	3 249 531	3 023	-	-	3 023	3 246 508
17	Belize	0.001	3 953	-	65	-	65	3 888
18	Benin	0.003	11 860	-	-	-	-	11 860
19	Bolivia, Plurinational State of	0.016	63 251	-	-	-	-	63 251
20	Bosnia and Herzegovina	0.012	47 438	52	-	-	52	47 386
21	Botswana	0.014	55 345	59	-	-	59	55 286
22	Brazil	2.949	11 657 987	-	221 132	-	221 132	11 436 855
23	Brunei Darussalam	0.025	98 830	122	-	-	122	98 708
24	Bulgaria	0.046	181 847	190	-	-	190	181 657
25	Burkina Faso	0.003	11 860	17	-	-	17	11 843
26	Burundi	0.001	3 953	4	3	-	7	3 946
27	Cabo Verde	0.001	3 953	3	67	-	70	3 883
28	Cambodia	0.006	23 719	16	528	-	544	23 175
29	Cameroon	0.013	51 392	-	-	-	-	51 392
30	Canada	2.735	10 812 002	12 320	-	-	12 320	10 799 682
31	Central African Republic	0.001	3 953	-	65	-	65	3 888
32	Chad	0.004	15 813	-	-	-	-	15 813
33	Chile	0.407	1 608 953	1 447	-	-	1 447	1 607 506
34	China	12.010	47 477 932	20 448	-	-	20 448	47 457 484
35	Colombia	0.288	1 138 522	-	-	-	-	1 138 522
36	Comoros	0.001	3 953	-	-	-	-	3 953
37	Congo	0.006	23 719	-	-	-	-	23 719
38	Cook Islands	0.001	3 953	-	-	-	-	3 953
39	Costa Rica	0.062	245 098	174	2 780	-	2 954	242 144
40	Côte d'Ivoire	0.013	51 392	31	-	-	31	51 361
41	Croatia	0.077	304 396	417	-	-	417	303 979
42	Cuba	0.080	316 256	-	-	-	-	316 256
43	Cyprus	0.036	142 315	174	-	-	174	142 141
44	Czech Republic	0.311	1 229 445	1 450	-	-	1 450	1 227 995
45	Democratic Republic of the Congo	0.010	39 532	-	-	-	-	39 532
46	Denmark	0.554	2 190 073	2 349	-	-	2 349	2 187 724
47	Djibouti	0.001	3 953	-	-	-	-	3 953
48	Dominica	0.001	3 953	-	-	9	9	3 944
49	Dominican Republic	0.053	209 520	172	2 976	-	3 148	206 372
50	Ecuador	0.080	316 256	-	3 631	-	3 631	312 625
51	Egypt	0.186	735 295	-	-	-	-	735 295
52	El Salvador	0.012	47 438	-	1 014	-	1 014	46 424
53	Equatorial Guinea	0.016	63 251	-	686	-	686	62 565
54	Eritrea	0.001	3 953	-	-	-	-	3 953
55	Estonia	0.039	154 175	160	-	-	160	154 015
56	Eswatini (formerly known as Swaziland)	0.002	7 906	8	-	-	8	7 898
57	Ethiopia	0.010	39 532	-	654	-	654	38 878
58	Fiji	0.003	11 860	12	-	-	12	11 848
59	Finland	0.421	1 664 297	1 876	-	-	1 876	1 662 421
60	France	4.429	17 508 723	18 496	-	-	18 496	17 490 227
61	Gabon	0.015	59 298	-	-	-	-	59 298
62	Gambia	0.001	3 953	-	-	-	-	3 953
63	Georgia	0.008	31 626	2	6 727	-	6 729	24 897
64	Germany	6.093	24 086 848	23 177	-	-	23 177	24 063 671
65	Ghana	0.015	59 298	55	981	-	1 036	58 262
66	Greece	0.366	1 446 871	1 666	-	-	1 666	1 445 205
67	Grenada	0.001	3 953	-	48	-	48	3 905

Member States		Assessed Contribution for 2020 %	Assessed Contribution for 2020 Amount	Earned Credits Distributed in Respect of: 2018 Incentive Scheme	Prior years (1) 50% Net Premium	Prior years (1) Surplus	Total Credits	Net Contribution for 2020
68	Guatemala	0.036	142 315	37	-	-	37	142 278
69	Guinea	0.003	11 860	-	-	-	-	11 860
70	Guinea-Bissau	0.001	3 953	-	-	-	-	3 953
71	Guyana	0.002	7 906	9	-	-	9	7 897
72	Haiti	0.003	11 860	-	-	-	-	11 860
73	Honduras	0.009	35 579	30	-	-	30	35 549
74	Hungary	0.206	814 359	579	-	-	579	813 780
75	Iceland	0.028	110 690	96	-	-	96	110 594
76	India	0.835	3 300 922	3 099	-	-	3 099	3 297 823
77	Indonesia	0.543	2 146 588	1 936	-	-	1 936	2 144 652
78	Iran, Islamic Republic of	0.398	1 573 374	-	-	-	-	1 573 374
79	Iraq	0.129	509 963	-	9 984	-	9 984	499 979
80	Ireland	0.371	1 466 637	1 185	-	-	1 185	1 465 452
81	Israel	0.490	1 937 068	-	27 016	-	27 016	1 910 052
82	Italy	3.309	13 081 139	3 779	268 198	-	271 977	12 809 162
83	Jamaica	0.008	31 626	38	-	-	38	31 588
84	Japan	8.568	33 871 018	33 365	-	-	33 365	33 837 653
85	Jordan	0.021	83 017	8	1 374	-	1 382	81 635
86	Kazakhstan	0.178	703 670	805	-	-	805	702 865
87	Kenya	0.024	94 877	-	1 041	-	1 041	93 836
88	Kiribati	0.001	3 953	-	2	-	2	3 951
89	Korea, Republic of	2.268	8 965 858	7 329	-	-	7 329	8 958 529
90	Kuwait	0.252	996 206	-	18 251	-	18 251	977 955
91	Kyrgyzstan	0.002	7 906	9	-	-	9	7 897
92	Lao People's Democratic Republic	0.005	19 766	8	164	-	172	19 594
93	Latvia	0.047	185 800	209	-	-	209	185 591
94	Lebanon	0.047	185 800	-	86	-	86	185 714
95	Lesotho	0.001	3 953	-	-	-	-	3 953
96	Liberia	0.001	3 953	4	-	-	4	3 949
97	Libya	0.030	118 596	-	289	-	289	118 307
98	Lithuania	0.071	280 677	304	-	-	304	280 373
99	Luxembourg	0.067	264 864	57	4 743	-	4 800	260 064
100	Madagascar	0.004	15 813	-	196	-	196	15 617
101	Malawi	0.002	7 906	-	-	-	-	7 906
102	Malaysia	0.341	1 348 041	1 258	-	-	1 258	1 346 783
103	Maldives	0.004	15 813	-	98	-	98	15 715
104	Mali	0.004	15 813	12	-	-	12	15 801
105	Malta	0.017	67 204	-	1 047	-	1 047	66 157
106	Marshall Islands	0.001	3 953	4	-	-	4	3 949
107	Mauritania	0.002	7 906	-	-	-	-	7 906
108	Mauritius	0.011	43 485	-	-	-	-	43 485
109	Mexico	1.293	5 111 488	-	107 247	-	107 247	5 004 241
110	Moldova, Republic of	0.003	11 860	17	4 086	-	4 103	7 757
111	Mongolia	0.005	19 766	4	-	-	4	19 762
112	Montenegro	0.004	15 813	17	-	-	17	15 796
113	Morocco	0.055	217 426	202	-	-	202	217 224
114	Mozambique	0.004	15 813	-	-	-	-	15 813
115	Myanmar	0.010	39 532	41	-	-	41	39 491
116	Namibia	0.009	35 579	40	-	-	40	35 539
117	Nepal	0.007	27 672	-	393	-	393	27 279
118	Netherlands	1.357	5 364 493	5 922	-	-	5 922	5 358 571
119	New Zealand	0.291	1 150 381	1 131	-	-	1 131	1 149 250
120	Nicaragua	0.005	19 766	15	229	-	244	19 522
121	Niger	0.002	7 906	-	131	-	131	7 775
122	Nigeria	0.250	988 300	-	184	-	184	988 116
123	North Macedonia	0.007	27 672	30	-	-	30	27 642
124	Norway	0.754	2 980 713	3 323	-	-	3 323	2 977 390
125	Oman	0.115	454 618	372	7 032	-	7 404	447 214
126	Pakistan	0.115	454 618	-	5 822	-	5 822	448 796
127	Palau	0.001	3 953	-	-	-	-	3 953
128	Panama	0.045	177 894	-	1 963	-	1 963	175 931
129	Papua New Guinea	0.010	39 532	-	-	-	-	39 532
130	Paraguay	0.016	63 251	54	1 606	2 120	3 780	59 471
131	Peru	0.152	600 886	-	-	-	-	600 886
132	Philippines	0.205	810 406	618	-	-	618	809 788
133	Poland	0.802	3 170 467	3 546	-	-	3 546	3 166 921
134	Portugal	0.350	1 383 620	1 653	-	-	1 653	1 381 967

	Member States	Assessed Contribution for 2020 %	Assessed Contribution for 2020 Amount	Earned Credits Distributed in Respect of : 2018 Incentive Scheme	Prior years [1] 50% Net Premium	Prior years [1] Surplus	Total Credits	Net Contribution for 2020
135	Qatar	0.282	1 114 803	1 115	-	-	1 115	1 113 688
136	Romania	0.198	782 734	-	13 410	-	13 410	769 324
137	Russian Federation	2.406	9 511 399	12 244	-	-	12 244	9 499 155
138	Rwanda	0.003	11 860	-	131	-	131	11 729
139	Saint Kitts and Nevis	0.001	3 953	-	2	-	2	3 951
140	Saint Lucia	0.001	3 953	-	-	-	-	3 953
141	Saint Vincent and the Grenadines	0.001	3 953	-	67	-	67	3 886
142	Samoa	0.001	3 953	4	-	-	4	3 949
143	San Marino	0.002	7 906	10	-	-	10	7 896
144	Sao Tome and Principe	0.001	3 953	-	-	-	-	3 953
145	Saudi Arabia	1.173	4 637 104	4 764	-	-	4 764	4 632 340
146	Senegal	0.007	27 672	-	-	-	-	27 672
147	Serbia	0.028	110 690	14	-	-	14	110 676
148	Seychelles	0.002	7 906	4	-	-	4	7 902
149	Sierra Leone	0.001	3 953	-	535	707	1 242	2 711
150	Singapore	0.485	1 917 302	1 885	-	-	1 885	1 915 417
151	Slovakia	0.153	604 840	659	-	-	659	604 181
152	Slovenia	0.076	300 443	351	-	-	351	300 092
153	Solomon Islands	0.001	3 953	-	-	-	-	3 953
154	Somalia	0.001	3 953	-	-	-	-	3 953
155	South Africa	0.272	1 075 270	1 535	-	-	1 535	1 073 735
156	South Sudan	0.006	23 719	-	-	-	-	23 719
157	Spain	2.147	8 487 521	10 305	-	-	10 305	8 477 216
158	Sri Lanka	0.044	173 941	121	-	-	121	173 820
159	Sudan	0.010	39 532	-	20	-	20	39 512
160	Suriname	0.005	19 766	-	8	-	8	19 758
161	Sweden	0.907	3 585 553	3 990	-	-	3 990	3 581 563
162	Switzerland	1.152	4 554 087	4 792	-	-	4 792	4 549 295
163	Syrian Arab Republic	0.011	43 485	-	-	-	-	43 485
164	Tajikistan	0.004	15 813	-	-	-	-	15 813
165	Tanzania, United Republic of	0.010	39 532	34	640	-	674	38 858
166	Thailand	0.307	1 213 633	1 227	-	-	1 227	1 212 406
167	Timor-Leste	0.002	7 906	-	4	-	4	7 902
168	Togo	0.002	7 906	4	-	-	4	7 902
169	Tonga	0.001	3 953	-	61	-	61	3 892
170	Trinidad and Tobago	0.040	158 128	132	-	-	132	157 996
171	Tunisia	0.025	98 830	103	-	-	103	98 727
172	Turkey	1.372	5 423 791	49	-	-	49	5 423 742
173	Turkmenistan	0.033	130 456	2	-	-	2	130 454
174	Tuvalu	0.001	3 953	-	-	-	-	3 953
175	Uganda	0.008	31 626	38	-	-	38	31 588
176	Ukraine	0.057	225 332	388	-	582	970	224 362
177	United Arab Emirates	0.616	2 435 171	1 974	-	-	1 974	2 433 197
178	United Kingdom	4.569	18 062 171	17 623	-	-	17 623	18 044 548
179	United States	22.000	86 970 400	-	1 439 111	-	1 439 111	85 531 289
180	Uruguay	0.087	343 928	-	-	-	-	343 928
181	Uzbekistan	0.032	126 502	71	1 185	-	1 256	125 246
182	Vanuatu	0.001	3 953	-	50	-	50	3 903
183	Venezuela, Bolivarian Republic of	0.728	2 877 930	-	-	-	-	2 877 930
184	Viet Nam	0.077	304 396	244	-	-	244	304 152
185	Yemen	0.010	39 532	-	-	-	-	39 532
186	Zambia	0.009	35 579	-	-	-	-	35 579
187	Zimbabwe	0.005	19 766	-	-	-	-	19 766
	TOTAL	100.000	395 320 000	236 798	2 202 107	3 673	2 442 578	392 877 422

[1] Should a member State pay previous year's contributions prior to the closure of the 108th session of the International Labour Conference, that member State's earned credits may change.