

DEPARTMENT OF ENTERPRISE, TRADE & EMPLOYMENT

**Instruments, Declaration and Resolutions adopted by the
International Labour Conference at its one hundred and eighth
session, Geneva, June 2019**

This document contains the texts of Instruments (Recommendations, Declaration and Resolutions) adopted by the International Labour Conference at its one hundred and eighth session, Geneva, June 2019

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INSTRUMENTS

I. CONVENTION CONCERNING THE ELIMINATION OF VIOLENCE AND HARASSMENT IN THE WORLD OF WORK

I.

CONVENTION 190

CONVENTION CONCERNING THE ELIMINATION OF VIOLENCE AND HARASSMENT IN THE WORLD OF WORK, ADOPTED BY THE INTERNATIONAL LABOUR CONFERENCE AT ITS ONE HUNDRED AND EIGHTH SESSION, GENEVA, 21 JUNE 2019

The General Conference of the International Labour Organization,

Having been convened at Geneva by the Governing Body of the International Labour Office, and having met in its 108th (Centenary) Session on 10 June 2019, and

Recalling that the Declaration of Philadelphia affirms that all human beings, irrespective of race, creed or sex, have the right to pursue both their material well-being and their spiritual development in conditions of freedom and dignity, of economic security and equal opportunity, and

Reaffirming the relevance of the fundamental Conventions of the International Labour Organization, and

Recalling other relevant international instruments such as the Universal Declaration of Human Rights, the International Covenant on Civil and Political Rights, the International Covenant on Economic, Social and Cultural Rights, the International Convention on the Elimination of All Forms of Racial Discrimination, the Convention on the Elimination of All Forms of Discrimination against Women, the International Convention on the Protection of the Rights of All Migrant Workers and Members of Their Families, and the Convention on the Rights of Persons with Disabilities, and

Recognizing the right of everyone to a world of work free from violence and harassment, including gender-based violence and harassment, and

Recognizing that violence and harassment in the world of work can constitute a human rights violation or abuse, and that violence and harassment is a threat to equal opportunities, is unacceptable and incompatible with decent work, and

Recognizing the importance of a work culture based on mutual respect and dignity of the human being to prevent violence and harassment, and

Recalling that Members have an important responsibility to promote a general environment of zero tolerance to violence and harassment in order to facilitate the prevention of such behaviours and practices, and that all actors in the world of work must refrain from, prevent and address violence and harassment, and

Acknowledging that violence and harassment in the world of work affects a person's psychological, physical and sexual health, dignity, and family and social environment, and

Noting that violence and harassment is incompatible with the promotion of sustainable enterprises and impacts negatively on the organization of work, workplace relations, worker engagement, enterprise reputation, and productivity, and

Acknowledging that gender-based violence and harassment disproportionately affects women and girls, and recognizing that an inclusive, integrated and gender-responsive approach, which

tackles underlying causes and risk factors, including gender stereotypes, multiple and intersecting forms of discrimination, and unequal gender-based power relations, is essential to ending violence and harassment in the world of work, and

Noting that domestic violence can affect employment, productivity and health and safety, and that governments, employers' and workers' organizations and labour market institutions can help, as part of other measures, to recognize, respond to and address the impacts of domestic violence, and

Having decided upon the adoption of certain proposals concerning violence and harassment in the world of work, which is the fifth item on the agenda of the session, and

Having determined that these proposals shall take the form of an international Convention, adopts this twenty-first day of June of the year two thousand and nineteen the following Convention, which may be cited as the Violence and Harassment Convention, 2019:

I. Definitions

Article 1

1. For the purposes of this Convention:
 - (a) the term "violence and harassment" in the world of work refers to a range of unacceptable behaviours and practices, or threats thereof, whether a single occurrence or repeated, that aim at, result in, or are likely to result in physical, psychological, sexual or economic harm, and includes gender-based violence and harassment;
 - (b) the term "gender-based violence and harassment" means violence and harassment directed at persons because of their sex or gender, or affecting persons of a particular sex or gender disproportionately, and includes sexual harassment.
2. Without prejudice to subparagraphs (a) and (b) of paragraph 1 of this Article, definitions in national laws and regulations may provide for a single concept or separate concepts.

II. Scope

Article 2

1. This Convention protects workers and other persons in the world of work, including employees as defined by national law and practice, as well as persons working irrespective of their contractual status, persons in training, including interns and apprentices, workers whose employment has been terminated, volunteers, jobseekers and job applicants, and individuals exercising the authority, duties or responsibilities of an employer.
2. This Convention applies to all sectors, whether private or public, both in the formal and informal economy, and whether in urban or rural areas.

Article 3

This Convention applies to violence and harassment in the world of work occurring in the course of, linked with or arising out of work:

- a) in the workplace, including public and private spaces where they are a place of work;

- b) in places where the worker is paid, takes a rest break or a meal, or uses sanitary, washing and changing facilities;
- c) during work-related trips, travel, training, events or social activities;
- d) through work-related communications, including those enabled by information and communication technologies;
- e) in employer-provided accommodation; and
- f) when commuting to and from work.

III. Core principles

Article 4

1. Each Member which ratifies this Convention shall respect, promote and realize the right of everyone to a world of work free from violence and harassment.

2. Each Member shall adopt, in accordance with national law and circumstances and in consultation with representative employers' and workers' organizations, an inclusive, integrated and gender-responsive approach for the prevention and elimination of violence and harassment in the world of work. Such an approach should take into account violence and harassment involving third parties, where applicable, and includes:

- a) prohibiting in law violence and harassment;
- b) ensuring that relevant policies address violence and harassment;
- c) adopting a comprehensive strategy in order to implement measures to prevent and combat violence and harassment;
- d) establishing or strengthening enforcement and monitoring mechanisms;
- e) ensuring access to remedies and support for victims;
- f) providing for sanctions;
- g) developing tools, guidance, education and training, and raising awareness, in accessible formats as appropriate; and
- h) ensuring effective means of inspection and investigation of cases of violence and harassment, including through labour inspectorates or other competent bodies.

3. In adopting and implementing the approach referred to in paragraph 2 of this Article, each Member shall recognize the different and complementary roles and functions of governments, and employers and workers and their respective organizations, taking into account the varying nature and extent of their respective responsibilities.

Article 5

With a view to preventing and eliminating violence and harassment in the world of work, each Member shall respect, promote and realize the fundamental principles and rights at work, namely freedom of association and the effective recognition of the right to collective bargaining, the elimination of all forms of forced or compulsory labour, the effective abolition of child labour and the elimination of discrimination in respect of employment and occupation, as well as promote decent work.

Article 6

Each Member shall adopt laws, regulations and policies ensuring the right to equality and non-discrimination in employment and occupation, including for women workers, as well as for workers and other persons belonging to one or more vulnerable groups or groups in situations of vulnerability that are disproportionately affected by violence and harassment in the world of work.

IV. Protection and prevention

Article 7

Without prejudice to and consistent with Article 1, each Member shall adopt laws and regulations to define and prohibit violence and harassment in the world of work, including gender-based violence and harassment.

Article 8

Each Member shall take appropriate measures to prevent violence and harassment in the world of work, including:

- (a) recognizing the important role of public authorities in the case of informal economy workers;
- (b) identifying, in consultation with the employers' and workers' organizations concerned and through other means, the sectors or occupations and work arrangements in which workers and other persons concerned are more exposed to violence and harassment; and (c) taking measures to effectively protect such persons.

Article 9

Each Member shall adopt laws and regulations requiring employers to take appropriate steps commensurate with their degree of control to prevent violence and harassment in the world of work, including gender based violence and harassment, and in particular, so far as is reasonably practicable, to:

- (a) adopt and implement, in consultation with workers and their representatives, a workplace policy on violence and harassment;
- (b) take into account violence and harassment and associated psychosocial risks in the management of occupational safety and health;
- (c) identify hazards and assess the risks of violence and harassment, with the participation of workers and their representatives, and take measures to prevent and control them; and
- (d) provide to workers and other persons concerned information and training, in accessible formats as appropriate, on the identified hazards and risks of violence and harassment and the associated prevention and protection measures, including on the rights and responsibilities of workers and other persons concerned in relation to the policy referred to in subparagraph (a) of this Article.

V. Enforcement and remedies

Article 10

Each Member shall take appropriate measures to:

- (a) monitor and enforce national laws and regulations regarding violence and harassment in the world of work;
- (b) ensure easy access to appropriate and effective remedies and safe, fair and effective reporting and dispute resolution mechanisms and procedures in cases of violence and harassment in the world of work, such as:
 - (i) complaint and investigation procedures, as well as, where appropriate, dispute resolution mechanisms at the workplace level;
 - (ii) dispute resolution mechanisms external to the workplace;
 - (iii) courts or tribunals;
 - (iv) protection against victimization of or retaliation against complainants, victims, witnesses and whistle-blowers; and
 - (v) legal, social, medical and administrative support measures for complainants and victims;
- (c) protect the privacy of those individuals involved and confidentiality, to the extent possible and as appropriate, and ensure that requirements for privacy and confidentiality are not misused;
- (d) provide for sanctions, where appropriate, in cases of violence and harassment in the world of work;
- (e) provide that victims of gender-based violence and harassment in the world of work have effective access to gender-responsive, safe and effective complaint and dispute resolution mechanisms, support, services and remedies;
- (f) recognize the effects of domestic violence and, so far as is reasonably practicable, mitigate its impact in the world of work;
- (g) ensure that workers have the right to remove themselves from a work situation which they have reasonable justification to believe presents an imminent and serious danger to life, health or safety due to violence and harassment, without suffering retaliation or other undue consequences, and the duty to inform management; and
- (h) ensure that labour inspectorates and other relevant authorities, as appropriate, are empowered to deal with violence and harassment in the world of work, including by issuing orders requiring measures with immediate executory force, and orders to stop work in cases of an imminent danger to life, health or safety, subject to any right of appeal to a judicial or administrative authority which may be provided by law.

VI. Guidance, training and awareness-raising

Article 11

Each Member, in consultation with representative employers' and workers' organizations, shall seek to ensure that:

- (a) violence and harassment in the world of work is addressed in relevant national policies, such as those concerning occupational safety and health, equality and non-discrimination, and migration;
- (b) employers and workers and their organizations, and relevant authorities, are provided with guidance, resources, training or other tools, in accessible formats as appropriate, on violence and harassment in the world of work, including on gender-based violence and harassment; and
- (c) initiatives, including awareness-raising campaigns, are undertaken.

VII. Methods of application

Article 12

The provisions of this Convention shall be applied by means of national laws and regulations, as well as through collective agreements or other measures consistent with national practice, including by extending or adapting existing occupational safety and health measures to cover violence and harassment and developing specific measures where necessary.

VIII. Final provisions

Article 13

The formal ratifications of this Convention shall be communicated to the Director-General of the International Labour Office for registration.

Article 14

1. This Convention shall be binding only upon those Members of the International Labour Organization whose ratifications have been registered with the Director-General of the International Labour Office.
2. It shall come into force twelve months after the date on which the ratifications of two Members have been registered with the Director General.
3. Thereafter, this Convention shall come into force for any Member twelve months after the date on which its ratification is registered.

Article 15

1. A Member which has ratified this Convention may denounce it after the expiration of ten years from the date on which the Convention first comes into force, by an act communicated to the Director-General of the International Labour Office for registration. Such denunciation shall not take effect until one year after the date on which it is registered.
2. Each Member which has ratified this Convention and which does not, within the year following the expiration of the period of ten years mentioned in the preceding paragraph, exercise the right of denunciation provided for in this Article, will be bound for another period of ten years and, thereafter, may denounce this Convention within the first year of each new period of ten years under the terms provided for in this Article.

Article 16

1. The Director-General of the International Labour Office shall notify all Members of the International Labour Organization of the registration of all ratifications and denunciations that have been communicated by the Members of the Organization.
2. When notifying the Members of the Organization of the registration of the second ratification that has been communicated, the Director-General shall draw the attention of the Members of the Organization to the date upon which the Convention will come into force.

Article 17

The Director-General of the International Labour Office shall communicate to the Secretary-General of the United Nations for registration in accordance with Article 102 of the Charter of the United Nations full particulars of all ratifications and denunciations that have been registered in accordance with the provisions of the preceding Articles.

Article 18

At such times as it may consider necessary, the Governing Body of the International Labour Office shall present to the General Conference a report on the working of this Convention and shall examine the desirability of placing on the agenda of the Conference the question of its revision in whole or in part.

Article 19

1. Should the Conference adopt a new Convention revising this Convention, then, unless the new Convention otherwise provides:
 - (a) the ratification by a Member of the new revising Convention shall *ipso jure* involve the immediate denunciation of this Convention, notwithstanding the provisions of Article 15 above, if and when the new revising Convention shall have come into force;
 - (b) as from the date when the new revising Convention comes into force, this Convention shall cease to be open to ratification by the Members.
2. This Convention shall in any case remain in force in its actual form and content for those Members which have ratified it but have not ratified the revising Convention.

Article 20

The English and French versions of the text of this Convention are equally authoritative.

The foregoing is the authentic text of the Convention duly adopted by the General Conference of the International Labour Organization during its One hundred and eighth Session which was held at Geneva and declared closed the twenty-first day of June 2019.

II. RECOMMENDATION CONCERNING THE ELIMINATION OF VIOLENCE AND HARASSMENT IN THE WORLD OF WORK

II RECOMMENDATION CONCERNING THE ELIMINATION OF VIOLENCE AND HARASSMENT IN THE WORLD OF WORK, ADOPTED BY THE CONFERENCE AT ITS ONE HUNDRED AND EIGHTH SESSION, GENEVA, 21 JUNE 2019

Recommendation 206

RECOMMENDATION CONCERNING THE ELIMINATION OF VIOLENCE AND HARASSMENT IN THE WORLD OF WORK

The General Conference of the International Labour Organization,

Having been convened at Geneva by the Governing Body of the International Labour Office, and having met in its 108th (Centenary) Session on 10 June 2019, and

Having adopted the Violence and Harassment Convention, 2019, and

Having decided upon the adoption of certain proposals concerning violence and harassment in the world of work, which is the fifth item on the agenda of the session, and

Having determined that these proposals shall take the form of a Recommendation supplementing the Violence and Harassment Convention, 2019,

adopts this twenty-first day of June of the year two thousand and nineteen the following Recommendation, which may be cited as the Violence and Harassment Recommendation, 2019:

1. The provisions of this Recommendation supplement those of the Violence and Harassment Convention, 2019 (hereafter referred to as “the Convention”), and should be considered in conjunction with them.

I. Core principles

2. In adopting and implementing the inclusive, integrated and gender responsive approach referred to in Article 4, paragraph 2, of the Convention, Members should address violence and harassment in the world of work in labour and employment, occupational safety and health, equality and non-discrimination law, and in criminal law, where appropriate.

3. Members should ensure that all workers and employers, including those in sectors, occupations and work arrangements that are more exposed to violence and harassment, fully enjoy freedom of association and the effective recognition of the right to collective bargaining consistent with 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).

4. Members should take appropriate measures to:

- (a) promote the effective recognition of the right to collective bargaining at all levels as a means of preventing and addressing violence and harassment and, to the extent possible, mitigating the impact of domestic violence in the world of work; and
- (b) support such collective bargaining through the collection and dissemination of information on related trends and good practices regarding the negotiation process and the content of collective agreements.

5. Members should ensure that provisions on violence and harassment in national laws, regulations and policies take into account the equality and non-discrimination instruments of the International Labour Organization, including the Equal Remuneration Convention (No. 100) and Recommendation (No. 90), 1951, and the Discrimination (Employment and Occupation) Convention (No. 111) and Recommendation (No. 111), 1958, and other relevant instruments.

II. Protection and prevention

6. Occupational safety and health provisions on violence and harassment in national laws, regulations and policies should take into account relevant occupational safety and health instruments of the International Labour Organization, such as the Occupational Safety and Health Convention, 1981 (No. 155), and the Promotional Framework for Occupational Safety and Health Convention, 2006 (No. 187).

7. Members should, as appropriate, specify in laws and regulations that workers and their representatives should take part in the design, implementation and monitoring of the workplace policy referred to in Article 9(a) of the Convention, and such policy should:

- (a) state that violence and harassment will not be tolerated;
- (b) establish violence and harassment prevention programmes with, if appropriate, measurable objectives;
- (c) specify the rights and responsibilities of the workers and the employer; (d) contain information on complaint and investigation procedures;
- (e) provide that all internal and external communications related to incidents of violence and harassment will be duly considered, and acted upon as appropriate;
- (f) specify the right to privacy of individuals and confidentiality, as referred to in Article 10(c) of the Convention, while balancing the right of workers to be made aware of all hazards; and
- (g) include measures to protect complainants, victims, witnesses and whistle-blowers against victimization or retaliation.

8. The workplace risk assessment referred to in Article 9(c) of the Convention should take into account factors that increase the likelihood of violence and harassment, including psychosocial hazards and risks. Particular attention should be paid to the hazards and risks that:

- (a) arise from working conditions and arrangements, work organization and human resource management, as appropriate;
- (b) involve third parties such as clients, customers, service providers, users, patients and members of the public; and
- (c) arise from discrimination, abuse of power relations, and gender, cultural and social norms that support violence and harassment.

9. Members should adopt appropriate measures for sectors or occupations and work arrangements in which exposure to violence and harassment may be more likely, such as night work, work in isolation, health, hospitality, social services, emergency services, domestic work, transport, education or entertainment.

10. Members should take legislative or other measures to protect migrant workers, particularly women migrant workers, regardless of migrant status, in origin, transit and destination countries as appropriate, from violence and harassment in the world of work.

11. In facilitating the transition from the informal to the formal economy, Members should provide resources and assistance for informal economy workers and employers, and their associations, to prevent and address violence and harassment in the informal economy.

12. Members should ensure that measures to prevent violence and harassment do not result in the restriction of the participation in specific jobs, sectors or occupations, or their exclusion therefrom, of women and the groups referred to in Article 6 of the Convention.

13. The reference to vulnerable groups and groups in situations of vulnerability in Article 6 of the Convention should be interpreted in accordance with applicable international labour standards and international instruments on human rights.

III. Enforcement, Remedies and Assistance

14. The remedies referred to in Article 10(b) of the Convention could include:

- (a) the right to resign with compensation;
- (b) reinstatement;
- (c) appropriate compensation for damages;
- (d) orders requiring measures with immediate executory force to be taken to ensure that certain conduct is stopped or that policies or practices are changed; and
- (e) legal fees and costs according to national law and practice.

15. Victims of violence and harassment in the world of work should have access to compensation in cases of psychosocial, physical or any other injury or illness which results in incapacity to work.

16. The complaint and dispute resolution mechanisms for gender-based violence and harassment referred to in Article 10(e) of the Convention should include measures such as:

- (a) courts with expertise in cases of gender-based violence and harassment;
- (b) timely and efficient processing;
- (c) legal advice and assistance for complainants and victims;
- (d) guides and other information resources available and accessible in the languages that are widely spoken in the country; and
- (e) shifting of the burden of proof, as appropriate, in proceedings other than criminal proceedings.

17. The support, services and remedies for victims of gender-based violence and harassment referred to in Article 10(e) of the Convention should include measures such as:

- (a) support to help victims re-enter the labour market;
- (b) counselling and information services, in an accessible manner as appropriate;
- (c) 24-hour hotlines;
- (d) emergency services;
- (e) medical care and treatment and psychological support;
- (f) crisis centres, including shelters; and
- (g) specialized police units or specially trained officers to support victims.

18. Appropriate measures to mitigate the impacts of domestic violence in the world of work referred to in Article 10(f) of the Convention could include:

- (a) leave for victims of domestic violence;
- (b) flexible work arrangements and protection for victims of domestic violence;
- (c) temporary protection against dismissal for victims of domestic violence, as appropriate, except on grounds unrelated to domestic violence and its consequences;
- (d) the inclusion of domestic violence in workplace risk assessments;
- (e) a referral system to public mitigation measures for domestic violence, where they exist; and
- (f) awareness-raising about the effects of domestic violence.

19. Perpetrators of violence and harassment in the world of work should be held accountable and provided counselling or other measures, where appropriate, with a view to preventing the reoccurrence of violence and harassment, and facilitating their reintegration into work, where appropriate.

20. Labour inspectors and officials of other competent authorities, as appropriate, should undergo gender-responsive training with a view to identifying and addressing violence and harassment in the world of work, including psychosocial hazards and risks, gender-based violence and harassment, and discrimination against particular groups of workers.

21. The mandate of national bodies responsible for labour inspection, occupational safety and health, and equality and non-discrimination, including gender equality, should cover violence and harassment in the world of work.

22. Members should make efforts to collect and publish statistics on violence and harassment in the world of work disaggregated by sex, form of violence and harassment, and sector of economic activity, including with respect to the groups referred to in Article 6 of the Convention.

IV. Guidance, training and awareness-raising

23. Members should fund, develop, implement and disseminate, as appropriate:

- (a) programmes aimed at addressing factors that increase the likelihood of violence and harassment in the world of work, including discrimination, the abuse of power relations, and gender, cultural and social norms that support violence and harassment;
- (b) gender-responsive guidelines and training programmes to assist judges, labour inspectors, police officers, prosecutors and other public officials in fulfilling their mandate regarding violence and harassment in the world of work, as well as to assist public and private employers and workers and their organizations in preventing and addressing violence and harassment in the world of work;
- (c) model codes of practice and risk assessment tools on violence and harassment in the world of work, either general or sector-specific, taking into account the specific situations of workers and other persons belonging to the groups referred to in Article 6 of the Convention;
- (d) public awareness-raising campaigns in the various languages of the country, including those of the migrant workers residing in the country, that convey the unacceptability of violence and harassment, in particular gender-based violence and harassment, address discriminatory attitudes and prevent stigmatization of victims, complainants, witnesses and whistle-blowers;

- (e) gender-responsive curricula and instructional materials on violence and harassment, including gender-based violence and harassment, at all levels of education and vocational training, in line with national law and circumstances;
- (f) materials for journalists and other media personnel on gender-based violence and harassment, including its underlying causes and risk factors, with due respect for their independence and freedom of expression; and
- (g) public campaigns aimed at fostering safe, healthy and harmonious workplaces free from violence and harassment.

The foregoing is the authentic text of the Recommendation duly adopted by the General Conference of the International Labour Organization during its One hundred and eighth Session which was held at Geneva and declared closed the twenty-first day of June 2019.

DECLARATION

ILO CENTENARY DECLARATION FOR THE FUTURE OF WORK

I

**ILO CENTENARY DECLARATION FOR THE FUTURE OF WORK ADOPTED BY THE
INTERNATIONAL LABOUR CONFERENCE AT ITS ONE HUNDRED AND EIGHTH SESSION,
GENEVA, 21 JUNE 2019**

ILO CENTENARY DECLARATION FOR THE FUTURE OF WORK

The International Labour Conference, meeting in Geneva at its One Hundred and Eighth Session on the occasion of the Centenary of the International Labour Organization (ILO),

Considering that the experience of the past century has confirmed that the continuous and concerted action of governments and representatives of employers and workers is essential to the achievement of social justice, democracy and the promotion of universal and lasting peace;

Acknowledging that such action has brought historic advances in economic and social progress that have resulted in more humane conditions of work;

Considering also that persistent poverty, inequalities and injustices, conflict, disasters and other humanitarian emergencies in many parts of the world constitute a threat to those advances and to securing shared prosperity and decent work for all;

Recalling and reaffirming the aims, purposes, principles and mandate set out in the ILO Constitution and the Declaration of Philadelphia (1944);

Underlining the importance of the ILO Declaration on Fundamental Principles and Rights at Work (1998) and the ILO Declaration on Social Justice for a Fair Globalization (2008);

Moved by the imperative of social justice that gave birth to the ILO one hundred years ago, and the conviction that it lies within the reach of the governments, employers and workers of the world to reinvigorate the Organization and shape a future of work that realizes its founding vision;

Recognizing that social dialogue contributes to the overall cohesion of societies and is crucial for a well-functioning and productive economy;

Recognizing also the importance of the role of sustainable enterprises as generators of employment and promoters of innovation and decent work;

Reaffirming that labour is not a commodity;

Committing to a world of work free from violence and harassment;

Underlining also the significance of promoting multilateralism, particularly in shaping the future of work that we want and in dealing with the challenges of the world of work;

Calling upon all constituents of the ILO to reaffirm their unwavering commitment and to reinvigorate their efforts to achieve social justice and universal and lasting peace to which they agreed in 1919 and 1944; and

Desiring to democratize ILO governance by ensuring a fair representation of all regions and establishing the principle of equality among member States,

Adopts this twenty-first day of June of the year two thousand and nineteen the ILO Centenary Declaration for the Future of Work.

I

The Conference declares that:

A. The ILO marks its Centenary at a time of transformative change in the world of work, driven by technological innovations, demographic shifts, environmental and climate change, and globalization, as well as at a time of persistent inequalities, which have profound impacts on the nature and future of work, and on the place and dignity of people in it.

B. It is imperative to act with urgency to seize the opportunities and address the challenges to shape a fair, inclusive and secure future of work with full, productive and freely chosen employment and decent work for all.

C. Such a future of work is fundamental for sustainable development that puts an end to poverty and leaves no one behind.

D. The ILO must carry forward into its second century with unrelenting vigour its constitutional mandate for social justice by further developing its human-centred approach to the future of work, which puts workers' rights and the needs, aspirations and rights of all people at the heart of economic, social and environmental policies.

E. The growth of the Organization over the past 100 years towards universal membership means that social justice can be achieved in all regions of the world and that the full contribution of the ILO's constituents to this endeavour can be assured only through their full, equal and democratic participation in its tripartite governance.

II

The Conference declares that:

A. In discharging its constitutional mandate, taking into account the profound transformations in the world of work, and further developing its human-centred approach to the future of work, the ILO must direct its efforts to:

(i) ensuring a just transition to a future of work that contributes to sustainable development in its economic, social and environmental dimensions;

(ii) harnessing the fullest potential of technological progress and productivity growth, including through social dialogue, to achieve decent work and sustainable development, which ensure dignity, self-fulfilment and a just sharing of the benefits for all;

(iii) promoting the acquisition of skills, competencies and qualifications for all workers throughout their working lives as a joint responsibility of governments and social partners in order to:

– address existing and anticipated skills gaps;

– pay particular attention to ensuring that education and training systems are responsive to labour market needs, taking into account the evolution of work; and

– enhance workers' capacity to make use of the opportunities available for decent work;

(iv) developing effective policies aimed at generating full, productive and freely chosen employment and decent work opportunities for all, and in particular facilitating the transition from education and training to work, with an emphasis on the effective integration of young people into the world of work;

(v) supporting measures that help older workers to expand their choices, optimizing their opportunities to work in good-quality, productive and healthy conditions until their retirement, and to enable active ageing;

(vi) promoting workers' rights as a key element for the attainment of inclusive and sustainable growth, with a focus on freedom of association and the effective recognition of the right to collective bargaining as enabling rights;

(vii) achieving gender equality at work through a transformative agenda, with regular evaluation of progress made, which:

- ensures equal opportunities, equal participation and equal treatment, including equal remuneration for women and men for work of equal value;
- enables a more balanced sharing of family responsibilities;
- provides scope for achieving better work–life balance by enabling workers and employers to agree on solutions, including on working time, that consider their respective needs and benefits; and
- promotes investment in the care economy;

(viii) ensuring equal opportunities and treatment in the world of work for persons with disabilities, as well as for other persons in vulnerable situations;

(ix) supporting the role of the private sector as a principal source of economic growth and job creation by promoting an enabling environment for entrepreneurship and sustainable enterprises, in particular micro, small and medium-sized enterprises, as well as cooperatives and the social and solidarity economy, in order to generate decent work, productive employment and improved living standards for all;

(x) supporting the role of the public sector as a significant employer and provider of quality public services;

(xi) strengthening labour administration and inspection;

(xii) ensuring that diverse forms of work arrangements, production and business models, including in domestic and global supply chains, leverage opportunities for social and economic progress, provide for decent work and are conducive to full, productive and freely chosen employment;

(xiii) eradicating forced and child labour and promoting decent work for all and fostering cross-border cooperation, including in areas or sectors of high international integration;

(xiv) promoting the transition from the informal to the formal economy, while giving due attention to rural areas;

(xv) developing and enhancing social protection systems, which are adequate, sustainable and adapted to developments in the world of work;

(xvi) deepening and scaling up its work on international labour migration in response to constituents' needs and taking a leadership role in decent work in labour migration; and

(xvii) intensifying engagement and cooperation within the multilateral system with a view to strengthening policy coherence, in line with the recognition that:

- decent work is key to sustainable development, addressing income inequality and ending poverty, paying special attention to areas affected by conflict, disaster and other humanitarian emergencies; and
- in conditions of globalization, the failure of any country to adopt humane conditions of labour is more than ever an obstacle to progress in all other countries.

B. Social dialogue, including collective bargaining and tripartite cooperation, provides an essential foundation of all ILO action and contributes to successful policy and decision-making in its member States.

C. Effective workplace cooperation is a tool to help ensure safe and productive workplaces, in such a way that it respects collective bargaining and its outcomes, and does not undermine the role of trade unions.

D. Safe and healthy working conditions are fundamental to decent work.

III

The Conference calls upon all Members, taking into account national circumstances, to work individually and collectively, on the basis of tripartism and social dialogue, and with the support of the ILO, to further develop its human-centred approach to the future of work by:

A. Strengthening the capacities of all people to benefit from the opportunities of a changing world of work through:

- (i) the effective realization of gender equality in opportunities and treatment;
- (ii) effective lifelong learning and quality education for all;
- (iii) universal access to comprehensive and sustainable social protection; and

(iv) effective measures to support people through the transitions they will face throughout their working lives.

B. Strengthening the institutions of work to ensure adequate protection of all workers, and reaffirming the continued relevance of the employment relationship as a means of providing certainty and legal protection to workers, while recognizing the extent of informality and the need to ensure effective action to achieve transition to formality. All workers should enjoy adequate protection in accordance with the Decent Work Agenda, taking into account:

- (i) respect for their fundamental rights;
- (ii) an adequate minimum wage, statutory or negotiated;
- (iii) maximum limits on working time; and
- (iv) safety and health at work.

C. Promoting sustained, inclusive and sustainable economic growth, full and productive employment and decent work for all through:

- (i) macroeconomic policies that have those aims as their central objective;
- (ii) trade, industrial and sectoral policies that promote decent work, and enhance productivity;
- (iii) investment in infrastructure and in strategic sectors to address the drivers of transformative change in the world of work;
- (iv) policies and incentives that promote sustainable and inclusive economic growth, the creation and development of sustainable enterprises, innovation, and the transition from the informal to the formal economy, and that promote the alignment of business practices with the objectives of this Declaration; and

(v) policies and measures that ensure appropriate privacy and personal data protection, and respond to challenges and opportunities in the world of work relating to the digital transformation of work, including platform work.

IV

The Conference declares that:

A. The setting, promotion, ratification and supervision of international labour standards is of fundamental importance to the ILO. This requires the Organization to have and promote a clear, robust, up-to-date body of international labour standards and to further enhance transparency. International labour standards also need to respond to the changing patterns of the world of work, protect workers and take into account the needs of sustainable enterprises, and be subject to authoritative and effective supervision. The ILO will assist its Members in the ratification and effective application of standards.

B. All Members should work towards the ratification and implementation of the ILO fundamental Conventions and periodically consider, in consultation with employers' and workers' organizations, the ratification of other ILO standards.

C. It is incumbent on the ILO to strengthen the capacity of its tripartite constituents to:

(i) encourage the development of strong and representative social partner organizations;

(ii) engage in all relevant processes, including with labour market institutions, programmes and policies, within and across borders; and

(iii) address all fundamental principles and rights at work, at all levels, as appropriate, through strong, influential and inclusive mechanisms of social dialogue,

in the conviction that such representation and dialogue contribute to the overall cohesion of societies and are a matter of public interest, and are crucial for a well-functioning and productive economy.

D. The services that the ILO offers to its member States and social partners, notably through development cooperation, must be consistent with its mandate and based on a thorough understanding of, and attention to, their diverse circumstances, needs, priorities and levels of development, including through expanded South–South and triangular cooperation.

E. The ILO should maintain the highest levels of statistical, research and knowledge management capacities and expertise in order to further strengthen the quality of its evidence-based policy advice.

F. On the basis of its constitutional mandate, the ILO must take an important role in the multilateral system, by reinforcing its cooperation and developing institutional arrangements with other organizations to promote policy coherence in pursuit of its human-centred approach to the future of work, recognizing the strong, complex and crucial links between social, trade, financial, economic and environmental policies.

The foregoing is the ILO Centenary Declaration for the Future of Work, duly adopted by the General Conference of the International Labour Organization during its One Hundred and Eighth (Centenary) Session which was held at Geneva and declared closed on 21 June 2019.

RESOLUTIONS

I. Resolution on the ILO Centenary Declaration for the Future of Work

I

Resolution on the ILO Centenary Declaration for the Future of Work (adopted on 21 June 2019)

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

Having adopted the ILO Centenary Declaration for the Future of Work, invites the Governing Body to ensure the follow-up on, and regular review of, the implementation of the ILO Centenary Declaration for the Future of Work and:

1. Requests the Governing Body to consider, as soon as possible, proposals for including safe and healthy working conditions in the ILO's framework of fundamental principles and rights at work;
2. Invites the Governing Body to request the Director-General to take due account of the Declaration to have its priorities reflected in terms of the content and structure in the 2020–21 and future Programme and Budget proposals for consideration by the Governing Body, with appropriate resources being allocated to these;
3. Calls for the completion, at the earliest opportunity, of the process of ratification of the Instrument of Amendment to the ILO Constitution, 1986, in order to definitively democratize the functioning and composition of the governing bodies of the ILO; and
4. Invites the Governing Body to request the Director-General to submit to the Governing Body proposals aimed at promoting greater coherence within the multilateral system.

II. Resolution concerning the elimination of violence and harassment in the world of work

II

Resolution concerning the elimination of violence and harassment in the world of work (adopted on 21 June 2019)

The General Conference of the International Labour Organization, meeting at its 108th (Centenary) Session, 2019,

Having adopted the Violence and Harassment Convention, 2019, and its accompanying Recommendation,

Recognizing the right of everyone to a world of work free from violence and harassment,

Acknowledging the historic opportunity to shape a future of work based on dignity and respect, free from violence and harassment,

Stressing the essential role of member States and the social partners in ending violence and harassment in the world of work,

Mindful that the success of the Convention and the Recommendation will depend upon their effective promotion and implementation,

1. Invites member States to ratify the Violence and Harassment Convention, 2019,
2. Invites governments, in consultation with employer and worker organizations, to implement the Violence and Harassment Convention and Recommendation, 2019,

3. Invites the Governing Body of the International Labour Office to request the Director-General to develop a comprehensive strategy for the wide ratification of the Violence and Harassment Convention, 2019, and effective implementation of the instruments, including measures to:

(a) support constituents through awareness-raising initiatives, promotional materials, research and technical assistance;

(b) bring these instruments to the attention of relevant international and regional organizations, and promote partnerships and joint initiatives to eliminate violence and harassment in the world of work; and

(c) allocate resources within the existing and forthcoming programmes and budgets and mobilize extrabudgetary resources to carry out the abovementioned activities with the tripartite constituents.

III. Resolution concerning the arrears of contributions of Sierra Leone

III

Resolution concerning the arrears of contributions of Sierra Leone (adopted on 14 June 2019)

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 Sierra Leone for the settlement of its arrears of contributions corresponding to the periods 1992–2018 plus its 2019 contribution to the effect that:

(a) in order to demonstrate its commitment to cooperation with the ILO, in February and May 2019, the Government of Sierra Leone paid CHF41,486 and CHF132,781 respectively, which were applied as a payment against its arrears of 1986–91 and part of its 1992 contributions;

(b) the Government of Sierra Leone, starting from 2020, will pay its current contribution in full in the year for which it is due;

(c) the Government of Sierra Leone will settle its arrears that have accumulated up to 31 December 2018 and including the 2019 contribution, amounting to CHF265,992, by payment, beginning in 2020, of 20 annual instalments in accordance with the following schedule:

Years	Amount (in CHF)
2020	13 300
2021	13 300
2022	13 300
2023	13 300
2024	13 300
2025	13 300

2026	13 300
2027	13 300
2028	13 300
2029	13 300
2030	13 300
2031	13 300
2032	13 300
2033	13 300
2034	13 300
2035	13 300
2036	13 300
2037	13 300
2038	13 300
2039	13 292
Total	265 992

Decides that Sierra Leone 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.

IV. Resolution concerning the arrears of contributions of Somalia

Resolution concerning the arrears of contributions of Somalia

(adopted on 14 June 2019)

IV

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 Somalia for the settlement of its arrears of contributions corresponding to the periods 1988–2018 plus its 2019 contribution to the effect that:

- (a) the Government of Somalia, starting from 2020, will pay its current contribution in full in the year for which it is due;
- (b) the Government of Somalia will settle its arrears that have accumulated up to 31 December 2018 and including the 2019 contribution, amounting to CHF419,546, by payment, beginning in 2020, of 20 annual instalments in accordance with the following schedule:

Years	Amount (in CHF)
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2020	21 000
2021	21 000
2022	21 000
2023	21 000
2024	21 000
2025	21 000
2026	21 000
2027	21 000
2028	21 000
2029	21 000
2030	21 000
2031	21 000
2032	21 000
2033	21 000
2034	21 000
2035	21 000
2036	21 000
2037	21 000
2038	21 000
2039	20 546
Total	419 546

Decides that Somalia 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.

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

V

Resolution concerning the adoption of the Programme and Budget for 2020–21 and the allocation of the budget of income among member States (adopted on 17 June 2019)

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.

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

VI

Resolution concerning the scale of assessments of contributions to the budget for 2020–21 (adopted on 17 June 2019)

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.

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

VII

Resolution concerning the status of the judges of the Administrative Tribunal of the International Labour Organization (adopted on 17 June 2019)

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.”

VIII. Resolution concerning the composition of the Administrative Tribunal of the International Labour Organization

VIII

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

(adopted on 17 June 2019)

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.

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

IX

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

(adopted on 17 June 2019)

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 its 109th Session (June 2020).

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

X

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

(adopted on 17 June 2019)

The General Conference of the International Labour Organization,

Decides, in accordance with article 29 of the Financial Regulations, to adopt the audited consolidated financial statements for the year ended 31 December 2018.