



## FIRST ITEM ON THE AGENDA

**The ILO's technical cooperation  
programme 1999-2000****Contents**

	<i>Page</i>
Introduction .....	1
I. Quantitative overview .....	1
1. Overall expenditure.....	1
2. Sectoral breakdown of expenditure.....	2
3. Type of assistance .....	3
4. Regional distribution.....	3
5. Least developed countries .....	3
6. Approvals .....	3
7. Level of implementation: Delivery rates.....	4
II. Resource mobilization and partnerships.....	5
1. Multi-bilateral donors and direct trust funds.....	5
2. Relations and partnerships with the UN system.....	7
UN inter-agency affairs.....	7
The Global Compact.....	7
Decisions of the Administrative Committee on Coordination (ACC).....	7
Status of the Common Country Assessment (CCA) and the UNDAF.....	8
3. UNDP.....	9
4. UNAIDS.....	9
5. Other donors and partners .....	9
III. Highlights of technical cooperation: Activities by technical sectors and regions, and lessons learned.....	10

1.	Standards and fundamental principles and rights.....	10
	ILO Declaration on Fundamental Principles and Rights at Work.....	10
	Child labour.....	10
	International labour standards .....	11
	Regions.....	12
	Africa .....	12
	The Americas .....	12
	Asia .....	12
	Arab States.....	12
2.	Employment .....	13
	Towards skills development.....	13
	Job creation and enterprise development.....	14
	More and better jobs for women .....	15
	Social finance .....	15
	Employment-intensive investment .....	16
	Regions.....	16
	Africa .....	16
	The Americas .....	17
	Asia .....	18
	Europe.....	18
	Arab States.....	19
3.	Social protection.....	19
	Regions.....	21
	Africa .....	21
	The Americas .....	22
	Asia .....	23
	Arab States.....	24
4.	Social dialogue .....	24
	Recognition of social dialogue .....	24
	Strengthening the institutions of social dialogue.....	25
	Strengthening the parties to social dialogue .....	26
	Strengthening employers' organizations.....	26
	Strengthening workers' organizations.....	27
	Strengthening governments.....	28
	Regions.....	29
	The Americas .....	29
	Africa .....	29
	Asia .....	30
	Arab States.....	30
5.	Gender equality .....	31
	Women and poverty .....	31
	Education and training of women.....	31
	Women and the economy .....	31
	Women in power and decision-making .....	32
	Human rights of women .....	32
	Women and the environment .....	32
	The girl child .....	32

	Strengthening employers' and workers' organizations .....	33
6.	Turin Centre .....	33
7.	Lessons learned .....	35
	Collaboration, communication and partnership within the ILO.....	36
	Substantive contents of projects.....	36
	Project formulation and design .....	36
	Project personnel.....	37
	Implementation process and sustainability .....	37
IV.	Concluding remarks .....	38

### **Appendices**

I.	Expenditure on ILO technical cooperation programmes 1997-99 .....	41
II.	Analysis of ILO technical cooperation expenditure by type of assistance/input, 1998-99 .....	43
III.	Analysis of ILO technical cooperation expenditure in 1999, by field of activity and source of funds.....	44
IV.	Breakdown, by country and area, of expenditure on ILO technical cooperation in 1999 .....	46
V.	ILO technical cooperation activities in the LDCs, 1997-99: Expenditure by geographical region and by source of funding .....	51
VI.	Nationality of experts .....	52
VII.	The ILO's multi-bilateral programme, 1998-99.....	54
VIII.	International Training Centre of the ILO, Turin: Number of participants by area of training, 1999.....	56
IX.	International Training Centre of the ILO, Turin.....	57

### **Charts**

1.	ILO technical cooperation expenditure, 1992-99 .....	58
2.	ILO extra-budgetary technical cooperation approvals, 1996-97 and 1998-99 .....	59



## Introduction

1. This annual report on technical cooperation, 1999-2000, is the first to be presented according to the four technical sectors and strategic objectives outlined in the Director-General's Report to the International Labour Conference of 1999, *Decent work*.
2. Section I comprises the quantitative overview of the technical cooperation programme, containing facts and figures surrounding the ILO's technical cooperation programme during the period under review. Some of the graphs and tables refer to units that existed under the previous reporting structure, since the data was converted to the new structure only in 2000.
3. Section II is an examination of the activities surrounding the implementation of the ILO's resource mobilization strategy, and highlights the ILO's move towards greater coherence in resource programming through strategic budgeting. Specific details concerning the ILO's major donors emphasize the shift in funding sources, with large increases by multi-bilateral donors and a steady decline in UNDP resources. The ILO continued to enjoy fruitful collaboration with UNDP, and this section highlights the positive developments that have taken place. It is foreseen that these activities will significantly increase in the near future, and the Office proposes to report on this item separately in November 2001.
4. The major activities undertaken to implement the ILO's four strategic objectives in 1999-2000 are described in section III. Each subsection also contains a brief review of pertinent activities by region. Section III concludes with a brief summary of lessons learned in ongoing technical cooperation projects.

## I. Quantitative overview

### 1. Overall expenditure

5. Total expenditure on technical cooperation in 1999 reached \$97.1 million, compared to \$93.7 million in 1998, an increase of 3.6 per cent. Since 1998, some changes in the relative importance of the different sources of expenditure have taken place. As seen in the table below, while expenditure had fallen for the UNDP by 29.3 per cent, for the UNFPA by 12.3 per cent, and for trust funds and multi-bilateral donors by 0.6 per cent, expenditure from RBTC rose by some 153 per cent, resulting in an overall increase in expenditure of 3.6 per cent (detailed figures provided in Appendix I.A.). The decline in expenditure of extra-budgetary resources is discussed in the section on delivery. The increase in expenditure from RBTC in 1999 is largely due to the completion of work in the second year of the biennium (1998-99).

## ILO expenditure by source of funding, 1998-99

(see also Appendix III)

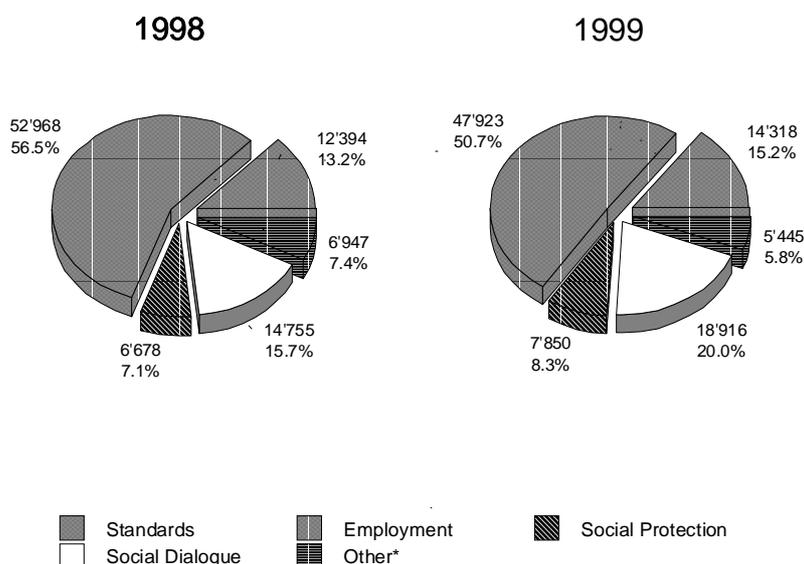
	1998		1999		1998-99 % change
	\$ millions	%	\$ millions	%	
UNDP	24.6	26.2	17.4	17.9	-29.3
Trust funds and multi-bilateral	57.1	61.0	56.9	58.5	-0.6
UNFPA	4.5	4.8	3.9	4.1	-12.3
RBTC	7.5	8.0	18.9	19.5	153.4
Total (rounded)	93.7	100	97.1	100	3.6

6. The share of UNDP in total expenditure has continued to decline. Its share, which had been 29 per cent in 1997 and 26 per cent in 1998, declined to 18 per cent in 1999. Expenditure from trust funds, multi-bilateral arrangements and UNFPA remained more or less constant over the two years.

## 2. Sectoral breakdown of expenditure

7. As will be seen from figure 1, the Employment Sector incurred the highest expenditure, with 51 per cent of the total, followed by the Social Dialogue Sector (20 per cent), the Standards and Fundamental Rights at Work Sector (15 per cent), and the Social Protection Sector (6 per cent).

Figure 1. Distribution of ILO technical cooperation expenditure by sector, 1998-99



\* Other includes STAT, INSTITUT, FEMMES and small projects supportive of diverse technical fields.

### 3. Type of assistance

8. Compared to 1998, there has been a marked change in the importance of the training component. Expenditure in 1998 on activities comprising fellowships, seminars and in-service training constituted 17 per cent of total expenditure; in 1999, this rose to 24 per cent. On the other hand, expenditure on experts fell from 32 per cent in 1998 to 27 per cent in 1999 (see Appendix II), which reflects the continuing decline in the use of long-term international experts in project execution.

### 4. Regional distribution

9. The share of Africa in total expenditure fell from 38 per cent in 1998 to 35 per cent in 1999; it still has the highest proportion of expenditure compared to the other regions, with Asia and the Pacific accounting for 20 per cent; Americas, 14 per cent; Europe, 7 per cent; and Arab States and Middle East, 5 per cent. Although small in absolute terms, technical cooperation expenditure in Europe and in the Arab States had increased by 31 and 85 per cent respectively since 1998 (Appendix I.B).

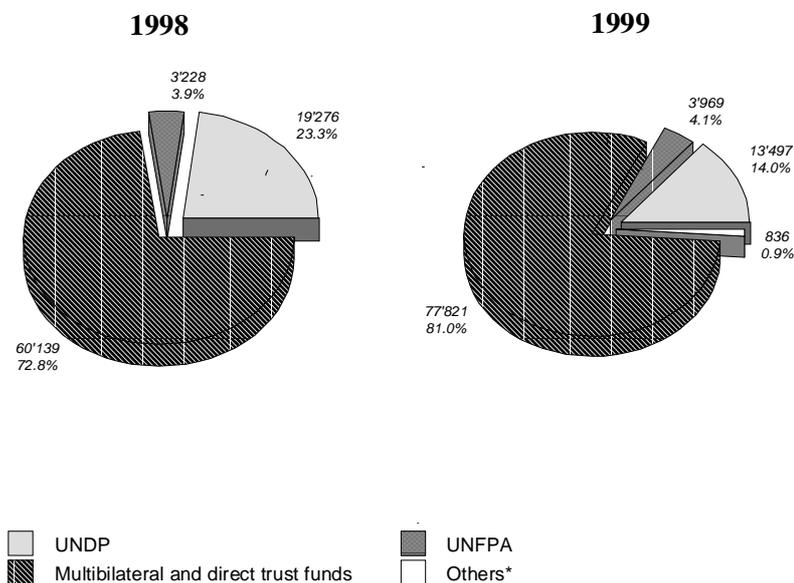
### 5. Least developed countries

10. Appendix IV provides a breakdown of expenditure by region and source of funding. The least developed countries' share of total technical cooperation expenditure has declined, from 30 per cent in 1998 to 20 per cent in 1999 (Appendix V). Although there was a doubling of expenditure from RBTC, expenditure from all other sources fell. The most significant drop was due to the decline in UNDP-funded expenditure, which has had the biggest impact on LDCs. As far as the regions are concerned, in Asia and the Pacific there was an increase in multi-bilateral and trust funds, and the Americas recorded some additional expenditure from UNFPA sources.

### 6. Approvals

11. In 1999 approvals increased by \$13.5 million and reached \$96.1 million compared with 1998 (\$82.5 million). There are clear indications that new approvals will continue to increase in the near future. This is particularly true for the multi-bilateral component, which increased from \$60.1 million in 1998 to \$77.8 million in 1999, representing 81 per cent of the total approvals in 1999.
12. The decline in new approvals from UNDP continued in 1999: approvals decreased from \$19.2 million in 1998 to \$13.5 million in 1999. This is a significant drop from the approval level in 1997 of \$47.8 million. Overall UNFPA funding increased from \$3.2 million in 1998 to \$3.9 million in 1999, but the increase is due to funding technical support services, whereas new project approvals actually declined in 1999. In 1999, only a relatively small amount was recorded in approvals from other sources, including the World Bank and the regional development banks.

Figure 2. ILO extra-budgetary technical cooperation approvals, 1998-99  
(by source of funds)



\* Including approvals from World Bank, Arab Gulf Fund, UNHCR, UNFDAC, UNOCA, etc.

13. As regards multi-bilateral donors and direct trust funds, the largest contributions were received from the United States, which with a total of \$29 million for IPEC became the largest overall contributor in 1999. The United Kingdom contributed \$9.6 million, of which \$9 million was for IPEC. Norway, Denmark, Sweden and the Netherlands provided a total of \$21.3 million in 1999 (1998: \$28 million). Japan, Portugal, Finland and Italy approvals were between \$1 million and \$2.5 million each. For a number of other multi-bilateral partners – France, Spain, Belgium, Germany, Australia and the European Union – the approval levels were below \$1 million. It should be noted that Italy and the European Union also contributed substantially to the activities of the Turin Centre, which means that their overall contributions to the ILO’s technical cooperation programme are considerably larger than indicated in Appendix VII.A.
14. As regards the main programmes funded, IPEC approvals represented 45 per cent of total approvals. This reflected an increase of \$26.5 million over the previous year, amounting to \$43.6 million for the programme. Other increases were registered for employment- and training-related projects from \$2.1 million to \$5.7 million, and for social security-related projects, which increased from \$2.3 million to \$8 million. The major declines in approvals were registered for development policies projects, which decreased by some \$15 million to \$9.4 million, and for cooperative projects, with a decrease of \$2.5 million to \$1.9 million.

## 7. Level of implementation: Delivery rates

15. As noted above, the increase in total expenditure on technical cooperation in 1999 had mainly been due to the increase in the use of RBTC resources. Expenditure funded through extra-budgetary resources decreased by 9.4 per cent, reaching a level of \$78.2 million, from \$86.3 million in 1998 (see Appendix I.A.). The delivery rate for 1999 dropped to 51 per cent, lower than that of 1998 when it stood at 57 per cent. The major declines were for

projects implemented in Africa, Asia and the Pacific, and for interregional and global programmes. Delivery rates increased slightly in the Americas, and substantially in the Arab region. It should be noted, however, that 68 per cent of all project funds have not been decentralized and are managed from headquarters (see Appendix I.C. for delivery rates).

16. A number of factors, both internal and external, have contributed to the low delivery rates. Concerning internal factors, the following may be highlighted: the time taken between allocation and detailed formulation of projects, resulting in an accumulation of allocations that could not be spent in the first year; large inflows in overall allocations for certain programmes, especially when these have taken place towards the end of the year; the transfer of officials and unfilled posts during the restructuring processes which have affected the implementation, monitoring and management of projects; problems arising from new modalities of project execution, with a decline in project budgets for management staff; problems relating to delays in receiving data and recording expenditure incurred by partner agencies; and technology and communication breakdowns in a couple of countries. Factors external to the Office that have prevented the timely implementation of the programme activities included difficult social or political situations in specific countries, changes of government, and unexpected changes in projects' national counterparts.
17. The factors referred to above are by no means exhaustive. Other reasons for the low delivery rate will need to be identified and examined. The Director-General has taken a number of urgent measures to redress the situation. A Delivery Task Force has been established to monitor closely and analyse delivery rates, review donor portfolios, follow up with meetings with the responsible units, analyse the current situation and the causes of slippages and recommend corrective steps. A delivery hotline has been put in place to receive information concerning administrative bottlenecks or excessive delays and to follow them up with the units concerned. The Office is reviewing the situation on a regular basis.

## II. Resource mobilization and partnerships

18. The ILO's resource mobilization strategy, which was approved by the Governing Body in November 1997, has provided the basic elements for the Office's approach to obtaining funding for its technical cooperation programme. The key elements of this strategy are: programme development, strengthening and widening alliances and partnerships, and a renewed marketing programme. The approach in the ILO's strategic budget of moving towards greater coherence in the ILO's overall programme – including its extra-budgetary-financed technical cooperation programme – and the establishment of a number of InFocus programmes have been well received by the donor community, especially multi-bilateral donors. In this reporting period partnerships with the donor community have been strengthened and expanded.

### 1. Multi-bilateral donors and direct trust funds

19. In addition to IPEC, which has attracted most donor interest and funding, the InFocus Programmes on Promoting the Declaration, Boosting Employment through Small Enterprise Development, Socio-Economic Security and Strengthening Social Dialogue have already attracted considerable donor interest. In 2000, a new development has been the start-up of the programme on HIV/AIDS and the World of Work, which has also attracted donor interest.

20. The strategic budget allows for a greater convergence of regular budget and extra-budgetary resources, and is matched by the “programme approach” which is central to the partnership approach and to the Office’s resource mobilization strategy. Instead of a project-by-project process for the approval and use of funds, a “programme” approach has been adopted. The programme focuses on one or more major themes (or technical areas) that are part of the development agenda shared by the donor, the ILO and the recipient countries.
21. According to the specific agreements with different donors, the means to implement the programme can include a set of interrelated projects in the traditional sense, new types of projects, advisory services, and funding for non-project staff and other costs for programme development and management (which can include research, knowledge management, missions, advocacy, etc.). Again, according to the different agreements reached with the donors, this new approach allows the ILO to programme the use of the funds within an agreed set of guidelines (which vary by donor), without obtaining specific approval for each project from the donor concerned. Standard technical and financial reports are required. The financial arrangements for the programme approach have come to be known as core funding.
22. The contributions by Germany to IPEC in 1991 and 1996 – a total of \$59 million – are examples of core funding for an ILO programme. Spain also made a core contribution to IPEC in 1995 of \$12.5 million. Since 1997, core funding has represented an estimated 15 per cent of multi-bilateral funding up to mid-2000, and amounts to some \$52 million. IPEC received nearly \$10 million in core funding during this period (1997-2000) from various donors, including Denmark, the Netherlands, Finland, Canada, the United Kingdom, Sweden and Belgium. Denmark has in addition made core funding available to five other key areas, for a total of some \$27 million in this period. Another recent example of core funding concerns the Partnership Programme, which the Office has signed at the beginning of this year with the Netherlands. Under this programme the Netherlands Government has made \$16.5 million available for the 2000-01 biennium for the InFocus Programmes on Promoting the Declaration, Boosting Employment through Small Enterprise Development, and Socio-Economic Security, and for the Gender Promotion Unit.
23. As already indicated, the efforts to strengthen the partnerships with the multi-bilateral donors continued in 1999 and have shown concrete results, notably with France through a partnership that has resulted in a more coherent and substantive working relationship. Discussions have started with a number of other donor countries (Sweden, the United Kingdom and Norway) to set up this type of closed partnership in the near future. In the first half of 2000 discussions have also been held with Switzerland, Luxembourg and Finland to explore the possibilities for strengthening collaboration on technical cooperation.
24. Other major developments so far in 2000 are agreements signed with the US Department of Labor for \$25 million (IPEC) and for \$20 million (promoting core labour standards and rights at work), and with Italy for \$7.5 million in support of decent work in the context of the Programme of Action adopted at the Copenhagen Summit.
25. The developments reported above clearly show that the multi-bilateral donors are responding positively to the Office’s strategic budgeting and the cross-cutting theme of development in its overall work programme. It is expected that this trend will continue and that in the coming years this group of donors will remain the main partners for extra-budgetary funding.

## 2. Relations and partnerships with the UN system

### *UN inter-agency affairs*

- 26.** The ILO has continued to take an active role in the UN programme and operational inter-agency affairs under the Consultative Committee on Programme and Operational Questions (CCPOQ) through which ILO concerns, priorities and values have been highlighted. Since November 1999 a number of issues have been discussed and agreed, with subsequent endorsement by the ACC. These will most likely impact on ILO technical cooperation activities at the country level.
- 27.** The major issues of interest to the ILO were collaboration with the business sector, poverty eradication, governance, the role and functioning of the UN Resident Coordinator, the Common Country Assessment (CCA) and the United Nations Development Assistance Framework (UNDAF). The following paragraphs highlight some developments on these issues.

### The Global Compact

- 28.** At its 16th Session (February-March 2000) the Consultative Committee on Programme and Operations Questions (CCPOQ) considered the conclusions of its inter-sessional Working Group on the Resident Coordinator System (WGRCS) on UN system collaboration with the business sector in the light of the UN Secretary-General's "Compact for the New Century" initiative, presented at the World Economic Forum in Davos in January 1999, and the conclusions of the ACC debate on UN interaction with the private sector. Of the nine basic principles underlined in the Secretary-General's initiative, four relate directly to the ILO and emphasize the need for the business world to uphold freedom of association and effective recognition of the right to collective bargaining; the elimination of all forms of forced and compulsory labour; the effective abolition of child labour; and the elimination of discrimination in employment and occupation.
- 29.** It is expected that UN system action will be determined on the basis of the policy and other legal issues currently under discussion in the Working Group on the Private Sector led by the UN Deputy Secretary-General. In the interim, the consultative committee will continue to build on the work done by UNDP and the UN Staff College to establish a generic guidance note for the UN Resident Coordinator system on partnerships with the business sector for use by the UN country teams in the context of technical cooperation. CCPOQ initiatives will continue to concentrate on operational issues guided by the nine basic principles.

### Decisions of the Administrative Committee on Coordination (ACC)

- 30.** A number of decisions with UN system-wide programme and operational implications have been made by the ACC that will have an impact on ILO technical cooperation activities at the country level.
- 31.** In General Assembly resolution 53/192 and ECOSOC resolution 1999/5, member States emphasized that capacity building and its sustainability should be explicitly articulated as a goal of the technical assistance provided by the operational activities of the UN system at the country level. The ACC Guidance Note on capacity building, finalized in 2000, provides a set of guidance elements designed to highlight the importance of capacity building in the operational activities of the UN system at the country, regional, subregional and headquarters levels. The Guidance Note has already been shared with all ILO field offices.

32. The *Guidelines and Information for the UN Resident Coordinator System on Human Rights and the UN System* are intended to assist the UN Resident Coordinators and the UN country team in their day-to-day handling of human rights issues. Since the Resident Coordinator assumes overall responsibility for and coordination of operational activities for development of the UN system at the country level, he/she and the country team need to bear in mind that the work of the UN system in the field of human rights is solidly based on international human rights and humanitarian law.
33. The Resident Coordinators are therefore expected to be familiar with and guided in human rights standards and mechanisms, the policies and work of the Office of the High Commissioner for Human Rights (OHCHR) and other UN agencies involved in specific areas of human rights promotion and protection and to faithfully respect, represent and promote the human rights norms, standards and policies of the organizations. The Guidelines have been sent to all field offices.
34. The Guidelines emphasize the importance and usefulness of the Common Country Assessment (CCA) and the United Nations Development Assistant Framework (UNDAF) for mainstreaming human rights in the analytical and programming work of the United Nations. The CCA and UNDAF guidelines also make reference to human rights, thus enabling the UN country teams, while preparing the CCA and UNDAF, to take account of the human rights situations in a given country, as well as human rights priorities and concerns. The Office contributed to the final Guidelines.
35. The HIV/AIDS pandemic has been a major subject of discussion at programme and operational levels in the inter-agency consultative machinery and in the ACC. The ACC has stressed<sup>1</sup> the need for a concerted effort by the UN system to address the pandemic, noting that the global battle against AIDS remained a major challenge, especially in Africa. The Committee endorsed the recommendation for a renewed effort to consolidate the various guidelines for use by the UN Resident Coordinator system and the thematic groups as they relate to HIV/AIDS. With regard to UN staff and dependants living with AIDS, the ACC underscored the need to give higher priority to ensuring adequate insurance coverage and access to care for all UN staff.
36. The ACC has requested the UN inter-agency consultative machinery (CCPOQ) to give more attention to the preparation of appropriate guidelines for the UN Resident Coordinator system on a coordinated country-level approach to fighting HIV/AIDS. The Committee also encourages all organizations of the UN system to participate actively together with the UNAIDS secretariat and its co-sponsoring organizations in the development of the global workplan on HIV/AIDS for 2000-06. The ILO will be involved in these issues.

#### Status of the Common Country Assessment (CCA) and the UNDAF

37. The Office has continued to participate actively in the formulation of both the CCA and the UNDAF using the guidance note issued in October 1998. However, field offices have experienced some constraints in these exercises such as short deadlines, non-availability of funding, and the number of countries involved in the development of the two instruments, despite positive working relations between the UNDP and the ILO in their formulation. Field offices have continued to maintain that these two instruments are useful tools for

<sup>1</sup> Decisions and recommendations of the ACC, Apr. 2000 (document ACC/2000/7).

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promoting ILO concerns and priorities at the country level and full collaboration and participation will continue.

### **3. UNDP**

- 38.** UNDP resources have declined over the past year and, despite the multi-year funding framework and some donor commitments, the outlook for increased income is not encouraging. Against this background, the two agencies are currently working together to form a new strategic relationship, based on ILO expertise in high-level policy advice to programme countries on legislative and administrative reform, the promotion of human development and poverty eradication.
- 39.** Following meetings between the agency heads, both agencies agreed to undertake an internal review of existing cooperation in programme countries. The review is expected to lead to enhanced cooperation, partnership and policy dialogue between the two agencies. Consultations have recently been held at senior level between the ILO Executive Directors and the UNDP Bureau for Development Policy to explore avenues for the ILO to play a key part in the reorientation of UNDP activities. This collaborative work will continue and intensify in the coming months.
- 40.** Also of note was the Director-General's participation in the UNDP special event to mark the 50th anniversary of United Nations technical cooperation activities, organized in Geneva in June 2000 during the annual session of the UNDP Executive Board.

### **4. UNAIDS**

- 41.** During the 88th Session of the International Labour Conference (June 2000), a special high-level meeting on HIV/AIDS and the world of work was held. At the meeting an ILO/UNAIDS Cooperation Framework Agreement was signed by the Director-General and the Executive Director of UNAIDS.

### **5. Other donors and partners**

- 42.** The emphasis given to strengthening partnerships with the UNDP and the multi-bilateral donors has limited the possibilities to do the same in a systematic manner for other donors. The new approvals for 1999 reflect this situation, with an amount of \$850,000 from the World Bank for a social security project in Cameroon. However, the Office has continued policy discussions with financial institutions, including the regional development banks. In particular, enhanced collaboration is under way in the field of social protection and social budgeting with the World Bank, which has led to some technical cooperation financing and has potential for more. Negotiations with the Asian Development Bank in 2000 have focused on a joint-funded regional project to ensure that selected labour standards are taken into account in bank projects. Consultations have also been held to link bank poverty reduction and infrastructure projects with ongoing ILO job-creation programmes in selected countries. In late 1999, consultations were held with the African Development Bank to promote further collaboration, including ILO training for Bank staff on labour standards and the Declaration. These initiatives are expected to lead to the renewal of operational collaboration in technical cooperation in the future. High-level contacts have been held with the European Union, including the Commission, the European Parliament and the Economic and Social Council, to explore greater collaboration. These efforts will continue.

### **III. Highlights of technical cooperation: Activities by technical sectors and regions, and lessons learned**

#### **1. Standards and fundamental principles and rights**

43. The task, in terms of the strategic objective to promote and realize standards and fundamental principles and rights, involves a whole process of identifying priority goals at the global, regional and national levels in the light of the decent work concept, using the means of action at the Organization's disposal to pursue those goals. Technical cooperation is one of the most important of those means, an integral part of work to promote and follow-up on the Declaration on Fundamental Principles and Rights at Work, and for the elimination of child labour. It is also an indispensable complement to standard setting and the supervisory activities aimed at the real implementation of international labour standards.

#### ***ILO Declaration on Fundamental Principles and Rights at Work***

44. The Office's mandate to promote the fundamental principles and rights referred to in the Declaration has naturally involved technical assistance to member States to enable them to fulfil the requirements of the follow-up. The assistance provided to this effect in 1999 has contributed to the introduction and compilation documented in the Review of annual reports under the follow-up to the ILO Declaration. These in turn have helped to orient the first draft Action Plan now before the Governing Body as regards freedom of association and collective bargaining.<sup>2</sup>

45. Technical cooperation to promote the Declaration has many points of contact with similar work in other areas. The IPEC InFocus programme is responsible for the child labour elements of the fundamental principles and rights included in the Declaration. As regards international labour standards, it is evident that to a large extent the sort of technical assistance envisaged in the context of the Declaration will coincide with the sort of measures advocated through the "classic" normative means of action, either to obtain ratification of the fundamental Conventions, or to implement them where they are ratified, especially where the supervisory bodies have identified particular problems, or again, in relevant cases, to give effect to the recommendations of the Committee on Freedom of Association.

#### ***Child labour***

46. Technical cooperation under the IPEC InFocus programme is reported separately to the Committee after the meeting of the IPEC Steering Committee. A few highlights during 1999 and the first part of 2000 are included here. Some 44 participating countries have now signed a Memorandum of Understanding with the ILO, while another 26 countries are involved in the programme in a less formal way. Together with the 20 donor countries, this represents an alliance of 90 countries, with over 500 operational technical cooperation projects currently active. Donor support during the past two years has reached unprecedented levels. IPEC is supported by 20 donor countries and four contributing

<sup>2</sup> GB.279/TC/3.

organizations. The Governments of Germany and Spain continue to be substantial core contributors, while the United States and the United Kingdom became the largest project-specific contributors.

47. The IPEC operational structure at the national level has undergone changes, with a shift from core funding to project-specific contributions. Large-scale projects focusing on specific target groups and/or a geographical area have emerged alongside the country programme, although the latter continue in particular in countries where experience in dealing with child labour is still limited and experimentation is necessary. Activities in 1998-99 witnessed an enhanced campaign against child labour; policy commitments, including legal reform, increased interest in international instruments on child labour and increased requests for technical assistance. During 2000, a ratification campaign for Convention No. 182 has been vigorously pursued, programme development on devising time-bound programmes and new projects on covering child domestic work, child soldiers and children involved in drug trafficking have been designed, the statistical information and monitoring programme on child labour (SIMPOC) has launched approximately 20 new nationwide surveys, and a special review of delivery problems in major country programmes has been undertaken.
48. The child labour issue is covered by both the Declaration InFocus programme and the International Labour Standards Programme. The extraordinarily strong consensus surrounding the Worst Forms of Child Labour Convention, 1999 (No. 182), has manifested itself in the fastest rate of ratification of a Convention ever recorded in the Organization (35 ratifications as at 12 September 2000); and the realization that concrete and time-bound measures are required in order to meet the obligations of the Convention.

### ***International labour standards***

49. The Conference resolution and conclusions of 1999 place technical cooperation in the perspective of international labour standards in general, rather than one restricted only to a core of fundamental Conventions.
50. Technical assistance has been provided by the MDT standards specialists, with technical support from headquarters. Thus, as regards freedom of association, a mission from headquarters to the Republic of Korea in April 1999 helped address a number of industrial relations issues that had come before the Committee on Freedom of Association, indicating more intense action by the Government on that subject. Assistance to Indonesia since 1998 has had substantial results in terms not only of the ratification of fundamental Conventions, but also of their meaningful implementation. Technical assistance was provided by the International Labour Standards Department. It has become more focused on particular problems at the national level which can be rather inexpensively provided rather than on more extensive regional or subregional seminars and has in addition a pronounced catalytic effect in improving tripartite processes at the national level. At the same time, assistance also involves the provision of information and training on the normative system in general, including the standards policy questions decided by the Governing Body's Working Party on Policy regarding the Revision of Standards: in 1999, national seminars concentrating on this and on the utilization of the ILOLEX and NATLEX databases were held in Bangladesh, Bosnia and Herzegovina, Egypt, Guinea, India, Pakistan and Tunisia.
51. The integration of work on international labour standards, fundamental principles and rights, and technical cooperation activities is being explored further, as inter-sectoral collaboration to make improved use of synergies between different means of action to implement the strategic and operational objectives becomes more intense. For example, labour standards include many provisions for tripartite cooperation at the national level, as well as the involvement of other interests in certain cases, and promotion of the Tripartite

Consultation (International Labour Standards) Convention, 1976 (No. 144), and its accompanying Recommendation No. 152 forms a regular part of the ILO's work. The strategic and operational objectives concerning employment and social protection also offer possibilities for work on their standards aspects as the process of operationalizing decent work goes ahead. For this purpose, working methods are being examined to ensure that the supervisory procedures offer the most helpful focus at the country level. In this way the integration of standards and technical cooperation can be furthered and greater attention given to the priority issues on which the Organization can be most effective in promoting the application of standards.

## **Regions**

- 52.** In all regions advisory services were provided, often leading to an unexpectedly high number of ratifications. Some significant examples have been selected for each region.

### **Africa**

- 53.** The ILO is implementing a number of projects related to the Declaration in the region, in Benin, Burkina Faso, Gambia, Niger, Mali and Mauritania, with support from development partners, creating an enabling environment for the promotion of all four areas of principles and rights at work.
- 54.** In southern Africa, the approach has been to assist governments proactively in giving effect to the Conventions they have chosen to ratify and support the ratification of others. Labour legislation was revised and the necessary training provided.

### **The Americas**

- 55.** One of the priorities for the Americas under this strategic objective was for international labour standards to become better known and more widely ratified. Four countries have ratified the Worst Forms of Child Labour Convention, 1999 (No. 182).
- 56.** The Government of Chile has ratified Conventions Nos. 87 and 98; the ILO subsequently helped to adapt national legislation to those Conventions.

### **Asia**

- 57.** Major achievements of the ILO programme on standards and fundamental principles and rights at work can be seen in Indonesia and Cambodia. Indonesia was recorded as the first country in Asia and the fifth in the world to ratify all eight core Conventions, while Cambodia ratified seven (with the exception of Convention No. 182). In addition to RBTC support to organize a series of awareness-raising campaigns to promote understanding and ratification of the core Conventions, a project funded by the Netherlands has enabled the ILO to assist the Government of Indonesia in its labour law reform efforts.
- 58.** Two other projects were launched in countries in transition (Lao People's Democratic Republic and Viet Nam), focusing on a review of labour legislation and its implementation. The Viet Nam Government has indicated its intention to ratify Convention No. 98.

### **Arab States**

- 59.** The technical cooperation programme in this sector was particularly designed to improve understanding of international labour standards and fundamental principles and rights at work with a view to promoting the ratification of Conventions, and to strengthen

governments' capacity in relation to reporting obligations. Major activities included tripartite regional seminars on the ratification and application of core international labour Conventions and on child labour. Both meetings led to concrete regional and national follow-up action.

## 2. Employment

**60.** The Employment Sector's technical cooperation activities aim at assisting member States in developing effective strategies to reduce unemployment and create decent employment and incomes for women and men in a context of economic growth. Activities focus on creating conditions for the growth of small and medium-sized enterprises, since these create most new jobs. Other areas of emphasis include equal access and opportunities for women in the labour market and skills development to meet changing needs.

### *Towards skills development*

**61.** ILO technical cooperation activities on vocational training have targeted three main areas –

- (a) the development of occupational skills based on the MES (modules of employable skills) methodology;
- (b) institutional development to increase linkages between training institutions and the labour market to better support job-creation and self-employment activities;
- (c) increasing the efficiency and governance of adult training delivery systems to train and retrain unemployed youth and adults, including vulnerable groups such as demobilized soldiers and displaced persons.

**62.** With ILO assistance Ukraine is implementing a project to train and retrain the unemployed using the MES training approach. The project established a national inter-sectoral resource centre for modular training, set up a national network of key training institutions, and trained national professionals in the development and implementation of modular training programmes. More than 50 training institutions have introduced modular courses for the unemployed and most of them are reporting positive results with regard to the quality and efficiency of the training and post-training employment. All the trainees from one institution, for example, have been successfully employed or are working as self-employed persons.

**63.** Skills development also targeted workers in the informal sector, such as the self-employed, home-based workers, street vendors and construction workers, through the following:

- increasing the flexibility and responsiveness of national vocational training systems to the new and emerging demands of the labour market;
- increasing the participation of the social partners in the design, management and implementation of innovative approaches to employment promotion, including self-employment and skills development;
- applying cost-effective training delivery systems that promote occupational mobility and include the vulnerable groups in vocational training programmes;
- introducing community-based training for (self-)employment and income generation.

- 64.** Special attention was given to women workers in the informal sector through the enhancement of employment and income-generating potential and the social protection of homeworkers in Asia, assistance to rural women in Africa, and globally by raising awareness among policy-makers and the social partners of the impact of economic reform and restructuring on women workers.
- 65.** In the area of vocational rehabilitation, programmes were prepared and implemented, for example, in Bosnia and Herzegovina, Ukraine and the Russia Federation, which emphasized equality of opportunity for the disabled. Working with existing, successful national medical rehabilitation centres, these projects develop the capacity to manage and deliver rehabilitation services, introducing a cost-effective approach to dealing with disabilities.

### ***Job creation and enterprise development***

- 66.** The establishment of the InFocus Programme on Boosting Employment through Small Enterprise Development brought together the ILO's technical cooperation activities on small enterprise development for the creation of more and better jobs. Partnerships with employers' organizations and trade unions have led to an increase in their ability to contribute to job creation.
- 67.** The InFocus programme, with Netherlands and Danish funding, is working on a series of priority areas:
- identification of effective ways to obtain more employment from small enterprise development;
  - expansion of small enterprises' market horizons;
  - testing of participatory processes to help countries create an enabling policy environment for small enterprise development;
  - promotion of job quality in small enterprises by demonstrating how improved working conditions and the organization of workers can help increase productivity and enter new markets, while promoting job quality and gender equality, even in the smallest production units linked to the global economy (homeworkers).
- 68.** As part of the InFocus programme's "Start and Improve Your Business" (SIYB) activities, collaboration with private sector providers of business services was fostered as a means to increase the outreach, impact and sustainability of technical cooperation in this area. This is critical because projects are usually intended to have a demonstration effect and only have a limited outreach by themselves. Therefore the InFocus programme actively encourages and supports national decision-makers to expand successful approaches that have been introduced through donor funding. In 2000, an impact assessment of SIYB and other business development programmes provided persuasive evidence to host governments of specific policy measures that improved the survival rates and growth of small enterprises.
- 69.** Important lessons can be learned from the different projects. A project in Mauritania financed by Denmark showed that an employers' organization, through its own structure and network, can contribute successfully to private sector development in general and to employment creation in the informal sector in particular. This approach has substantial potential for replication and larger scale effects elsewhere. Similarly, a project dealing with waste management in the United Republic of Tanzania boosted employment opportunities and income-generating activities made it clear that the key to creating a relatively large

number of jobs without major resources is finding or creating the right market opportunities. Two factors have been found critical in creating market opportunities for small enterprises. First, the commitment and active cooperation of local policy-makers is a prerequisite for private service delivery. Secondly, because support capacity in the private or voluntary sectors is largely missing, capacity building and low-cost advisory methods continue to be required. Together, these two factors will underpin an interregional programme to build local public-private partnerships for small enterprise development.

70. In several countries, ILO assistance was provided in the area of socially sensitive enterprise restructuring: in the area of productivity and competitiveness, advisory assistance was provided to countries in initiating national productivity programmes and establishing and strengthening tripartite national productivity institutions.
71. Two Denmark-funded interregional programmes supported cooperative development. COOPNET (Interregional network programme for the development of human resources in cooperatives) continued to facilitate networking between existing cooperative human resource development institutions. It focuses on curriculum development, training methods and materials, as well as strengthening capacity to improve cooperative entrepreneurship. COOPREFORM (Structural reform through improvement of cooperative development policies and legislation) aims at assisting policy-makers in creating a favourable climate for cooperative development, including the formulation of a legislative framework conducive to the development of autonomous and viable cooperatives. The programme also strengthens the capacity of national cooperative organizations in providing technical support services to their members. During the reporting period, 28 countries were assisted in cooperative development policy, and 36 countries received technical support in cooperative legislation. Fourteen countries adopted cooperative laws drafted with the help of COOPREFORM and seven produced cooperative development policies written with assistance from the programme.
72. The interregional INDISCO (Interregional programme to support self-reliance of indigenous and tribal communities through cooperatives and other self-help organizations) programme aims at strengthening the capacity of indigenous and tribal peoples to design and implement their own development plans and initiatives through their own organizations and ensuring that their traditional values and cultures are safeguarded. It supports 20 grass-roots projects in eight countries in Asia, Africa and Central America.

### ***More and better jobs for women***

73. This programme was significantly strengthened with the approval of a number of new projects and the funding provided under the Netherlands partnership programme which made it possible to establish a more coherent and integrated overall work programme based on a combination of regular budget and technical cooperation resources. This has enabled the programme to respond in a more timely and effective manner to requests from constituents and to enter into new areas of research and advocacy.

### ***Social finance***

74. Support was provided to microfinance institutions (MFIs) which help the poor start small undertakings, reducing their vulnerability against income shocks. To be able to expand and operate competitively, such providers need the right legal and regulatory environment. ILO technical cooperation activities in this area focused on three levels of intervention:
- analysing the impact on poverty and vulnerability of microfinance instruments through applied research;

- strengthening the capacity of microfinance institutions to serve an increasing number of the poor with an acceptable level of cost coverage;
- helping policy-makers design and monitor tax, monetary and other policy measures that allow MFIs to emerge and to expand.

### ***Employment-intensive investment***

- 75.** The ILO's employment-intensive investment programme continued to promote employment and investment in social infrastructure, to encourage private sector execution of public works and to contribute to capacity building through local contractor development programmes and training for workers and community-based organizations. The programme has developed and successfully applied a wide range of training materials in these areas and is working to ensuring decent working conditions by including relevant labour standards in tendering documents, and promoting the adoption and implementation of minimum basic labour policies and practices
- 76.** The programme promoted the principles of organization and negotiation in the rural and urban informal sectors through the introduction of community contracting procedures, which define the rights and obligations of all parties concerned. The main challenge here is to link up with large local investment programmes (generally funded by the development banks and the EU) with a view to influencing local planning, prioritizing resource allocation and promoting community-friendly implementation modalities. At the policy level, the programme has advised member States on how to set up employment and investment policy units in the ministries responsible for investment decisions (public investment programmes). Often, tripartite steering committees guide the work of such policy units.
- 77.** In the context of the InFocus Programme on Crisis Response and Reconstruction, the ILO undertook several rapid needs assessment and programme formulation missions and developed proposals to respond to the employment challenges of crisis situations in the Democratic Republic of the Congo, East Timor, Mozambique, Sierra Leone and Venezuela. To strengthen the ILO's capacity to provide technical assistance work in crisis contexts, the programme also developed a draft manual on rapid needs assessment and a set of modules for a generic ILO response.

### ***Regions***

#### **Africa**

- 78.** The ILO is implementing a number of programmes aimed at employment promotion for poverty alleviation. These include the Jobs for Africa programme, implemented in 16 countries, the Start and Improve Your Business programme, implemented in southern and eastern Africa, the PASMEC programme, implemented in western Africa, the Maghreb programme for micro- and small enterprise development, the ACOPAM project in western Africa, the ASIST (Advisory Support Information Services and Training for Labour-based Infrastructure, Construction and Maintenance) programme in southern and eastern Africa, as well as the COOPNET programme implemented in Western Africa and in Portuguese-speaking countries.
- 79.** A whole range of projects at the national level, supported by different donors, addresses the formulation of employment policy, poverty alleviation through job creation, and implementing strategies to promote micro- and small enterprises, etc.

- 80.** The ILO collaborates with a regional network of public works executing agencies (Agences africaines d'exécution de travaux d'intérêt public – AFRICATIP) to develop training initiatives centred on the application of employment-intensive methods in the construction sector and targeting SMEs. Assistance is also offered to constituents in designing and conducting employment-intensive rural and urban infrastructure projects of public or community interest.
- 81.** In Central Africa, where most of the countries have been or are affected by armed conflict, the establishment and reinforcement of information systems was pursued: country monographs on employment and training and an inventory of training and research institutes have been available. This information will form the basis of a subregional database.
- 82.** Employment policy support in southern Africa focused on labour market information systems and national employment and labour policies. The thrust of the activities has been on strengthening constituents' capacity to formulate and implement policies for employment promotion. Greater efforts have been made towards the establishment of a subregional labour market institute that would provide assistance to all countries in the subregion.
- 83.** ILO action in North Africa mirrors the great variety of economic and labour market situations in the subregion. In Morocco and Tunisia, activities focused on local micro- and small enterprise development, a labour market observatory, the training and economic integration of young school dropouts and of the disabled, and the social and economic reintegration of workers retrenched for economic or other reasons. In Sudan the focus was on supporting the preparation of the country's first human development report, and on a road rehabilitation project using the employment-intensive approach. In Algeria, a large-scale programme to help conceive and implement a strategy for employment protection and promotion has spanned training and apprenticeship policy formulation and implementation, labour administration, labour market information, labour-intensive works, micro- and small enterprise development and microfinancing. In Egypt, a comprehensive national employment programme was formulated through the establishment of working groups operating in five complementary areas: the establishment of a training fund, the modernization of employment services, the development of a labour market information system, the organization of emergency employment schemes, and the design and implementation of a strategy for the informal and small-scale sectors.

## The Americas

- 84.** One of the ILO's most successful contributions to promoting employment was in Central America, where its response to Hurricane Mitch's devastating effects emphasized the maximization of local employment opportunities, especially for women. Assistance was provided at the national level through labour-intensive infrastructure projects and at the local government level by supporting municipal authorities on labour-intensive reconstruction and the creation of productive employment through the development of small and micro-enterprises.
- 85.** The fourth phase of a Central American project in support of micro-enterprise programmes (PROMICRO), started in June 1999, aims at improving the quality of employment in terms of productivity, income and working conditions, and consequently the quality of life of self-employed persons and micro-entrepreneurs in the informal sector. This project, financed by the Netherlands, provides direct support to some 100 entities working with micro-enterprises. One of the most important results of this technical assistance has been the creation of COCEMI, a subregional organization formed by national micro-enterprise entities.

86. In the Andean countries, the opening up of economies has had serious implications for labour competitiveness and the qualifications demanded by enterprises. In that context the ILO has provided technical assistance to ministries of labour and national vocational training institutes. Support was also given for the formulation of employment policies, for example, on the impact of legislation reforms on employment, productivity, salary adjustment and the effects of the latter, especially that of minimum wages on employment.
87. As regards labour statistics, one example is the project on an information and labour analysis system (SIAL) financed by the Government of Panama. Under this project, the ILO has provided technical assistance to various national institutions in order to improve their methodology and the processing and publication of labour information, particularly regarding employment, unemployment and underemployment.
88. Within the framework of the resolutions adopted by the XIth Inter-American Conference of Ministers of Labour, CINTERFOR (the Inter-American Vocational Training Research and Documentation Centre) conducted an exhaustive survey of vocational training and educational experience in the region to promote closer relations between countries in conducting horizontal cooperation in this field.

## Asia

89. Examples of projects in the region include the support to employment policy development in Pakistan and Thailand; a project on employment generation in the informal sector in Bangladesh; and a project on decent work in the informal sector and rural industrialization in India. A labour force survey in Nepal has generated the country's first labour force statistics. In Viet Nam a project has been implemented to strengthen government capacity in managing foreign employment.
90. The Japan-funded Asian and Pacific Skills Development Programme (APSDEP) continues to provide various skill training programmes to Asian countries. The programme was refocused to respond to emerging issues in the priority areas identified at the High-level Tripartite Meeting on Social Responses to the Financial Crisis in Asia – employment services, labour market information and training for displaced workers, industrial relations, and women workers' rights and economic empowerment.
91. As regards employment-intensive programmes, a successful example is the labour-based rural infrastructure project implemented in Cambodia since 1992, which created millions of workdays in direct wage employment. The Cambodian authorities have officially taken the ILO labour-based appropriate technology as the preferred technology in rural development undertakings. Another example is the Philippines where, following the initiative by the ILO to promote the wider use of labour-based technology in the construction and infrastructure development sector, the President approved an Executive Order to make labour-based equipment-supported technology the country's first choice.
92. As regards enterprise development, projects in various countries have made strong achievements: the "Start and Improve Your Business" project in Viet Nam works with some 100 partner organizations in 14 provinces. In China two ongoing projects on urban and small enterprise reform are developing national guidelines for SME development.

## Europe

93. The ILO has provided the transition countries with a substantial volume of assistance in vocational training. Priority areas have been the introduction of the ILO's modules of employable skills methodology, the rehabilitation and development of the vocational

training system and the introduction of community-based training for self-employment and income generation.

94. A successful example is the Luxembourg-funded project in Bosnia and Herzegovina, where the ILO has provided assistance in the redevelopment of the Bihac Construction Training Centre, which was severely damaged during the years of conflict. The ILO has provided technical assistance for the design of training programmes and the development of curricula and teaching methodologies. The Centre now provides training for the unemployed, returning refugees and displaced persons in skills related to the building and construction sectors, and to war widows through service sector training programmes.
95. An example of ILO support to SME development in the region is the UNDP-funded project in Bulgaria, which focused on business promotion and support centres throughout the country. The results have included the creation of 50 new enterprises, the training of 600 business starters, the promotion of over 1,500 new jobs and close collaboration with the national employment service for the training of the unemployed. SME development activities also formed an important component of the assistance provided by the ILO to war-affected populations, including those in Bosnia and Herzegovina and Kosovo.
96. In the field of microfinance, the ILO has helped set up guarantee funds in Croatia. The funds offer credit at a preferential rate to people with little or no collateral, with a view to facilitating the return and reintegration of displaced and refugee populations. One of the key features of the guarantee funds is the involvement of local private banking institutions as development partners, thereby offering a good example of the matching of private sector interests with rehabilitation goals. In view of the success of the funds, the European Commission is financing their extension to other areas of the country. The Croatia Guarantee Agency is also planning to increase the leverage capacity of the funds, so that four dollars of credit can be advanced for each dollar contributed by an international donor.

### Arab States

97. The ILO organized a regional tripartite consultation on employment in September 1999. Its conclusions provided a framework for follow-up action, in particular with respect to employment policy, labour market information systems, poverty alleviation, the informal sector, gender and employment, social dialogue and employment, skills development and the development of micro- and small enterprises. The ILO supported a wide range of activities in these areas.
98. During 2000 three comprehensive inter-sectoral missions were carried out in the West Bank and Gaza, in southern Lebanon and in Iraq in order to identify development cooperation needs and projects. An ongoing project in the West Bank and Gaza included the establishment of the Sheikh Khalifa Vocational Rehabilitation Centre, the programme for the rehabilitation and reintegration of ex-detainees, and the integrated small enterprise development project at the Chambers of Commerce and the Palestinian Employment Programme.

### 3. Social protection

99. The main thrust of the social protection sector has been to *enhance the coverage and effectiveness of social protection for all*. This objective embraces more explicitly the extension of social protection to the widest possible range of workers, both those working in large, modern enterprises and those working in atypical forms of employment, without discrimination on grounds of sex or country of origin.

- 100.** Activities aimed at the *promotion of labour standards* give priority to advocacy work and related activities such as campaigns for the ratification and adoption of Conventions, codes of practice and guidelines, the development of websites, and the production of films. One example of promoting international labour standards through technical cooperation is a project launched in pursuit of the ILO objective of promoting the non-discriminatory treatment of migrant workers. Contributions were obtained from major European and North American countries for the empirical assessment of the extent of discrimination faced by migrant workers gaining access to employment. This exercise led to increased awareness among constituents of the severity of the discrimination problems that have emerged in many countries and have led to concrete outputs such as the recent legislation on immigration in Spain, and the government proposal for the reform of integration policies in Denmark.
- 101.** Hazardous occupations, such as gold and coal mining, agriculture, construction and silicosis were programme priorities. Human resource and capacity-building projects were undertaken in construction, fishing, and mining. ILO materials translated and adapted to the local situation, guidelines, training and action programmes initiated and produced by local expertise have had a large and positive impact on working conditions in these fields. ILO/DANIDA multi-bilateral technical cooperation programme activities concentrate on the development of national action programmes, the promotion of international labour standards, and support for programmes in hazardous sectors or types of activity.
- 102.** Another objective of the sector concerns *extending the scope of social security coverage* to a larger number of unprotected persons and in respect of a wider range of contingencies. The global programme STEP (Strategies and Tools against Social Exclusion and Poverty), financed by Belgium and Portugal, aims at combating social exclusion and extending social protection and primary health care coverage to those currently excluded from social protection services, as well as those likely to becoming excluded. Advisory services and capacity-building activities were carried out in 22 countries. In social security activities in general, the demand is increasing for *technical advisory services* and, in parallel, the demand for *transfer of skills*, particularly ILO models and training programmes. Projects are taking a more participatory approach that involves groups of national experts in the analytical and policy formulation work. Nearly all technical advisory missions or projects have a major training component aimed at the transfer of technology to the recipient countries.
- 103.** The InFocus Programme on Socio-Economic Security develops policy frameworks that help provide *basic work-based security to all citizens*. The programme has been developing a sound knowledge base, the key element of which is a database on socio-economic security. In collaboration with the UNDP and the Ukrainian Bureau of Statistics, people's security surveys (PSS) and enterprise labour flexibility and security surveys (ELFS) are being conducted in the Ukraine. In collaboration with the Department of Labor, the Asian Development Bank is supporting the execution of the ELFS in the Philippines, with a particular emphasis on gender issues.
- 104.** The InFocus Programme on SafeWork aims at creating *worldwide awareness of the dimensions and consequences of work-related accidents, injuries and diseases*; to place the health and safety of all workers on the international agenda; and to stimulate and support practical action at all levels. SafeWork focuses on hazardous work and gives primary attention to workers in especially hazardous occupations in sectors where the risks to life and safety are manifestly high. Specifically, the progressive awareness-raising and improved procedure initiatives undertaken by inter-ministerial task forces have brought improved legislation into effect in China, Viet Nam and the SADC countries.

- 105.** The new ILO *Encyclopaedia of Occupational Health and Safety*, now available on CD-ROM and translated into several languages, is used in technical cooperation programmes to enhance practical understanding of modern OSH means and practices.
- 106.** The impact of the *HIV/AIDS pandemic on labour and work force practices* was the subject of discussion in multiple forums. This resulted in a Platform for Action on HIV/AIDS in the context of the world of work in Africa,<sup>3</sup> as well as a High-level Meeting on HIV/AIDS and the World of Work during the 88th Session (June 2000) of the International Labour Conference. It is anticipated that the recently signed Cooperation Framework Agreement between the ILO and UNAIDS (Joint United Nations Programme on HIV and AIDS) will foster further UN collaboration on HIV/AIDS

## Regions

### Africa

- 107.** Working conditions, social protection and the situation of the health and safety of workers is precarious in most African countries, particularly the rural and informal sectors. The increasing widespread use of new technologies, chemicals and pesticides and rising levels of pollution and environmental degradation have worsened the situation. In the modern sector, the lack of respect of minimum security standards at the workplace increases the risk of accidents.
- 108.** The STEP programme, based in Dakar, has been in operation since 1998. Manuals and guides on health mutual benefit systems were published by the Turin Centre and ACOPAM to promote health protection in rural areas and the informal sector. STEP-Portugal, funded by Portugal and covering activities in the Portuguese-speaking African countries, was launched in March 2000.
- 109.** Requests for technical assistance in the financial evaluation of social security schemes, particularly pensions, have substantially increased. Financial evaluations, coupled with studies on the compliance of legislation, are ongoing or have been completed in several countries (Côte d'Ivoire, Burkina Faso, Senegal, Rwanda). In order to reinforce national autonomy and competencies, training on ILO tools and a study tour to the Turin Centre were provided for participants from several countries including Niger, Senegal, Côte D'Ivoire, Burkina Faso, Rwanda, Burundi and the Democratic Republic of the Congo.
- 110.** In Egypt and Sudan, reviews of social security systems have taken place and recommendations for widening their scope and improving their sustainability and delivery have been formulated accordingly. Similar assistance was also provided in Morocco, Tunisia and Algeria.
- 111.** Tripartite structures, including representative groups of the informal sector, have been set up in Benin, Cameroon and Gabon in order to help the rehabilitation of existing schemes and to assist the non-formal sector. Joint ILO/World Bank projects to rehabilitate social security institutions are ongoing in Cameroon and in Gabon.
- 112.** As regards institutional capacity building, regional workshops were organized on the good governance of social security schemes in Madagascar, and on the modernization of social security management tools in Mauritius.

<sup>3</sup> [www.ilo.org/public/english/standards/relm/gb/docs/gb277/gb-4.htm](http://www.ilo.org/public/english/standards/relm/gb/docs/gb277/gb-4.htm). See also GB.279/7.

- 113.** The DANIDA-funded project, *Security and Hygiene at Work*, helped support the Forum of National Committees of Security and Hygiene (Cotonou), the Audio-Visual Symposium on the Prevention of Risks at Work (Niamey) and the Forum on Initiative and Creativity (Ouagadougou), as well as the training of labour inspectors in their universities. In Central Africa the same project has focused on the training of health staff, health inspectors and the social partners.
- 114.** An international tripartite forum on the promotion of ILO Conventions dealing with occupational safety and health issues was held in Tunis in April 2000. Governmental and social partners' institutions in Egypt, Morocco, Tunisia and Sudan also received individual support to upgrade either specific technical skills or their OSH systems as a whole.
- 115.** In central Africa assistance has been provided to the social security schemes in Rwanda and the Democratic Republic of the Congo to help them analyse financial and organizational systems and computerize major transactions.
- 116.** A series of activities has been undertaken in southern Africa to provide for more and better protection at work in order to reduce the number of fatal and disabling work accidents and diseases.
- 117.** The problem of HIV/AIDS has reached alarming proportions. Infected people are often victims of discrimination, particularly in the workplace and when trying to access employment. In recognition of the national and international implications of the HIV/AIDS pandemic, a workshop was held in Windhoek in September 1999 to examine the problem within the context of the world of work. A Platform for Action on HIV/AIDS was the major output of the meeting, and was adopted by the Ninth ILO African Regional Meeting in December 1999 and endorsed by the ILO Governing Body in March 2000. The goal of the Platform is to apply a "social vaccine" for prevention and protection.<sup>4</sup>

#### The Americas

- 118.** Under the scope of STEP, and in the light of a PAHO/ILO (Pan American Health Organization) Agreement, the Andean Office is implementing several activities to extend social protection to excluded groups. Studies on micro-health insurance programmes have been made for Bolivia, Venezuela, Peru, Ecuador and Colombia.
- 119.** The Ministry of Labour of Cuba requested technical assistance to train officials of the Department of Social Security on the ILO model for pensions. This is the first of a three-stage training programme whose aim is to provide practical training for students following the completion of an actuarial graduate diploma at the University of Havana.
- 120.** In view of the high number of accidents in the forestry sector in Uruguay, the ILO provided technical assistance to establish action lines and strategies for prevention. The Government approved a decree respecting conditions of work, safety and health in the forestry sector, and the ILO has been requested to assist in its implementation.
- 121.** The WISE (work improvements in small enterprises) methodology, which aims to increase productivity and improve working environments, has been promoted throughout the region through seminars and training workshops.

<sup>4</sup> GB.277/4.

122. One project aims to improve the conditions of life and work of women in export processing zones (EPZs) in Central America. Through various training activities, awareness of the importance of action to improve the working and living conditions of women workers in EPZs has been raised with government authorities

## Asia

123. Work on social protection has included the promotion of occupational safety and health, the improvement of employment and working conditions, and the development of social safety nets and social security systems.
124. A large number of activities were undertaken in China and Viet Nam through the ILO/DANIDA interregional programme on occupational safety and health. In the Lao People's Democratic Republic, a new programme country, the focus is on strengthening the institutional capacity of the social partners in occupational safety and health issues at the workplace. In Nepal, a country project is ongoing to strengthen the National Occupational Safety and Health Centre of the Ministry of Labour. The ILO also helped Malaysia to formulate a project proposal for UNDP funding.
125. The ILO is implementing a project on HIV/AIDS education for workers in Pakistan. A six-year project for India on a tripartite response to HIV/AIDS prevention in the world of work has been developed and will begin in early 2001 with funding from the US Department of Labor. In Cambodia, a project was implemented successfully on mainstreaming the disabled into national vocational training policies and programmes on employment services. A similar project proposal has been formulated for Indonesia.
126. The scope and instruments of social security systems in member countries have been broadened substantially. In Lao People's Democratic Republic, the National Assembly adopted a decree, developed under the social security project, to extend social insurance coverage to workers in private enterprises, and a national independent board is being created to manage the funds and operations of the new scheme.
127. The ILO assisted Malaysia in implementing a UNDP-funded social protection reform project.
128. In Viet Nam, a project on social protection development and training, completed in early 2000, has established a legislative and organizational framework for policy formulation and the operation of a social security system. In the Philippines, the ILO assisted the social security system in developing a new manual for a social security disability programme.
129. Through two small projects funded by UNDP, the ILO assisted Tonga in establishing a national provident fund scheme.
130. Regular budget technical cooperation funds (RBTC) have been used to finance most country-level training and workshops on employment insurance and social security legislation. Several training courses on social security systems were organized specifically for workers' organizations in South Asia.
131. Following the financial crisis in Asia, unemployment insurance schemes are being established in several countries, especially by the trade union organizations in Thailand and Malaysia; assistance was rendered in terms of technical advisory services in policy analysis and a feasibility study.
132. STEP has been in operation in China, Mongolia, the Philippines, Thailand, Bangladesh, India and Nepal. In collaboration with the WHO (World Health Organization) and several

other international organizations, it has focused on social security, micro-insurance, cooperatives, women's employment, and indigenous and tribal peoples.

#### Arab States

- 133.** Within the framework of the Interregional Programme on Managing Safety in Hazardous Occupations, funded by DANIDA, a national project on occupational safety and health in agriculture has been implemented in collaboration with the General Organization for the Exploitation and Development of the Euphrates Basin in the Syrian Arab Republic. This project aims at protecting the lives of 25,000 workers and their families from the hazards associated with agriculture.
- 134.** Two national seminars were organized in Lebanon on occupational medicine and on training trainers in occupational safety and health to create national awareness of the gravity of work-related accidents, injuries and diseases, to underscore the importance of basic protection for all workers in conformity with international labour standards, and to enhance the institutional capacity of member States to design and implement effective preventive and protective policies and programmes.

#### **4. Social dialogue**

- 135.** The programme of the Social Dialogue Sector promotes the recognition of social dialogue as a fundamental means to achieve decent work objectives. Increasingly, both RBTC and extra-budgetary funded activities are being oriented towards implementing the three operational objectives of:
- promoting social dialogue as an instrument of building consensus and reinforcing democratic governance;
  - strengthening the institutions, machinery and process of social dialogue;
  - strengthening the representation, capacity and services of the parties to social dialogue.
- 136.** In addition to promoting sound labour relations systems and practices and the strengthening of the parties to social dialogue, the new approach to technical cooperation seeks to highlight social dialogue as one of the best means to address socio-economic issues nationally, regionally and globally.

#### ***Recognition of social dialogue***

- 137.** The promotion of social dialogue as a means to prevent and resolve conflicts and as an instrument for democracy was the central objective of a number of projects. For example, a project funded by Belgium (PRODIAF) on the promotion of social dialogue in French-speaking African countries is being carried out in Benin, Burkina Faso, Côte d'Ivoire, Niger and Togo. A project funded by Italy in Bosnia and Herzegovina on the promotion of social dialogue provides similar assistance on consultation at the national level.
- 138.** Promoting social dialogue requires strengthening the capacity of the social partners to address the socio-economic issues related to the ILO's other strategic objectives.
- 139.** For example, all activities carried out by the Bureau for Workers' Activities included elements promoting international labour standards. This provided constituents with

practical tools to promote and safeguard basic human and trade union rights, resulting in the demonstration of increased vigilance by trade unions and the use of ILO machinery for monitoring the application of international labour standards, in particular the eight core labour standards under the Declaration. ACT/EMP was also involved in promoting the ILO Declaration with the organization of a workshop on the Global Compact Principles and the ILO Declaration: Exploring Developing Country Business Directions.

140. Both employers' and workers' organizations have been active in combating child labour. ACTRAV's activities included campaigns for the ratification of Conventions Nos. 29, 138 and 182. Similarly, for ACT/EMP several programmes under a project funded by Norway involved sectoral employers' organizations, counselling and training in Africa, Asia and Latin America.
141. Seeking to raise workers' awareness of the importance of enhanced occupational safety and health and related environmental issues, in addition to providing training on the functioning of joint safety and health committees, has been an important objective of ACTRAV's activities. In Africa awareness raising with regard to the consequences of HIV/AIDS was dealt with both specifically and in connection with general workers' education activities. In Asia the issue of social security was highlighted by the Asian financial crisis, and a number of activities conducted by ACTRAV helped trade unions in Asia analyse the current situation and develop their policies. Social protection for workers in the informal sector was also addressed, and a DANIDA-funded project has helped trade unions in Indonesia, the Philippines, and Viet Nam to formulate trade union policies in dealing with the informal sector.
142. A DANIDA/RBTC project involved 15 employers' organizations from all regions of the world in a training programme for safety and health focal points in employers' organizations. The training was conducted by the Irish Business Employers' Confederation, which also provided a module on developing occupational safety and health services in employers' organizations.
143. Through an interregional project financed by the Government of Finland and in cooperation with the FAO, the ILO has been able to respond to requests for the formulation of national codes on forestry in several countries. A tripartite committee in Latvia has prepared national safety regulations based on the code. A tripartite committee in the Czech Republic is using it as a source and is expected to send regulations to Parliament for approval in the year 2000. The application of the ILO Code of practice on safety and health in forestry work at the national level was also boosted when the FAO Forestry Commission for Asia and the Pacific adopted a regional code of forest harvesting practice in December 1999 which uses the ILO code as the authoritative source for advice on safety and health. The regional code is being adopted by a growing number of countries in the region. The adoption and promotion of the Code is a good example of how the ILO can respond to urgent needs in member countries through a mutually reinforcing combination of sectoral expertise, international tripartite meetings, published guidelines, advocacy, social dialogue between national constituents in the sector, advisory services, regular and extra-budgetary resources and partnerships with other international organizations.

### ***Strengthening the institutions of social dialogue***

144. A number of projects, together with advisory services, continued to focus on strengthening the institutions of social dialogue. For example, an ILO/Japan project on the promotion of shopfloor/enterprise labour-management cooperation and consultation in Asia has been a permanent feature of technical cooperation in the region.

- 145.** ILO/Norway projects on the promotion of tripartism and social dialogue are ongoing in Africa, Asia and Latin America. The projects are designed to promote and strengthen mechanisms for dialogue between the State and civil society as well as tripartite machinery. The promotion of gender issues and participation of women in the process of consultation and dialogue at all levels has been one of the main objectives of the projects.
- 146.** A project financed by Switzerland to advance social partnership in promoting labour peace in southern Africa started as a pilot project in 1998, covering Lesotho and Namibia. The project has extended its activities to Botswana and Swaziland for a duration of three years. The project aims to build modern labour dispute prevention and settlement machinery in each country.

### ***Strengthening the parties to social dialogue***

#### Strengthening employers' organizations

- 147.** The changes employers' organizations would have to make to ensure their relevance in the global economy were discussed in the International Symposium on the Future of Employers' Organizations in Geneva<sup>5</sup> and at symposia on competitiveness in Kenya and India.
- 148.** Particular attention was paid to occupational safety and health. Service packages for employers were provided by the Irish Business Employers' Confederation during an interregional training programme and were implemented worldwide (see paragraph 143).
- 149.** Gender equality appears prominently in the training programmes developed, for example, in Kenya and Peru.
- 150.** At the regional level, the technical cooperation programme in Africa focused broadly on strengthening the management of employers' organizations; helping employers' organizations to support small enterprise development (especially in raising finance and training managers) and to expand the small enterprise membership base of the organizations; integrating the informal sector in the formal sector; and reorienting the strategic objectives and directions of the organizations.
- 151.** Under a DANIDA-funded project, a training centre in the employers' organization in Mauritania was created, through which entrepreneurs could acquire skills and knowledge, particularly in business management. In Mali, Mauritania and Senegal, the employers' organizations established cells within their secretariats to provide specialized assistance to small enterprises. In Cape Verde, Benin and Kenya, the employers' organizations were assisted in 1999 to review their overall function, role and services.
- 152.** In Asia, the main areas of technical cooperation were in strengthening capacity for policy analysis and lobbying, institutional capacity building, training, and industrial relations/human resource management and development. Assistance was given on these issues in China, Mongolia and Viet Nam to encourage employers' organizations to play an independent role in a market economy. Assistance was also provided on labour law and practice, collective bargaining and negotiations in those countries.

<sup>5</sup> GB.276/TC/4.

- 153.** Capacity-building programmes on labour relations were organized for employers' organizations in Thailand, Indonesia and Pakistan. In the Philippines assistance was given to develop the employers' organization's research capacity and expand its training capabilities. Advisory services were also provided in Sri Lanka, supported by a training package funded by DANIDA on human resource development for adjustment at the enterprise level. Several training workshops on leadership management were held at regional level in 1999.
- 154.** In Latin America, through staff training and strategic planning, the programmes focused on addressing previously identified weaknesses of employers' organizations, such as weak institutional bases, communication problems leading to an inability to project a solid image, and the absence of medium- and long-term planning. Other activities to strengthen the institutional base of employers' organizations included assistance to the employers' organizations in Nicaragua and Panama. The employers' organizations of the Andean subregion also benefited from a programme on leadership and communication. In Guatemala and Honduras employers received assistance and were associated in the development of proposals to reform the Labour Code. In Nicaragua, Bolivia, Ecuador, Peru, Paraguay and Uruguay representatives of organizations were assisted in reflecting on globalization issues, including the challenges of social security and innovative management.
- 155.** In the Caribbean, enterprise-based productivity improvement, human resources development, and SMEs were the main focus of technical cooperation. A subregional round table also discussed globalization, competitiveness, human resources development and industrial relations.
- 156.** In Europe, advice was given to employers from Bosnia and Herzegovina and Romania on how to set up a representative organizational structure. In countries such as Bulgaria, Croatia and Estonia, the emphasis was on the development of services that would attract enterprise interest.

#### Strengthening workers' organizations

- 157.** ACTRAV carried out training programmes and provided advisory services specifically aimed at enhancing workers' organizations' participation in and contribution to development. The activities led to the increased participation of workers' organizations in tripartite consultations and helped them to contribute more effectively in discussions on the social consequences of structural adjustment programmes and globalization.
- 158.** In Africa important technical cooperation projects on the general strengthening of workers' organizations were carried out in Eritrea, Uganda, Mozambique, South Africa (farm workers, labour legislation) and Zambia (rural women). In addition, a regional workshop was held on strengthening tripartism and social dialogue. Training was also provided for trade union representatives to take an active part in the activities of the social dialogue projects funded by Belgium (PRODIAF and PRODIAL – Promoción del diálogo social en los países africanos de lengua portuguesa).
- 159.** In Asia the capacity building of trade unions was necessary in transition countries such as Cambodia, China, Lao People's Democratic Republic, Mongolia and Viet Nam where trade unions need to enhance their capacity in order to function effectively in a market economy. A DANIDA-funded project helped trade unions in India, Mongolia, Nepal, and Sri Lanka to introduce modern management concepts and strategic planning in the running of their organizations. Other activities for the strengthening of trade unions dealt with such subjects as the organization of rural workers, trade union policies on women workers, and the use of modern technology in trade unions, including distance learning techniques.

- 160.** In Latin America and the Caribbean capacity building aimed at strengthening social dialogue for trade unions in Costa Rica, Panama, Colombia, Venezuela, Bolivia, Peru, Chile and Mexico. Technical support was given to the Coordinadora de Centrales Sindicales del Cono Sur (CCSCS) to strengthen their participation in the tripartite bodies of MERCOSUR. In Venezuela the tripartite national vocational training institution (INFI) was established under this programme. A series of workshops to introduce modern management concepts and strategic planning in running trade union organizations and training of trainers in social dialogue was conducted under projects funded by Spain (AECI – Agencia Española de Cooperación Internacional) and the European Union.
- 161.** In the Arab States, two DANIDA-funded projects provided support for the general strengthening of Lebanese trade unions and training in collective bargaining for Egyptian trade union representatives. In Central and Eastern Europe, three projects funded by the Netherlands, Norway and Finland supported the general strengthening of workers' organizations and the introduction of new skills and capacity through information technology, in cooperation with the Turin Centre.
- 162.** Thanks to an interregional project funded by Italy, ACTRAV has also embarked on activities aimed at enabling trade unions to take advantage of the new communication technology and provide them with access to information, including ILO databases.
- 163.** ACTRAV provides assistance to trade unions to advise and help vulnerable groups of workers and workers in precarious situations. DANIDA-funded projects in French-speaking Africa and selected ASEAN countries in Asia on strengthening trade unions' capacity to support workers in the informal sector were successfully launched in 1998. These two projects, together with a high-level international symposium on Trade Unions and the Informal Sector,<sup>6</sup> constituted ACTRAV's main efforts in this area.
- 164.** Assistance to rural workers' organizations is a major priority area of ACTRAV. Four projects – two in Africa, one in Asia and one in Central America – were important elements in ACTRAV's assistance to rural workers and to women in the agricultural sector.
- 165.** Special attention was also paid to assisting workers in export processing zones, where basic trade union rights are often severely restricted and the enforcement of national legislation is inadequate.

### Strengthening governments

- 166.** A number of projects were implemented with a view to strengthening government capacity to create an enabling environment for social dialogue and to participate in dialogue with government employees. Support has been provided for improved national legal frameworks and improved institutional frameworks.
- 167.** At the subregional level, the interest of French-speaking African countries in presenting a uniform regulatory labour law front to investors, in parallel with the harmonization of economic policies, has led to funding by France of the labour law reform activities of the l'Organisation pour l'Harmonisation en Afrique du Droit des Affaires (OHADA, RAF/99/MO4/FRA).

<sup>6</sup> GB.277/STM/5.

168. In the field of labour administration, a project in Guinea analysing the central administration of the Ministry of Labour and the Public Service and strengthening and mobilization of management training has studied the structure and operation of labour administration bodies; a similar process was carried out in Senegal, Benin and Burkina Faso.
169. In the Americas, a flagship project on modernizing labour administrations in Central America (MATAC) has entered its final stages covering Belize, Costa Rica, the Dominican Republic, El Salvador, Guatemala, Honduras, Nicaragua and Panama.
170. The countries concerned received support in the reorganization of the ministries responsible for labour administration, in the improvement of their management, and in the training of management staff and officials. With the participation of the social partners, two countries have amended the legislation applicable to governing their ministries.
171. In Asia, a number of projects combine classic labour law reform with reform of labour administrations. Indonesia is an example mentioned previously. In Europe, an ILO/Italy-funded project to assist Bosnia and Herzegovina works along the same lines.

## **Regions**

### **The Americas**

172. Following the signature of the Social and Labour Declaration by the Presidents of the MERCOSUR countries, the ILO has provided assistance to the Social and Labour Commission established as the mechanism for applying and promoting labour rights within the framework of the subregional integration process.

### **Africa**

173. The ILO organized a High-level Regional Symposium on Social Dialogue in October 1999 in Addis Ababa at the request of the Labour and Social Affairs Commission of the Organization of African Unity. The symposium, which was attended by tripartite delegations from 20 African countries and representatives of donor countries, brought out the importance of social dialogue both as a means and as an end in itself in the development process.
174. Among the main programmes executed by the ILO to reinforce social dialogue and tripartism are the PRODIAP and PRODIAL programmes mentioned above. These have now reached a stage where lessons can be learned: one important finding is that the political will of the countries' highest authorities to promote social dialogue and fulfil its commitments is essential to the achievement of long-lasting results. Such political will is particularly expressed by strengthening the capacity of civil servants from ministries of labour; consolidation and improvement of the mechanisms of tripartite consultation; collective bargaining and settlement of labour disputes; involvement of the social partners in the formulation of economic and social policies; and the allocation of financial and logistical resources to tripartite cooperation structures.
175. In Sahelian and North Africa PRODIAP is helping the social partners revitalize social dialogue and upgrade their labour administrations.
176. In Central Africa, where as a result of economic crisis and conflicts social dialogue structures are hardly operational, the ILO is facilitating discussion between employers and workers and between them and the Government.

- 177.** As the result of the positive work of South Africa's Commission for Conciliation, Mediation and Arbitration (CCMA), facilitated by the ILO/Switzerland project on social dialogue and national economic development and the Labour Advisory Council (NEDLAC), other countries have shown an interest in replicating these structures.

#### Asia

- 178.** To strengthen the capacity of the social partners in relation to social dialogue, a number of workers' education activities has been carried out, covering most developing countries in the region. Generally such programmes provided assistance in integrating women members into the mainstream of workers' organizations and strengthening trade union action and support for workers in the formal and informal sector. A country project has been successfully implemented in India, for example, with an impact on the increase in women's membership, as evidenced in the growth of the membership rate by almost 1,000 members each year. Today some unions have at least 60-70 per cent women members. Gender issues have been taken up seriously and fully fledged women's committees are now part of union structures. These achievements are the results of empowering women, through various training programmes, to strengthen their relative position in the organizations.
- 179.** In Cambodia, the trade union movement has also been assisted in various functions of workers' organization through a project funded by DANIDA. Consequently, the union membership has increased by over 10 per cent; collective bargaining is being exercised actively; and new departments have been set up to serve members. The importance of the collection of union dues has been acknowledged, paving the way for a future independent trade union movement in Cambodia. In Mongolia, with RBTC funding, capacity building in collective bargaining for trade unions has had an impact on the increased number of collective agreements and improvements in their scope. A project on trade union participation in a social safety net programme is ongoing in Indonesia to increase the social partners' role in monitoring a World Bank loan programme in the country.
- 180.** Employers' activities have been undertaken mainly within the framework of the DANIDA-funded interregional project to strengthen the role and functions of employers' organizations in management and member servicing, and in effective participation in the tripartite process and public policy formulation. In India, the project has helped employers' organizations to design policies and programmes to encourage gender equality in employment and to increase the participation of women managers.
- 181.** To promote social dialogue at the workplace, a subregional project covering South Asian countries and Viet Nam (SAVPOT) has been in operation since 1998. The second phase of activities focuses on the promotion of bipartite consultation at the enterprise level. Another regional project on industrial relations and globalization, under the ILO/Japan programme, is in its final year of implementation.

#### Arab States

- 182.** A DANIDA-funded project in Lebanon, which was designed to strengthen the capacity of workers' organizations to provide workers' education, was implemented and completed.
- 183.** With respect to employers' activities, efforts focused on strengthening the role of employers' organizations in private sector development.
- 184.** As regards labour administration, a programme to strengthen the organizational and managerial capacities of the labour department of the Palestinian Authority was implemented with a view to improving planning and evaluation policy.

## 5. Gender equality

185. The ILO's policy on gender issues comprises two integrated components: gender concerns are mainstreamed into all programmes, including technical cooperation projects and activities; and targeted interventions directed at either women or men – or both – are designed to narrow existing gaps in gender equality and thereby overcome the consequences of past discrimination. The following selected operational activities are highlighted.

### *Women and poverty*

186. An increasing number of poverty alleviation projects aim at mitigating the social consequences of economic reforms and restructuring, financial and economic crisis, conflicts and natural disasters. There has been considerable flexibility in redirecting the substantive or geographical focus of certain programmes, for example to include women affected by the crisis in Asia as a special target group. Activities in post-conflict situations have broadened their scope and shifted their emphasis from ex-combatants towards households, offering packages that include women and children.

187. The global programme on strategies and tools against social exclusion (STEP) promotes the extension of innovative social protection measures for the most vulnerable groups and aims at reaching men and women workers insufficiently protected by existing social services. The main lesson learned from STEP's activities is that unless women are included at the earliest stage of the planning process, they become increasingly invisible at each subsequent stage. STEP approaches the inclusion of women and gender concerns by ensuring that all staff are sensitive to gender issues, by identifying and constructing relevant achievement indicators for gender-related activities, and by fully monitoring the gender mainstreaming process.

188. Within the framework of the former international small enterprise programme (ISEP), services were provided to improve the design and effectiveness of women's enterprise development programmes in Arab countries and in African and European countries emerging from conflict.

### *Education and training of women*

189. In Latin America, a regional programme on strengthening technical education and vocational training for low-income women, financed by the Inter-American Development Bank, started in 1998. It combines the systematization and dissemination of information and material on the topic; technical advisory services for the national vocational training institutes involved; and cooperation between relevant ILO units and institutions dealing with gender and employment issues at the national level, especially with the productive sectors.

### *Women and the economy*

190. National action plans have been formulated in several countries under the International Programme on More and Better Jobs for Women; some of these activities are aimed at ensuring that women's productive employment leads to the reduction of child labour, combating the trafficking of women and children into exploitative forms of labour, and bringing overall improvements in family welfare and poverty alleviation.

- 191.** An interregional programme on employment promotion for women in the context of economic reform and restructuring addresses the impact of economic globalization on women workers. The programme has improved the awareness, understanding and knowledge among governments, employers' and workers' organizations, women's associations and other non-governmental organizations regarding the gender-differentiated impacts of restructuring on employment.

### ***Women in power and decision-making***

- 192.** Training activities carried out through the interregional project on the promotion of women in private sector activities through employers' organizations have helped women entrepreneurs and those working in companies develop self-esteem and confidence and encouraged them to take on challenges and compete for promotion. The project also drew attention to the core ILO Conventions on equality issues in employment and advocated the ratification of the Conventions among national employers' organizations.
- 193.** Projects addressing the empowerment of women workers through trade unions concentrated on a few combined strategies: awareness raising among both male and female trade union leaders; building organizational capacity; focusing on the training of women activists to take leadership roles; and ensuring that women participate in and benefit from all activities launched by the project. This was the case, for example, in a regional project on workers' education assistance to strengthen trade union action on women workers with a view to eliminating child labour, implemented between 1995 and 1999 in selected South-East Asian countries.

### ***Human rights of women***

- 194.** The project on training and information dissemination on women workers' rights, initiated in 1996 and completed in 1999, operated in ten countries (China, Egypt, Hungary, Mali, India, El Salvador, Suriname, Ukraine, Viet Nam and Zimbabwe). The project showed the need to build a knowledge base on the rights of women workers in ILO member States and partner organizations in the light of international labour standards. A wide tripartite consensus on priority issues concerning the promotion of women in employment was achieved. This provided a useful contribution to the design and implementation of the national action plans as follow-up on the Fourth World Conference on Women (Beijing, 1995).

### ***Women and the environment***

- 195.** Emphasis is placed on safety in hazardous occupations, the fight against occupational diseases, and improving productivity and the working environment. Activities such as awareness raising, training of trainers courses, and industry-level workshops for entrepreneurs were carried out in Asia (Mongolia and the Philippines), Africa (Ghana, Mauritius, Nigeria, Seychelles, United Republic of Tanzania and Uganda) and Central and South America (Chile, Costa Rica, El Salvador, Haiti and Uruguay).

### ***The girl child***

- 196.** IPEC mixes preventive and curative solutions with immediate focus on the worst form of child labour. In order to tackle problems from a gender perspective, key partners are being provided with an improved understanding of the special situation of the girl child, as well as of the linkages between child labour and the employment of women.

## ***Strengthening employers' and workers' organizations***

- 197.** Technical cooperation on the strengthening of employers' and workers' organizations paid particular attention to gender issues. Three programmes on gender equality and employers' organizations were organized by ACT/EMP in Kenya, Peru and the Seychelles. ACT/EMP also formulated a series of indicators to help its field-based employer specialists measure positive change as they help employers' organizations promote gender equality. The categories of possible intervention in relation to institutional capacity, policy, representation, information dissemination, and specific training initiatives give an insight into what some employers' organizations have already done in previous gender-specific projects and which can be used in ongoing and future projects.
- 198.** The integration of women in ACTRAV's technical cooperation programme has been a priority concern for all activities. While it was appropriate in some cases to establish women-specific activities, the programme sought in general to maximize the active involvement and participation of women workers and to include gender and equality concerns in all its activities. Efforts were made to ensure adequate gender representation in all project activities. Project personnel were required to keep systematic data on women's participation in all project activities. Good progress has been noted not only in the gender-specific project for rural women in southern India, but also in mainstream projects. Nearly all other projects reported that women's participation, although not satisfactory, had improved throughout project implementation.

## **6. Turin Centre**

- 199.** The overall volume of training activities implemented by the Turin Centre reached approximately \$25.9 million in 1999, compared to \$22.5 million in 1998. The total number of participants in the training programmes also increased, from 6,523 in 1998 to 8,070 in 1999. There were 1,713 participants from Africa; 759 from the Americas; 1,195 from Asia and the Pacific; 622 from Arab States; 2,650 from Europe (EU); 779 from the rest of Europe; and 713 international civil servants. Over 37 per cent of participants were women. The number of participant/days increased from 70,562 in 1998 to 117,459 in 1999. Following this substantial growth of the programme, forecasts for 2000 point to a similar performance. The total of 8,070 participants in 1999 came from approximately 170 different member countries.
- 200.** In 1999 the Centre reorganized its training department so as to ensure greater coherence between training curricula and enhancing their relevance to the strategic objectives of the ILO. The number of participants in 1999 by strategic objective was as follows: Strategic Objective No. 1 – 518; Strategic Objective No. 2 – 4,888; Strategic Objective No. 3 – 285; Strategic Objective No. 4 – 706; Cross-sectoral programme – 1,044; UN Staff College – 629.
- 201.** Of the 385 group training activities implemented in 1999, 137 activities (i.e. 36 per cent of the total) were conducted in the field in collaboration with ILO offices and multidisciplinary teams and/or national training institutions. The criteria for implementing activities on or outside the Turin campus are essentially related to cost-effectiveness, the origin and level of participants and the content of the programme. The Centre implements a small but growing portfolio of training projects, delivered entirely at distance through the use of information technology. This new facility enables the Centre to reach out to participants who do not have the time or resources to spend extended training periods abroad.

202. Implementation of the Centre's training programme was made possible by a variety of funding schemes, which included grants from multilateral and bilateral donor agencies, participation in international competitive bidding and direct contributions from the recipient countries themselves. Large training programmes were financed or co-financed directly, for example, by the Governments and national institutions of China, the Russian Federation, Egypt, Brazil and Argentina. The Centre has also adopted a systematic policy of using resources – notably financing from Italy and the ILO – as seed money to generate additional activities. Through this mix, the Centre attempts to maintain a balance between market demand and the dissemination of the ILO's principles and policies. The table below shows the breakdown of income by funding source in 1999.

Source of funding	\$ ('000)
ILO/RBTC	3 932
ILO (various)	43
ILO/UNDP	510
UNDP	200
UN (various)	1 121
World Bank	854
Italy (Ministry of Foreign Affairs)	4 578
Italy (various)	1 928
Other multi-bilateral donors	3 840
European Union	5 393
Direct trust funds	1 573
Others	1 933
<b>Total</b>	<b>25 905</b>

203. It is difficult to provide a complete summary picture of the Centre's 400 or so training activities every year. Most of them are of only a few weeks' duration, although the Centre is also responsible for the implementation of a few long-term training projects. Long-term field projects implemented in 1999 and 2000 include the following subjects:

- the promotion of international labour standards and human rights (Pakistan, financed by NORAD; Albania, financed by Italy);
- employment and labour market policies (Algeria, financed by UNDP; Italy, financed by the European Union);
- management of vocational training systems and institutions (Morocco, financed by Italy; Palestinian Authority, financed by Italy; Yemen, financed by the World Bank; Mozambique, financed by Italy; Russian Federation, financed by the Flemish Community of Belgium; Italy, financed by the European Union);
- management of social investment funds (Italy, financed by the European Union; Central Europe, financed by the European Union);
- combating social exclusion (Italy, financed by the European Union);
- local economic development (Americas and Africa, financed by various sponsors);
- SME development (Viet Nam, financed by the Flemish and Walloon Communities of Belgium; Cambodia and Lao People's Democratic Republic, financed by the Walloon

Community of Belgium; Mozambique, financed by Italy; Palestinian Authority, financed by Italy/ILO and the Walloon Community of Belgium; Chile, financed by the Flemish Community of Belgium);

- employers' activities (Baltic States, financed by the Flemish Community of Belgium);
- social dialogue (Brazil, financed by Brazil);
- public procurement management (Central Europe, financed by the European Union).

**204.** Between 1999 and 2000 the Centre has been streamlining its evaluation procedures. Four levels of evaluation are considered:

- (a) Reaction: how satisfied were the participants with the training that was delivered to them?
- (b) Learning: what competencies were obtained or developed as a consequence of the training?
- (c) Behaviour: how are the competencies acquired through the training being applied by the trainees in their work?
- (d) Impact: how are the changes and improvements in the professional performance of the trainees affecting the overall performance of the institutions they belong to?

**205.** In general terms, evaluating the impact of training is a difficult exercise. Results tend to show in the medium to long term and are difficult to isolate from a variety of different variables that affect institutional performance and capacity. On the basis of the Centre's more than 30 years of experience, a number of factors are however critical to the effectiveness of training –

- (a) the pertinence and adaptation of the training's objectives, content and methods to the profile, needs and situation of the trainees;
- (b) the rigorous selection of trainees;
- (c) the overall conditions in which training takes place;
- (d) appropriate methods to stimulate active participation and cross-fertilization among trainees;
- (e) the commitment and capacity of the recipient institution to make good use of the individual competencies acquired through training;
- (f) the commitment and capacity of the training institution to provide assistance to trainees, beyond the training, in the application of the knowledge and competencies acquired through training.

## 7. Lessons learned

**206.** The summary of technical cooperation activities by sector, including the regions, while largely descriptive has in a large number of cases portrayed the impact, successes and failures in the achievement of objectives, the elements that work, and those that do not. Drawing on these and on the contributions received from all the sectors and regions, some lessons learned in the implementation of technical cooperation are provided below. This is

not intended to be an exhaustive list or compilation, but merely a basis for discussion that will lay the foundation for the Committee's continued work on the evaluation and review of projects and on the linkages between practical lessons and policy development.

### ***Collaboration, communication and partnership within the ILO***

**207.** Close cooperation, communication and partnership between headquarters and the field, from inception and planning to implementation, is crucial to ensure the timely and consistent delivery of technical support to programmes and projects, either by the MDT concerned or by headquarters. This not only promotes collegial and fruitful sharing of knowledge and expertise between staff at headquarters and in the field, but also instils a common commitment for project success. The likelihood and depth of such partnership is greater in countries where: (a) there is an MDT; (b) relevant specialists can allocate time to the project given their workload and other commitments; and (c) programme officers in area offices (especially where no MDT exists) have adequate training and experience to backstop a project.

### ***Substantive contents of projects***

**208.** Projects addressing the current social and immediate concerns of constituents are more likely to produce planned outputs and receive adequate commitment from the counterparts and beneficiaries. Technical cooperation therefore needs to be an appropriate response to clearly defined needs that can be substantiated with supporting data. To the extent possible, baseline surveys should be conducted to establish existing conditions and needs.

**209.** Employment-generation programmes tend to be more successful when based on properly conducted economic opportunity identification exercises with the active involvement of the local or regional development authorities, public and private sector stakeholders and the intended beneficiaries themselves.

**210.** Multi-component projects tend to be more effective in addressing gender issues in employment and working conditions. These components normally involve institutional capacity building, direct assistance to the intended women beneficiaries, the collection of information on the lessons learned and its dissemination.

**211.** The rapid globalization of the economy and of markets, national deregulation, privatization, structural adjustment programmes and the subsequent impact on workers' organizations and their functioning require the continuous review of emphasis and of strategies to assist trade unions. Thus, while firmly anchored in existing realities, the technical cooperation programmes need to be flexible and capable of addressing new challenges and to adapt to the changed circumstances. This requires improved interaction and cross-fertilization between the individual activities as well as increased emphasis on cross-cutting themes.

### ***Project formulation and design***

**212.** Good project design is crucial to achieving objectives, implementing activities and delivering outputs. Objectives need to be reviewed carefully to avoid unrealistic goals. Implementation arrangements need to be accurately defined to ensure a clear understanding of the roles and responsibilities of all involved. To avoid possible misunderstandings and information gaps, the project documents should be discussed with all counterparts before their finalization and submission to interested donors.

- 213.** Project budgets should ensure sufficient resources for managing the projects.
- 214.** The ILO's response to requests for project formulation and development should be prompt and professionally sound. Three crucial factors are:
- efficient communication and cooperation between the area offices and technical specialists;
  - close collaboration between the field and technical sectors;
  - the availability of funds for programme formulation purposes.
- 215.** There is still a need for assistance in strengthening the participation of employers' and workers' organizations in technical cooperation, in particular in developing and implementing the programmes. Their enhanced capacity, and that of NGOs, in formulating project proposals and writing activity reports will result in a lower workload for ILO staff and national project coordinators and will reduce delays in the timely approval and implementation of projects.

### ***Project personnel***

- 216.** National project coordinators (NPCs) and chief technical advisers (CTAs) should not only have technical expertise, but also organizational skills and skills in developing good networks with all the local actors.
- 217.** The rapid appointment of NPCs/CTAs is essential to ensure the shortest possible time lag between the approval of funds and the onset of implementation. In this context, there is a need to maintain a better roster of potential candidates, perhaps by technical sectors and in the regions, both international and national.
- 218.** NPCs/CTAs should work closely with the ILO area office concerned, and if possible, should be located in the same office building.
- 219.** Experts and technical cooperation personnel should benefit from in-depth briefing, including a briefing on the Organization, its mandate, priorities and means of action.

### ***Implementation process and sustainability***

- 220.** At the global as well as country levels, technical cooperation should be integrated into a long-term perspective (which is now being developed through strategic planning) and promote a cumulative process, instead of juxtaposing individual interventions in response to one-time requests.
- 221.** A sense of ownership among the partners of projects executed by the ILO contributes greatly to implementation success and project sustainability. Cross-sectoral approaches should be further explored to provide an integrated response to constituents' needs.
- 222.** Technical cooperation programmes tend to have a better impact when the constituent also invests in the programme. For example, the large financial contribution made by Latin American employers' organizations to the annual training programme for employers' organizations is an incentive for participants to use the knowledge and skills gained. Persuading employers' organizations to recruit staff in certain types of programmes, such as training, increases the likelihood of impact and ensures sustainability.

- 223.** Follow-up on programmes and projects is essential for their sustainability. Adequate tools, including indicators and targets for monitoring the effects and evaluating the impact of projects and programmes, need to be developed and applied.
- 224.** Difficulties in obtaining funds from donors for the extension of projects into additional phases to ensure their sustainability has often meant a loss of momentum and interest among counterpart organizations. More effort and strategies are required in the early stages to draw up an effective follow-up plan of action to ensure sustainable results.

#### **IV. Concluding remarks**

- 225.** The ILO's technical cooperation programme has undergone major shifts in the past 18 months. Guided by the resolution and conclusions concerning the role of the ILO in technical cooperation, adopted by the International Labour Conference in June 1999, a new strategic orientation for the programme has been charted. The strategic budgeting process helps to ensure a coherent and integrated approach for all ILO activities, regardless of source of funding. It means re-examining how priorities are set and concerted efforts to dovetail the needs and demands at the country, subregional and regional levels with the strategic objectives of the Organization. Joint programming consultations between the field offices and headquarters commenced in early 2000.
- 226.** A major development has been the significant increase in approvals for work on child labour and the Declaration on Fundamental Principles and Rights at Work. Whereas technical cooperation activities were previously concentrated in the areas of unemployment and poverty, new projects in the field of standards and fundamental principles and rights at work represent a change in the balance of extra-budgetary resource allocation. This shift is likely to become more marked in the coming year. The consequences of these developments include the need to develop skills in project design and management in the new areas of technical cooperation, as well as to ensure adequate support services, both at headquarters and the field. The Office is examining these issues, which have an impact on delivery and the viability of the technical cooperation programme as a whole.

- 227.** One feature has been the continued growth in funding from multi-bilateral partners, coupled with the decline in resources from UNDP. This has implications for the management of the technical cooperation programme. Adjustments will be required in working methods and communications between headquarters and the field offices, and in the field offices themselves with their partners in the CCA and UNDAF exercises.
- 228.** Among the priorities in the coming year, an improvement in the delivery of technical cooperation is of paramount importance. Increased attention will also be given to the evaluation of technical cooperation projects: it is planned, in future annual reports, to provide more information on the results of the various evaluation exercises carried out during the reporting period.

Geneva, 10 October 2000.



## Appendix I

### Expenditure on ILO technical cooperation programmes 1997-99 (excluding administrative expenditure) (in \$'000)

#### A. By source of funding

Source of funds	1997		1998		1999		1999/98 % change
	\$	% share	\$	% share	\$	% share	
Extra-budgetary							
UNDP <sup>1</sup>	31 225	28.8	24 592	26.2	17 381	17.9	-29.3
Trust funds <sup>2</sup> and multi-bi <sup>3</sup>	54 023	49.9	57 179	61.0	56 855	58.5	-0.6
UNFPA <sup>4</sup>	5 366	5.0	4 484	4.8	3 935	4.1	-12.3
Subtotal extra-budgetary	90 614	83.6	86 255	92.0	78 170	80.5	-9.4
Regular budget (RBTC)	17 749	16.4	7 487	8.0	18 972	19.5	153.4
Total <sup>5</sup>	108 363	100.0	93 742	100.0	97 142	100.0	3.6

<sup>1</sup> Including projects in which the ILO acts as an associated agency: (\$7,855,449 for 1997, \$6,680,836 for 1998 and \$5,396,722 for 1999). Including SPPD projects: (\$2,283,057 for 1997, \$1,992,743 for 1998 and \$2,291,963 for 1999). Excluding STS projects: (\$1,247,214 for 1997, \$852,815 for 1998 and \$922,711 for 1999). <sup>2</sup> Including (a) funds deposited by beneficiary governments; (b) reimbursable expenditure under programmes such as UNEP, UNICEF, UNHCR, etc.; (c) development banks. <sup>3</sup> Multi-bilateral programmes, including associate expert programmes. <sup>4</sup> United Nations Fund for Population Activities. <sup>5</sup> Total for 1999 includes additional estimated expenditure amounting to \$2.69 million, incurred by UNDP and notified to the ILO after the closure of accounts for 1999.

#### B. By geographical region

Region	1997		1998		1999		1999/98 % change
	\$	% share	\$	% share	\$	% share	
Africa	42 077	38.8	35 357	37.7	33 835	34.8	-4.3
Asia and the Pacific <sup>1</sup>	23 500	21.7	19 339	20.6	19 489	20.1	0.8
Latin America and the Caribbean	13 280	12.3	12 727	13.6	13 805	14.2	8.5
Arab States, Middle East	4 083	3.8	2 341	2.5	4 340	4.5	85.4
Europe <sup>2</sup>	6 804	6.3	5 238	5.6	6 852	7.1	30.8
Interregional and global	18 619	17.2	18 739	20.0	18 821	19.4	0.4
Total <sup>3</sup>	108 363	100.0	93 742	100.0	97 142	100.0	3.6

<sup>1</sup> Including Afghanistan and the Islamic Republic of Iran. <sup>2</sup> Including Israel. <sup>3</sup> Total for 1999 includes additional estimated expenditure amounting to \$2.69 million, incurred by UNDP and notified to the ILO after the closure of accounts for 1999.

## C. By delivery rate within region (extra-budgetary funding only)

Region	1998				1999			
	Alloc.	Expend.	% share (expend)	% delivery rate	Alloc.	Expend.	% share (expend)	% delivery rate
Africa	57 029	32 920	38.2	57.7	56 378	28 160	36.0	49.9
Asia and the Pacific <sup>1</sup>	31 020	17 840	20.7	57.5	32 735	15 560	19.9	47.5
Latin America and the Caribbean	20 455	11 096	12.9	54.2	17 755	10 204	13.1	57.5
Arab States, Middle East	4 538	1 868	2.2	41.2	4 756	3 012	3.9	63.3
Europe <sup>2</sup>	7 672	4 757	5.5	62.0	8 619	5 221	6.7	60.6
Interregional and global	29 910	17 775	20.6	59.4	33 071	16 013	20.5	48.4
Total <sup>3</sup>	150 624	86 255	100.0	57.3	153 313	78 170	100.0	51.0

<sup>1</sup> Including Afghanistan and the Islamic Republic of Iran. <sup>2</sup> Including Israel. <sup>3</sup> Total for 1999 includes additional estimated expenditure amounting to \$2.69 million, incurred by UNDP and notified to the ILO after the closure of accounts for 1999.

## Appendix II

### Analysis of ILO technical cooperation expenditure by type of assistance/input, 1998-99 (excluding administrative expenditure) (in \$'000)

Type of assistance/input	1998		1999		1999/98 % change
	\$	% share	\$	% share	
Experts	29 710	31.7	26 233	27.0	-11.7
Other personnel <sup>1</sup>	25 048	26.7	25 458	26.2	1.6
Training <sup>2</sup>	16 016	17.1	23 303	24.0	45.5
Equipment	6 477	6.9	3 342	3.4	-48.4
Subcontracting	11 386	12.1	8 803	9.1	-22.7
Miscellaneous	5 106	5.4	7 313	7.5	43.2
Total <sup>3</sup>	93 742	100.0	97 142	100.0	3.6

<sup>1</sup> National experts, external collaborators, locally recruited project staff, United Nations Volunteers and other staff costs. <sup>2</sup> Comprising mainly fellowships, seminars and in-service training. <sup>3</sup> Total for 1999 includes additional estimated expenditure amounting to \$2.69 million, incurred by UNDP and notified to the ILO after the closure of accounts for 1999, which cannot be broken down by type of assistance/input.

## Appendix III

### Analysis of ILO technical cooperation expenditure in 1999,<sup>1</sup> by field of activity and source of funds (excluding administrative expenditure) (in \$'000)

Field of activity	Expenditure				Total 1999	Corresponding total for 1998	1999/98 % change
	Regular budget	UNDP	UNFPA	Trust funds and multi-bi			
<b>Programme</b>							
<i>International labour standards</i>							
Departmental management	970			121	1 091	456	139.4
Application of standards	237			190	427	271	57.8
Freedom of association	140				140	62	125.9
Equality and human rights	181			709	890	563	58.3
Labour law information	30			24	53	1	5241.3
<b>Subtotal</b>	<b>1 558</b>			<b>1 045</b>	<b>2 603</b>	<b>1 352</b>	<b>92.4</b>
<i>Employment and training</i>							
Departmental management	5 199	257		1 673	7 129	2 469	188.7
Vocational rehabilitation	35	723		1 651	2 409	2 547	-5.5
Technical cooperation	334	4 732		2 506	7 573	9 531	-20.5
<b>Subtotal</b>	<b>5 568</b>	<b>5 712</b>		<b>5 830</b>	<b>17 110</b>	<b>14 548</b>	<b>17.6</b>
<i>Enterprise and cooperative development</i>							
Departmental management	577	1 835		1 191	3 603	2 673	34.8
Entrepreneurship and management development	46	1 839		5 744	7 629	12 046	-36.7
Cooperatives	358	1 472		3 123	4 953	6 255	-20.8
Hotel and tourism	17				17	34	-51.5
<b>Subtotal</b>	<b>998</b>	<b>5 146</b>		<b>10 058</b>	<b>16 203</b>	<b>21 009</b>	<b>-22.9</b>
<i>Industrial relations and labour administration</i>							
Departmental management	952	1			953	637	49.5
Labour law and labour relations	352	13		1 936	2 302	2 001	15.0
Labour administration	240	16		1 917	2 172	2 011	8.0
<b>Subtotal</b>	<b>1 544</b>	<b>30</b>		<b>3 853</b>	<b>5 427</b>	<b>4 649</b>	<b>16.7</b>

<sup>1</sup> The analysis by technical field has been made according to the old programme structure. Reporting under the new programme structure will be ready for the next report submitted to the CTC during the November 2001 session.

Field of activity	Expenditure				Total 1999	Corres- ponding total for 1998	1999/98 % change
	Regular budget	UNDP	UNFPA	Trust funds and multi-bi			
<i>Working conditions and environment</i>							
Departmental management <sup>1</sup>	728			10 988	11 716	11 042	6.1
Occupational safety and health				617	617	1 024	-39.7
Conditions of work and welfare facilities	30		21	201	251	453	-44.5
Safety and health information				241	241	337	-28.5
PIACT	899				899	304	195.6
<b>Subtotal</b>	<b>1 656</b>		<b>21</b>	<b>12 047</b>	<b>13 724</b>	<b>13 160</b>	<b>4.3</b>
<i>Sectoral activities</i>							
Departmental management	112				112	64	76.0
Industrial activities	141			321	462	429	7.7
Maritime industries	85			267	352	564	-37.6
Salaried employees	121				121	39	211.0
<b>Subtotal</b>	<b>459</b>			<b>588</b>	<b>1 047</b>	<b>1 096</b>	<b>-4.5</b>
<i>Social security</i>	455	914	126	3 142	4 637	3 286	41.1
<i>Bureau of Statistics</i>	151	226		148	525	429	22.2
<i>Development policies</i>	887	4 313	3 677	6 953	15 831	18 720	-15.4
<i>Institute</i>				64	64	35	82.6
<i>Employers' activities</i>	1 382			1 400	2 782	1 726	61.2
<i>Workers' activities</i>	3 894			5 749	9 643	7 249	33.0
<i>Miscellaneous</i> <sup>2</sup>	418	240		4 198	4 856	6 483	-25.1
<b>Total ILO technical cooperation programmes in 1999</b> <sup>3</sup>	<b>18 972</b>	<b>17 381</b>	<b>3 935</b>	<b>56 855</b>	<b>97 142</b>		<b>3.6</b>
<b>Total ILO technical cooperation programmes in 1998</b>	<b>7 487</b>	<b>24 592</b>	<b>4 484</b>	<b>57 179</b>		<b>93 742</b>	

<sup>1</sup> Mostly incurred by IPEC. <sup>2</sup> Includes projects administered by regional offices, MDTs, etc., in various technical fields. <sup>3</sup> Total for 1999 includes additional estimated expenditure amounting to \$2.69 million, incurred by UNDP and notified to the ILO after the closure of accounts for 1999, which cannot be broken down by field of activity.

## Appendix IV

### Breakdown, by country and area, of expenditure on ILO technical cooperation in 1999<sup>1</sup> (excluding administrative expenditure) (in \$'000)

Country or territory	Regular budget	UNDP (executing agency)	UNDP (associated agency)	UNFPA	Trust funds	Total
<b>Africa</b>						
Regional	2 283	885	147		6 146	9 461
Algeria	39		123			162
Angola	2	768	83		77	931
Benin	81		8		186	275
Botswana	37			135		172
Burkina Faso	72	48			56	175
Burundi	26	13		40		80
Cameroon	328	133			48	509
Cape Verde	39					39
Central African Republic	16	45				62
Chad	30	801	468			1 299
Comoros		301		91		392
Congo	4	31				35
Côte d'Ivoire	81		94		149	324
Democratic Republic of the Congo	35	913				948
Djibouti	52	2				54
Egypt	50				635	685
Equatorial Guinea	6					6
Eritrea	34	15			31	79
Ethiopia	257	3			774	1 034
Gabon	34	25				59
Gambia	8	154	49			211
Ghana	35				6	41
Guinea	39	36			26	102
Guinea-Bissau	15	28				43
Kenya	149	540	22		182	894
Lesotho	26	183			81	290
Liberia		65				65
Libyan Arab Jamahiriya		96				96
Madagascar	40	47	317	383	673	1 459
Malawi	35	190	97	186		509
Mali	41	65	119		284	508

<sup>1</sup> Not including administrative expenses. Negative figures (in brackets) indicate previous year adjustments.

Country or territory	Regular budget	UNDP (executing agency)	UNDP (associated agency)	UNFPA	Trust funds	Total
Mauritania	18		83		60	160
Mauritius	74	25	9			108
Morocco	70				47	117
Mozambique	50	1 398	222		145	1 814
Namibia	231			89	100	419
Niger	30		312		569	911
Nigeria	130	17	2		63	212
Rwanda	27	5				32
Sao Tome and Principe	15		24			39
Senegal	588		7		279	875
Seychelles	32					32
Sierra Leone	16				142	158
South Africa	141	145			1 430	1 716
Sudan	24	409			242	674
Swaziland	28					28
Tanzania, United Republic of	49	176	7		1 452	1 684
Togo	35	294				329
Tunisia	26	16				42
Uganda	13	20			351	384
Zambia	59	141	102		364	666
Zimbabwe	124				624	748
Total *	5 674	8 638	2 293	1 015	16 214	33 835
<b>Asia and the Pacific</b>						
Regional	1 649	86			3 364	5 100
Afghanistan			1			1
Bangladesh	182	27		1	1 025	1 234
Bhutan		2				2
Cambodia	43	41	181		1 527	1 791
China	317	24	111			452
Fiji	63	101			34	197
Hong Kong	2					2
India	296	8	13		854	1 170
Indonesia	238	25			781	1 044
Iran, Islamic Republic of	20					20
Japan	3					3
Kiribati	1		19			20
Korea, Republic of	50					50
Lao People's Democratic Republic	32	195	180		124	531
Malaysia	50		55			106
Maldives		7				7
Mongolia	76	38			3	117
Myanmar	3					3
Nepal	154		81		754	989
Pacific Multi Island		44				44

Country or territory	Regular budget	UNDP (executing agency)	UNDP (associated agency)	UNFPA	Trust funds	Total
Pakistan	222	1		29	1 036	1 289
Papua New Guinea	38	183		153	2	376
Philippines	154	(20)	557		1 194	1 885
Singapore	5					5
Solomon Islands	3					3
Sri Lanka	119		190		188	498
Thailand	150	104			640	894
Tokelau		21				21
Tonga		7	1			8
Viet Nam	59	120	184		1 011	1 374
Total *	3 929	1 033	1 573	201	12 753	19 489
<b>Latin America and the Caribbean</b>						
Regional	1 927		29		6 986	8 942
Argentina	76				11	87
Bahamas	2					2
Barbados	32				6	38
Belize	3					3
Bermuda	3					3
Bolivia	21	1			90	111
Brazil	168				319	487
Canada	8					8
Caribbean Islands	260				153	413
Chile	60				85	146
Colombia	100	169			37	306
Costa Rica	128				77	205
Cuba	18					18
Dominica					7	7
Dominican Republic	16					16
Ecuador	21	135				157
El Salvador	16	2				18
Grenada					9	9
Guatemala	23	11		11	107	152
Guyana	2	11			20	33
Haiti	41	44	112	126	72	395
Honduras	14				431	444
Jamaica	3					3
Mexico	179					179
Netherlands Antilles	1					1
Nicaragua	31				347	379
Panama	53				6	59
Paraguay	41					41
Peru	183	(0)			180	363
Saint Kitts and Nevis					6	6
Saint Lucia	0				10	10

Country or territory	Regular budget	UNDP (executing agency)	UNDP (associated agency)	UNFPA	Trust funds	Total
Saint Vincent and the Grenadines	1					1
Suriname	0					0
Trinidad and Tobago	54				141	195
Uruguay	101				226	327
Venezuela	18					18
Total *	3 601	374	142	137	9 551	13 805
<b>Arab States, Middle East</b>						
Regional including occupied Arab territories	777				2 144	2 921
Bahrain	144		110			253
Iraq		147				147
Jordan	42	10			8	60
Kuwait	27					27
Lebanon	143	39	4		56	243
Oman	12					12
Syrian Arab Republic	120	97				218
United Arab Emirates	4	(2)				2
Yemen	58	8	161			227
Total *	1 328	329	275		2 409	4 340
<b>Europe</b>						
Regional (including EU)	723			21	675	1 419
Albania	0		5		319	324
Armenia		24				24
Azerbaijan	11				65	76
Belarus	52	53	6		15	126
Belgium					6	6
Bosnia and Herzegovina	9	615	318		353	1 295
Bulgaria	52	159	36		88	335
Croatia	3		403			406
Cyprus	2				51	54
Czech Republic	11	31				41
Estonia	21	6			18	44
Finland	8					8
Georgia	16	(17)	183		95	277
Hungary	3	30			42	75
Israel	73					73
Kazakhstan	35				57	92
Kyrgyzstan	43					43
Latvia	(4)	27				23
Lithuania	13	21				34
Malta	2					2
Moldova, Republic of	12	13				25
Netherlands *					17	17
Poland	8	10			(1)	16

Country or territory	Regular budget	UNDP (executing agency)	UNDP (associated agency)	UNFPA	Trust funds	Total
Portugal	5					5
Romania	1	45			2	47
Russian Federation	394	38	129		301	862
Slovakia	17	30				47
Spain					2	2
Tajikistan			1			1
The former Yugoslav Republic of Macedonia	2					2
Turkey	26				362	388
Ukraine	90	127			43	259
Uzbekistan		108				108
Yugoslavia	4					4
Total *	1 631	1 465	1 080	21	2 655	6 852
<b>Interregional</b>	2 808	146	34	2 560	13 272	18 821
<b>Total *</b>	18 972	11 985	5 397	3 935	56 855	97 142

\* Total for 1999 includes additional estimated expenditure amounting to \$2.69 million, incurred by UNDP and notified to the ILO after the closure of accounts for 1999, which cannot be broken down by country.

## Appendix V

### ILO technical cooperation activities in the LDCs, 1997-99: Expenditure by geographical region and by source of funding (excluding administrative expenditure) (in \$'000)

	UNDP			ILO regular budget			Multi-bi and trust funds			UNFPA			Total		
	1997	1998	1999	1997	1998	1999	1997	1998	1999	1997	1998	1999	1997	1998	1999
Africa	13 606	10 038	7 062	1 413	638	1 159	6 947	8 294	5 512	1 326	836	699	23 292	19 806	14 433
Latin America and the Caribbean	527	269	156	19	19	41	9	169	72		104	126	555	562	395
Asia and the Pacific	6 063	4 934	7 13	180	153	417	2 770	2 489	3 430	237	171	1	9 250	7 747	4 560
Arab States, Middle East	523	368	168	44	10	58							566	378	227
<b>Total</b>	20 719	15 609	8 099	1 655	820	1 675	9 726	10 952	9 014	1 563	1 111	826	33 663	28 492	19 615
ILO global expenditure	31 225	24 592	17 381	17 749	7 487	18 972	54 023	57 179	56 855	5 366	4 484	3 935	108 363	93 742	97 142
Share of LDCs (%)	66.4	63.5	46.6	9.3	11.0	8.8	18.0	19.2	15.9	29.1	24.8	21.0	31.1	30.4	20.2

The least developed countries in 1999 for each region are as follows:

#### Africa:

Angola, Benin, Burkina Faso, Burundi, Cape Verde, Central African Republic, Chad, Comoros, Democratic Republic of the Congo, Djibouti, Equatorial Guinea, Eritrea, Ethiopia, Gambia, Guinea, Guinea-Bissau, Lesotho, Madagascar, Malawi, Mali, Mauritania, Mozambique, Niger, Rwanda, Sao Tome and Principe, Sierra Leone, Sudan, Tanzania, United Republic of, Togo Uganda and Zambia.

#### Latin America and the Caribbean:

Haiti.

#### Asia and the Pacific:

Bangladesh, Bhutan, Cambodia, Lao People's Democratic Republic, Maldives, Myanmar, Nepal, Western Samoa, Solomon Islands, Tuvalu and Vanuatu.

#### Arab States, Middle East:

Yemen.

## Appendix VI

### Nationality of experts <sup>1</sup>

#### A. Number of experts on assignment on 31 December 1998 and on 31 December 1999 (by nationality, associate experts in brackets)

Nationality	Number		Nationality	Number	
	31.12.98	31.12.99		31.12.98	31.12.99
Australia	5	1	Myanmar	2	2
Azerbaijan	1	1	Netherlands	16 (35)	15 (44)
Bangladesh	1	1	Nepal	1	1
Belgium	9 (10)	10 (7)	New Zealand	1	1
Benin	2	1	Niger	1	–
Brazil	2	2	Nigeria	5	4
Cameroon	4	3	Norway	6 (4)	6 (1)
Canada	8	7	Pakistan	2	2
China	2		Peru	4	3
Colombia	2	1	Philippines	4	3
Costa Rica	–	1	Portugal	2	1 (1)
Côte d'Ivoire	1	2	Russian Federation	–	1
Dem. Rep. of the Congo	1	1	Senegal	1 (1)	1 (1)
Denmark	6 (13)	7 (9)	Spain	8 (3)	7
Ethiopia	1	1	Sierra Leone	–	1
Finland	2 (1)	2 (3)	South Africa	–	2
France	7 (2)	6 (2)	Sri Lanka	2	2
Germany	8 (7)	5 (10)	Sudan	–	1
Ghana	3	3	Sweden	2 (2)	3 (8)
India	2	1	Switzerland	1 (1)	1 (1)
Iran, Islamic Rep. Of	2	2	Thailand	1	1
Ireland	1	1	Togo	–	1
Israel	2	1	Tunisia	1	–
Italy	12 (5)	12 (3)	Turkey	1	1
Jamaica	1	–	Uganda	1	1
Japan	3 (5)	3 (8)	United Kingdom	11	11
Korea, Rep. Of	3 (1)	3 (1)	United States	8	6
Lebanon	2 –	1	Viet Nam	1	–
Luxembourg	(1)	–	Zimbabwe	2	2
Mali	1	1	<b>Totals</b>	<b>178 (92)</b>	<b>160 (100)</b>
Mongolia	(1)	(1)		<b>270</b>	<b>260</b>

<sup>1</sup> Excluding consultants recruited under external collaboration contracts.

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**B. Breakdown by category of experts**

	Number	
	1998	1999
Women experts	48 (51)	45 (52)
Developed countries	120	108
Developing countries (and stateless)	58	52
<b>Total</b>	<b>178</b>	<b>160</b>

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## Appendix VII

### The ILO's multi-bilateral programme, 1998-99

#### A. Expenditure by donor, including the Associate Experts programme for 1998 and 1999 (US \$'000) (including direct trust funds)

	1998	1999*
Netherlands	8 116	8 490
Denmark	8 339	8 065
Norway	6 046	5 459
Germany	6 795	5 710
Spain	4 112	3 550
Sweden	2 389	3 429
Italy	3 667	3 299
Belgium	3 012	2 921
Japan	2 380	2 443
Switzerland	1 954	1 946
United States	1 669	1 433
European Union	725	1 081
Finland	709	766
United Kingdom	604	670
France	434	483
Portugal	9	466
United Arab Emirates	347	463
Luxembourg	356	292
Korea	349	322
Austria	311	211
Australia	219	192
Kuwait	152	96
Canada	151	91
Direct trust funds	1 109	900
Others	454	848
<b>Total</b>	<b>54 408</b>	<b>53 626</b>

\* Descending order of expenditure.

**B. Approvals by donor for 1998 and 1999 (\$'000)**  
(including direct trust funds, excluding associate experts)

	1998	1999*
United States	3 000	29 000
United Kingdom	2 864	9 587
Netherlands	4 778	8 958
Denmark	7 504	6 469
Norway	9 744	4 742
Japan	2 644	2 492
Portugal	1 804	2 460
Finland	762	2 112
Italy	3 218	1 432
Sweden	5 909	1 087
France	1 796	958
Spain	178	860
Belgium	220	828
Germany	911	752
Australia	0	257
European Union	957	203
Switzerland	750	0
Luxembourg	431	0
Canada	347	0
Austria	238	0
Direct trust funds	11 934	1 594
Others	150	3 806
<b>Total</b>	<b>60 139</b>	<b>77 597</b>

\* Descending order of approvals

## Appendix VIII

### International Training Centre of the ILO, Turin: Number of participants by area of training, 1999 (including all activities: group, individual and distance learning)

	Number of participants	%	Participant/ days	%
International labour standards and human rights	518	6	3 927	3
Enterprise development/ management training	782	10	8 272	7
Employment and labour market	2 762	34	61 204	52
Training systems and institutions	1 325	16	8 117	7
Social protection	215	3	3 112	3
Working conditions/occupational safety and health	69	1	691	1
Labour relations and labour administration	299	4	3 015	3
Workers' activities	407	5	6 728	6
Learning technology	159	2	2 260	2
Management of development	370	5	7 143	6
Procurement	270	3	3 726	3
Public sector	121	1	1 681	1
UN Staff College project	629	8	3 823	3
Other activities	144	2	3 760	3
<b>Total*</b>	<b>8 070</b>	<b>100</b>	<b>117 459</b>	<b>100</b>

\* Including all activities: group, individual and distance learning.

## Appendix IX

### International Training Centre of the ILO, Turin

#### (a) Geographical distribution of training activities, 1999

Africa	1 713
Americas	759
Asia and the Pacific	834
Arab States	622
European Union	2 650
Europe (other)	779
International officials	713
<b>Total</b>	<b>8 070</b>

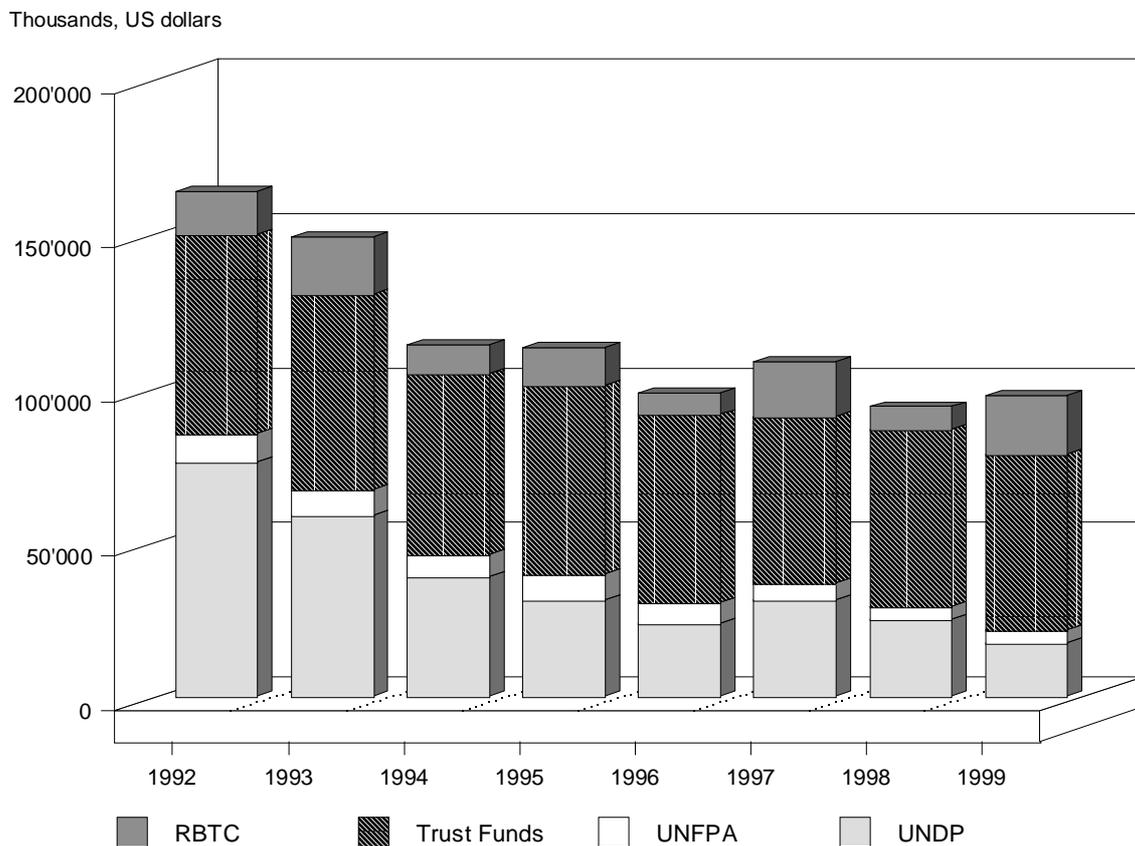
#### (b) Distribution of activities by type of training, 1999

	Number of activities	Number of participants	Number of participant/days
Group training	385	7 527	106 906
• at the Centre	248	3 831	57 306
• in the field	137	3 696	49 600
Individual training	-	338	5 276
Distance learning*	4	205	5 277
<b>Total</b>	<b>389</b>	<b>8 070</b>	<b>117 459</b>

\* Flexible distance learning implies that the duration of the programme varies depending on the individual learning pace of each participant. For statistical purposes, the number of participant/days is based on the average duration of an intensive residential programme with the same technical content.

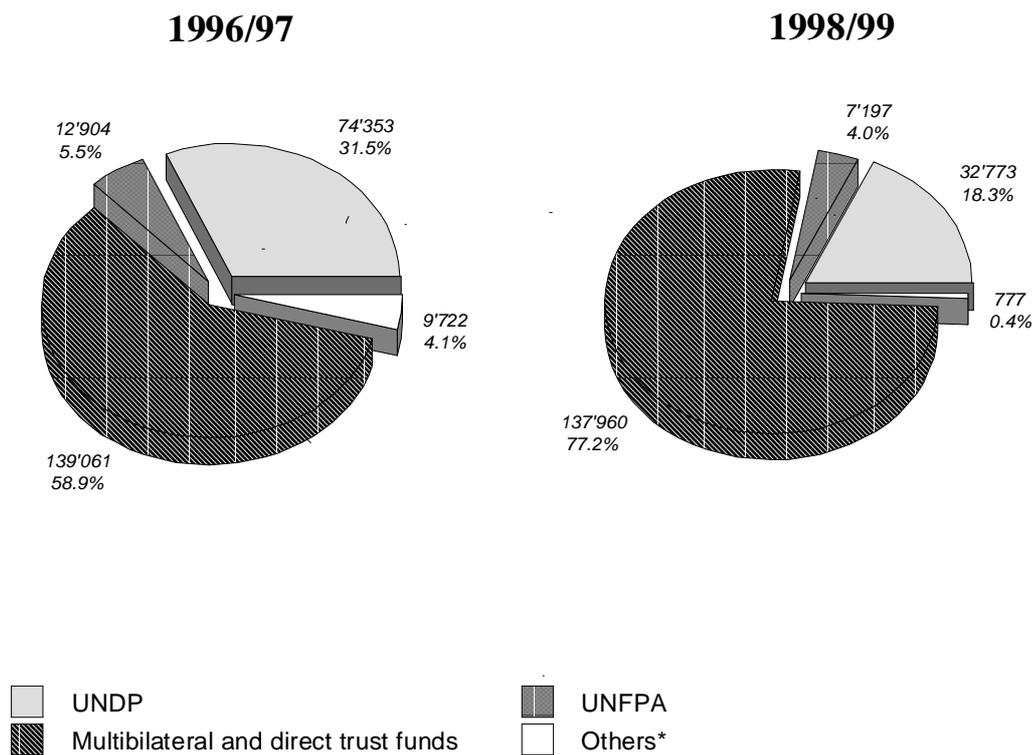
### Chart 1

**ILO technical cooperation expenditure, 1992-99**  
(by source of funds)



## Chart 2

### ILO extra-budgetary technical cooperation approvals, 1996-97 and 1998-99 (by source of funds)



\* Including approvals from World Bank, Arab Gulf Fund, UNHCR, UNFDAC, UNOCA, etc.