



SIXTH ITEM ON THE AGENDA

**Report on programme  
implementation in 2000**

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## Introduction

1. This paper provides an overview of ILO programme implementation in 2000, in keeping with the commitment made to report annually to the Governing Body on ILO performance.<sup>1</sup> It sets out the main achievements of the Office for the year in terms of the performance indicators and targets reported to the Programme, Financial and Administrative Committee in November 2000.<sup>2</sup> It also identifies the principal difficulties and constraints that have been faced, as well as the remedial action that has been taken.
2. This is the first time that the ILO has reported on programme implementation using strategic (or results-based) budgeting concepts. It is an interim report, based on brief experience with strategic budgeting and covering only half a biennium. The discussions in the Programme, Financial and Administrative Committee will no doubt provide useful guidance on ways that programme implementation reporting can be improved. This guidance will be applied in the preparation of the paper to be submitted to the Committee in March 2002 on programme implementation for the biennium 2000-01 as a whole.
3. Without prejudice to the discussions in the Committee, it may already be anticipated that a number of additional items will be included in the biennial programme implementation report. These include listings of major outputs, meetings and technical cooperation projects, as well as financial data related to each objective. However, as the ILO's financial systems do not record spending on particular objectives, the data will necessarily have a subjective element.
4. Implementation reporting is not the only information available to the Governing Body on ILO performance. The reports on substantive questions submitted to various committees of the Governing Body contain detailed information on selected ILO programmes. Reports of the internal and external auditors include elements of evaluation. The ILO's evaluation strategy<sup>3</sup> provides for nine in-depth evaluations over the period 2002-05, with four evaluations of InFocus programmes to be submitted to the Governing Body in 2002-03. Up-to-date information on outputs and activities of ILO programmes is available through the ILO's Internet site.<sup>4</sup>
5. This interim programme implementation report is submitted to the Governing Body at a session that will also consider programme and budget proposals. For this reason, the report has been kept short and strategic. It provides an opportunity to consider current performance as an input to decisions about future programme priorities. Although this report had not been compiled at the time that the Programme and Budget proposals for 2002-03 were prepared, the Office analysed current performance as an integral part of the preparation of the proposals.
6. The programme implementation report to be submitted in March 2002, covering the entire biennium 2000-01, will permit a wider discussion of ILO performance. It is proposed that

<sup>1</sup> GB.276/PFA/9, paras. 157 and 158.

<sup>2</sup> GB.279/PFA/7.

<sup>3</sup> GB.279/PFA/8.

<sup>4</sup> <http://www.ilo.org>.

the March 2002 paper constitute the report of the Director-General on the activities of the Organization and that it be submitted, with the comments of the Governing Body, to the 90th Session of the International Labour Conference in June 2002. It will be possible for the Programme and Budget proposals for 2004-05, which will be developed during 2002, to take into account the implementation report for 2000-01, as well as its discussion by the Governing Body and the Conference.

7. The present paper is organized according to the ILO's four strategic objectives, plus a brief section on the ILO's governance, management and support operations. Under the strategic objectives, after a brief introductory comment, each operational objective is covered. Summary information is provided, together with an analysis of the constraints and problems that have emerged and the remedial action that is being taken. At the end of the section on each strategic objective, a table provides more detailed information on achievements and work in progress for each operational objective, indicator and target.
8. In preparing the tables, it has been necessary to summarize voluminous information from the technical sectors and regions. In keeping with the results-based approach, and with the need to keep this paper reasonably brief, the specific activities (for example, meetings, training courses and advisory missions) and outputs (for example, reports, training materials and draft legislation) that contributed to outcomes are not listed. The degree to which the ILO influenced the outcomes varies. In some cases, the ILO played a major role in proposing and designing policies and programmes, while in others it supported or facilitated action that was led by constituents. However, ILO programmes were asked to report only on outcomes where the ILO's contribution clearly had a significant impact.
9. The achievements reported in this paper are often made possible by extra-budgetary resources. ILO performance in technical cooperation has improved recently. Approvals increased from US\$96.1 million in 1999 to \$131.7 million in 2000. Delivery improved from 51 per cent to 57.9 per cent over the same period. Significant progress has been made in integrating regular budget and technical cooperation activities and in establishing partnership agreements with donors. These developments, and the activities which led to them, will be reported in detail to the Committee on Technical Cooperation in November 2001.
10. A number of constraints and corrective actions apply to almost all programmes, and are not repeated for each operational objective in the analysis below. Various forms of resource constraints are frequently cited by programme managers. The quantity of resources available is at times inadequate to achieve the goals that have been set. Aspirations and resource availabilities will therefore need to be better balanced when activities are programmed. There is also a need for more highly qualified specialized staff in headquarters and the regions. New human resource policies and practices are expected to address this problem over the medium term. Finally, there is a lack of adequate resources to manage extra-budgetary activities. In 2000, several donors have generously agreed to provide resources to enhance the capacity of the Office to deliver these activities. Other Office-wide concerns include the need for improved collaboration across sectors at headquarters, and between headquarters and the field. These concerns are being addressed in a number of ways, and figure prominently in the Programme and Budget proposals for 2002-03.

## **Gender equality**

11. Results and work in progress on gender equality issues have been included under each of the operational objectives in this paper. Internally the ongoing implementation of the ILO Action Plan on Gender Mainstreaming for Gender Equality has resulted in a stronger

emphasis on gender mainstreaming in ILO activities. Externally, the visibility of the ILO has been enhanced through the special inputs to the United Nations sessions on Beijing +5, Copenhagen +5 and EXPO 2000.

12. The establishment of gender-sensitive objectives, indicators and targets is crucial for the gender mainstreaming process and has therefore been pursued in the Programme and Budget proposals for 2002-03. However, the challenge of ensuring that the results of gender analysis are adequately used during the actual implementation and evaluation of ILO activities still remains. A gender audit will therefore be carried out during 2001 to determine the progress made and the lessons learned in the implementation of the ILO gender mainstreaming strategy and to indicate what needs to be done to strengthen and consolidate the process. The audit will include an estimate of resources spent on gender equality issues during the biennium and an analysis of the results of such activities. It is expected that the audit will recommend specific measures to improve the measurability and accountability of ILO action on gender equality.

## **Improvements in performance measurement and programme management**

13. The introduction of strategic budgeting has powerful implications for ILO programmes. It means that performance is measured in terms of outcomes and impacts in the real world, rather than by the activities that are carried out or the outputs that are produced. It also gives the Governing Body and the Conference new tools to use in establishing priorities and allocating resources. The approach has already had a profound influence on the Office, as shown in this paper and the Programme and Budget proposals for 2002-03. However, further progress requires improvements in the measurement of performance. Moreover, these improvements need to be integrated into day-to-day management through guidance and training.
14. A number of measurement problems have been identified in the performance information used to prepare this paper. While some indicators present no measurement problems, such as the number of ratifications of Conventions, in many cases there are difficulties. These mainly spring from the nature of ILO action, which is usually directed at influencing policies and strengthening the capacities of constituents. There may be doubts about what constitutes a significant policy change or improved capability. Such changes are qualitative and difficult to measure objectively. Even where the change is obviously significant, the degree to which the ILO has contributed is not always completely clear.
15. As baselines are set, data collection is improved and financial information becomes more directly attributable to specific objectives, it is expected that the achievement of specific targets will become a more accurate indicator of performance. For the present exercise, it would not be appropriate to place undue emphasis on some of the specific numerical achievements presented in the tables. In summarizing the achievements, care has been taken to place them in perspective where possible and to indicate the conclusions that the Office has drawn regarding changes in strategy or remedial action.
16. The proposed indicators and targets for 2002-03<sup>5</sup> have already been refined in terms of ease of measurement, but additional progress is needed. The Bureau of Programming and Management is responsible for assisting ILO programmes in the design of indicators and targets and in the keeping of records and data to verify whether targets have been met. It

<sup>5</sup> See GB.280/PFA/7.

will engage in a dialogue on these questions with technical sectors and programmes in the course of 2001. It is expected that it will be possible to make substantial progress in time for the biennial performance report due to be submitted next March. The Bureau of Programming and Management will also provide guidance and training directed at ensuring that strategic budgeting is used in ILO units and offices to improve performance measurement and programme effectiveness.

## **Strategic Objective No. 1: Promote and realize standards and fundamental principles and rights at work**

17. A main feature in 2000 was the establishment of an InFocus programme to undertake the follow-up to the ILO Declaration on Fundamental Principles and Rights at Work by means of an annual review process, a regular Global Report and information and technical cooperation activities. This new element in the ILO's rights-based approach to development has attracted wide attention. Significant progress was made by the Office in 2000 in the promotion and realization of standards and fundamental principles and rights at work, as well as in the numbers of new ratifications of Conventions registered. Of particular note were 52 ratifications in 2000 of the Worst Forms of Child Labour Convention, 1999 (No. 182) – the first time in the history of the Organization that so many ratifications of a single Convention have been registered in one year. Total ratifications of Convention No. 182 at the midpoint of the biennium were 57 and look set to surpass the biennial target of 87. However, in spite of an apparent high success rate the Office will need to be even more focused if such a rate of ratification is to be maintained, as well as backing up ratifications by assistance in the implementation phase of Convention No. 182.
18. The Office has undertaken preparatory work to enable the Governing Body to commence a review of standard-setting policy. In November 2000, the Governing Body adopted, on an experimental basis, an integrated approach to ILO standards-related activities aimed at reinforcing the coherence and relevance of ILO standards and enhancing their impact through the integrated use of all the ILO's means of action. To underscore the importance of this review, the Office has revised its strategy under normative action and established a new performance indicator and targets, which are included in the Programme and Budget proposals for 2002-03. In addition, it is proposed to increase the allocation of regular budget resources to standards and fundamental principles and rights at work in 2002-03 in order to increase work on standards policy, as well as on the Declaration and the elimination of child labour.
19. Progress in *standards and fundamental principles and rights at work* is evident in the 106 new ratifications of fundamental Conventions registered in 2000 (of which 41 were by African member States) and in the progress made in the promotion and realization of the fundamental principles and rights in law and in practice. The Governing Body expressed concern in November 2000 that the performance indicator 1a.1, "Member States that have ratified at least one Convention in each of the four categories of fundamental principles and rights", might be perceived as weakening the thrust of the Declaration for universal respect of all four categories. This indicator has been modified for 2002-03 to cover also the number of member States which have ratified all eight fundamental Conventions. By the end of 2000, a total of 102 member States had ratified at least one Convention in each of the four categories of fundamental principles and rights, while 37 countries had ratified all eight fundamental Conventions.
20. In the context of the Declaration follow-up, the first Global Report was discussed at the ILO Conference in 2000 and an action programme for technical cooperation relating to

freedom of association and the right to collective bargaining was launched. The In-Focus Programme on Promoting the Declaration is attracting worldwide attention from ILO constituents and the multilateral system, including support from donors. Some 20 technical assistance projects are under way in several countries, yet the gender dimension has not been incorporated to an extent which would correspond to the targets set. This is now being addressed by means of improved project design and implementation through indicators and targets. Gender-related issues are also being brought to the attention of project managers during special briefing/training sessions.

21. Another element of the ILO's rights-based approach to development, the elimination of *child labour*, particularly its worst forms, has shown notable advances. As already mentioned, following the adoption in 1999 of the Worst Forms of Child Labour Convention (No. 182), unprecedented levels of ratifications of this Convention have been achieved. The number of ratifications of the more comprehensive Minimum Age Convention, 1973 (No. 138), also rose to over 100. The strategy focused on governments, employers and workers and NGOs carrying out national ratification campaigns and supporting national ratification activities in approximately 65 countries. A secondary strategy consisted of supporting national ratification campaigns in key developing countries. The focus in 2001 will be on countries that are in the process of ratifying or in which conditions are favourable.
22. Twelve additional member States have conducted national child labour surveys as a first step to assessing their particular problems and developing policies and programmes directed at eliminating the worst forms of child labour. The availability of national figures on child labour and micro data forms the basis for identifying key policy issues and implementing effective national programmes, and particularly time-bound programmes for the complete elimination of the worst forms of child labour. Preparatory work, including the development of a methodology, is under way to formulate and implement such time-bound programmes in three member States. They combine sectoral, thematic and geographically based approaches and link action against child labour to the national development effort as a whole. The preparatory work to provide the basis for the formulation of time-bound programmes during 2001 has taken a significant amount of lead time in 2000, but it is still perfectly feasible that the target of a total of 12 countries can be reached by the end of 2001.
23. Although IPEC delivery was less than satisfactory at the start of the biennium, technical cooperation expenditure on child labour has increased by 83 per cent as a result of improved structures and support systems, increased staff capacity, training and consultation and the country programme management reviews undertaken in 15 countries. Further work will be undertaken during 2001 to strengthen management improvements and systematize measures introduced in 2000, in order to enable the programme to exceed the delivery target of \$44 million for the biennium.
24. An important, although certainly not easily measurable, final indicator of the progressive elimination of child labour is the number of children who benefit directly from ILO action. Here the measurements are complicated by the fact that we are looking at both the numbers of children removed from unacceptable work, as well as those prevented from doing it. IPEC action has focused on targeted areas to demonstrate that child labour in specific sectors or industries can be both eliminated and prevented. Programmes generally include workplace monitoring and social protection components. They establish systems that withdraw children from specified workplaces, seek to keep workplaces child labour-free and ensure that children who are withdrawn from work and their families are provided with feasible educational and development opportunities. To give one example, four projects on the elimination of sexual exploitation executed in Colombia, Costa Rica, Nicaragua and Paraguay altogether benefited 1,200 exploited girls.

25. Achievements on *normative action* are demonstrated by improvements in the services provided to the supervisory bodies, as well as assistance to member States in the implementation of Conventions, leading to progress being noted by the Committee of Experts. The performance indicators refer to progress noted in the reports of the Committee of Experts and the Declaration Expert-Advisers, which as independent bodies can provide an objective criterion of measurement. These indicators are intended solely to measure the Office's performance in helping to achieve the targets set by the Governing Body, as the respective bodies themselves of course are not part of the Office and are not directly involved in assistance and technical cooperation efforts. Another similar indicator has been added in the Programme and Budget proposals for 2002-03 in order to measure the Office's performance, as demonstrated by an increase in cases of progress noted in the biennium by the Committee on Freedom of Association. Steady progress has been maintained in the implementation of the fundamental Conventions (19 cases noted with satisfaction and 64 with interest by the Committee of Experts in 2000, compared with 40 cases noted with satisfaction in 1998-99), while progress in the implementation of Conventions other than fundamental Conventions is halfway to meeting the biennial targets of 40 noted with satisfaction and 200 with interest.

#### Indigenous and tribal peoples

The Office continued its work on this subject on the basis of the Indigenous and Tribal Peoples Convention, 1989 (No. 169). The Convention received its 14th ratification during the year, and substantial progress was made towards several other ratifications with the Office's advice and assistance. An internal task force on indigenous questions was created to coordinate work on the subject, including the ILO response to the newly created Forum on Indigenous Questions in the United Nations Economic and Social Council (ECOSOC). Additional funding was received from outside sources, in particular Denmark, to extend technical and advisory work in all regions.

26. Progress in the provision of support to governments has resulted in improved reporting rates. Following work done in the Arab States region, the proportion of reports received rose by 30 per cent to 95 per cent of the reports due, while in the countries of the Sahel region the proportion increased from 33 per cent to 53 per cent of the reports due. However, a 15 per cent shortfall in processing the reports received by the Office for the Committee of Experts needs to be addressed. This is due to a large number of new ratifications and the late arrival of increasing numbers of government reports. The internal working methods and priorities assigned will need to be addressed in order to see whether further efficiencies can be obtained without sacrificing other important goals. Also of concern is the increasing reporting burden on governments and the social partners and its effect on the standards supervisory system. The Office receives a larger number of reports which tend to arrive late. This is currently being discussed in the Governing Body's Committee on Legal Issues and International Labour Standards, and decisions on reporting are to be proposed to the Governing Body at its November 2001 session. Furthermore, with an increasing number of ratifications achieved, it is natural that the Office will have to shift its emphasis towards the application of the Conventions concerned.
27. As mentioned previously, the Office also made progress towards enabling the Governing Body to adopt a timetable for a review of standard-setting policy and all the ILO's standards-related activities. The aim has been to place the identification of needs for standards work within the *decent work* context. An approach has been developed with the aim of integrating standards better, both amongst themselves and with the rest of the work of the Organization. Following informal consultations, the Governing Body adopted on an experimental basis in November 2000 a new integrated approach to standards-related activities.

## Operational objective 1a: Standards and fundamental principles and rights at work

Indicator	Target for 2000-01	Outcome in 2000	Work in progress
1a.1. Member States that have ratified at least one Convention in each of the four categories of fundamental principles and rights.	122 member States.	Results so far: <b>102</b> . Additional in 2000 (25): <b>Austria</b> : C.138; <b>Barbados</b> : C.138, C.182; <b>Belize</b> : C.138, C.182; <b>Brazil</b> : C.182; <b>Burundi</b> : C.138; <b>Canada</b> : C.182; <b>Central African Republic</b> : C.138, C.182; <b>Chad</b> : C.182; <b>Ecuador</b> : C.138, C.182; <b>Eritrea</b> : C.29, C.87, C.98, C.100, C.105, C.111, C.138; <b>Ghana</b> : C.182; <b>Japan</b> : C.138; <b>Madagascar</b> : C.138; <b>Mali</b> : C.182; <b>Mexico</b> : C.182; <b>Morocco</b> : C.138; <b>Panama</b> : C.138, C.182; <b>Papua New Guinea</b> : C.87, C.100, C.111, C.138, C.182; <b>Saint Kitts and Nevis</b> : C.29, C.87, C.98, C.100, C.105, C.111, C.182; <b>Saint Lucia</b> : C.182; <b>South Africa</b> : C.100, C.138, C.182; <b>Sri Lanka</b> : C.138; <b>United Kingdom</b> : C.138, C.182; <b>Yemen</b> : C.138, C.182; and <b>Zimbabwe</b> : C.138, C.182.	Ratification and promotion of fundamental Conventions continues through the campaign launched in 1995 following the World Summit for Social Development in Copenhagen (see GB.280/LILS/6).
1a.2. Member States in which there are positive changes, as noted in the Expert-Advisers' Introduction to the 2001 compilation of annual reports on the Declaration.	10 member States.	The governments' reports spell out various policy innovations, legislative changes and institutional improvements that have been set in motion since the middle of 1999. However, because the Declaration process is new and there have only been two rounds of reports, the Expert-Advisers have not registered changes which would measure progress in particular countries.	Attention of Declaration programmes and programmes of action will be focused on a selected number of countries, particularly those that have requested assistance in their annual reports.
1a.3. Member States that have begun implementation of gender-sensitive technical cooperation that specifically addresses needs or problems identified in reports submitted under the Declaration, the Introduction by the Expert-Advisers or plans of action adopted by the Governing Body.	10 member States.	Results so far: <b>2</b> . <b>Bangladesh</b> and <b>India</b> : projects with gender-sensitive components launched. <b>Benin, Bolivia, Bulgaria, Burkina Faso, Cambodia, Indonesia, Kenya, Mali, Nepal, Nigeria, Romania, United Republic of Tanzania, Uganda</b> and the <b>Caribbean</b> : projects also launched.	<b>Cameroon, China, Colombia, Gabon, Namibia, Ukraine, Viet Nam</b> and <b>Central American States</b> .

## Operational objective 1b: Child labour

Indicator	Target for 2000-01	Outcome in 2000	Work in progress
1b.1. Member States that ratify:			
(i) the Minimum Age Convention, 1973 (No. 138);	(i) <b>20</b> additional member States.	Results so far: <b>18</b> . <b>Austria, Barbados, Belize, Burundi, Central African Republic, Ecuador, Eritrea, Japan, Madagascar, Morocco, Namibia, Panama, Seychelles, South Africa, Sri Lanka, United Kingdom, Yemen and Zimbabwe.</b>	Ratification and promotion of fundamental Conventions continues through the campaign launched in 1995 (see GB.280/LILS/6).
(ii) the Worst Forms of Child Labour Convention, 1999 (No. 182).	(ii) <b>87</b> member States.	Results so far: <b>57</b> – of which in 2000 the following <b>52</b> : <b>Barbados, Belarus, Belize, Botswana, Brazil, Bulgaria, Canada, Central African Republic, Chad, Chile, Cyprus, Denmark, Dominican Republic, Ecuador, El Salvador, Finland, Ghana, Hungary, Iceland, Indonesia, Italy, Jordan, Kuwait, Libyan Arab Jamahiriya, Malaysia, Mali, Mauritius, Mexico, Namibia, Nicaragua, Niger, Norway, Panama, Papua New Guinea, Philippines, Portugal, Qatar, Romania, Rwanda, Saint Kitts and Nevis, Saint Lucia, San Marino, Senegal, South Africa, Switzerland, Togo, Tunisia, Ukraine, United Kingdom, Viet Nam, Yemen and Zimbabwe.</b>	The ratification process is well advanced in: <b>Albania, Algeria, Antigua and Barbuda, Australia, Austria, Bahamas, Bangladesh, Belgium, Benin, Burkina Faso, Cambodia, Cameroon, Congo, Costa Rica, Croatia, Cuba, Czech Republic, Egypt, Estonia, Ethiopia, France, Gabon, Gambia, Germany, Greece, Guatemala, Honduras, India, Israel, Jamaica, Japan, Kenya, Kyrgyzstan, Latvia, Luxembourg, Macedonia, Madagascar, Malta, Mauritania, Mozambique, Nepal, Netherlands, Nigeria, Paraguay, Poland, Republic of Korea, Singapore, Slovenia, Spain, Sri Lanka, Saint Vincent and the Grenadines, Tajikistan, Thailand, Turkey, Turkmenistan, Uganda, United Arab Emirates, United Republic of Tanzania, Uruguay, Venezuela and Zambia.</b>
1b.2. Member States that carry out national quantitative and qualitative studies on the extent of child labour.	<b>30</b> additional member States.	Results so far: <b>12</b> . <b>Belize, Cambodia, Dominican Republic, El Salvador, Ghana, Italy, Nicaragua, Nigeria, Panama, Romania, United Republic of Tanzania and Viet Nam</b> , as well as the territories under the Palestinian Authority.	<b>Brazil, Costa Rica, Guatemala, Honduras and Uganda</b> : survey activities started. <b>United Republic of Tanzania</b> : availability of national data on child labour to form basis for implementing effective time-bound programmes (TBPs).
1b.3. Member States that formulate policies and programmes specifying time-bound targets for the elimination of the worst forms of child labour, taking into account the special situation of the girl child.	<b>12</b> additional member States.	Results so far: <b>3</b> . <b>El Salvador, Nepal and United Republic of Tanzania</b> : preparatory activities started.	<b>Turkey and South Africa</b> : earlier efforts have led to initiatives that reproduce characteristics and elements of TBPs. 7-8 further countries being identified for launch of TBPs. A gender review of the operational programme and SIMPOC was undertaken to make the programme more gender sensitive. Various new projects were launched to pay specific attention to the situation of the girl child (e.g. child domestic workers, child prostitution and trafficking).

Indicator	Target for 2000-01	Outcome in 2000	Work in progress
1b.4. ILO extra-budgetary technical cooperation expenditure supporting the elimination of child labour.	\$44 million.	Results so far: \$22 million.	Further efforts under way to strengthen and systematize measures introduced in 2000 to improve delivery.
1b.5. Children who directly benefit from ILO action (through either preventive measures or rehabilitation), in particular in regard to the worst forms of child labour, and the girl child.	260,000 children.	Results so far: 130,000 children (approximately).	<b>El Salvador, Nepal and United Republic of Tanzania:</b> the TBPs being launched will add substantially to the numbers. At least another 200,000 children are expected to benefit from IPEC programmes during the current biennium, as shown by a review of newly approved projects. Sectors concerned include: mining, commercial agriculture, fireworks production, brick making, fishing and exploitative practices, such as child prostitution and trafficking, child domestic work and children in armed conflict.

### Operational objective 1c: Normative action

Indicator	Target for 2000-01	Outcome in 2000	Work in progress
1c.1.			
(i) reports processed for the Committee of Experts;	(i) 90 per cent of reports received.	Results so far: 75 per cent.	Internal working methods are being examined to obtain further efficiencies.
(ii) complaints examined by the Committee on Freedom of Association.	(ii) First examination by CFA within 12 months.	Results so far: 11 months (average).	While the number of cases remained relatively stable or grew slightly, the number of documents examined by the CFA at each session increased.
1c.2. Effective support to governments in the reporting process as indicated by rate of response from governments for each supervisory body session.	70 per cent for each session of the Committee of Experts.	Results so far: 71 per cent.	Sustained efforts to assist member States and to make the reporting system more efficient will contribute to increasing the percentage of reports received.

Indicator	Target for 2000-01	Outcome in 2000	Work in progress
1c.3. Progress in the implementation of the principles and rights as shown in improvements in the application of the fundamental Conventions noted in the biennium by the Committee of Experts ...			
(i) with satisfaction;	20 cases.	Results so far: 19 cases.	
(ii) with interest.	40 cases.	Results so far: 64 cases.	
1c.4. Cases of progress in implementation of Conventions other than fundamental Conventions noted in the biennium by the Committee of Experts ...			
(i) with satisfaction;	40 cases.	Results so far: 27 cases.	
(ii) with interest.	200 cases.	Results so far: 95 cases.	
1c.5. Services provided to enable the Governing Body to adopt a timetable for a review of standard-setting policy.	By November 2001.	Results so far: November 2000: Integrated approach to standards-related activities approved on experimental basis by the Governing Body.	A proposal for an integrated approach on occupational safety and health has been presented to the Governing Body. Examination of supervisory mechanisms under way. A proposal on reporting cycles is under consultation and will be presented to the Governing Body for decision in November 2001.

## Strategic Objective No. 2: Create greater opportunities for women and men to secure decent employment and income

28. A performance review system has been set up to monitor progress on each employment-related objective, indicator and target, what difficulties have been encountered, what new demands have emerged and the necessary adjustments in work programmes and budgetary allocations. The review system also aims at ensuring greater coherence and integration of the different programmes and activities.
29. A major programme decision in the year 2000 was to make Jobs for Africa the centrepiece of ILO efforts to promote employment creation in Africa, fully integrating its activities with those of the ILO field structure and ensuring support from headquarters.
30. The launch of the *World Employment Report 2001: Life at work in the information economy* will take place in early 2001.
31. In the area of *employment policy support*, the ILO contributed to changes in national employment and human resources policies in nine member States in 2000. It is judged likely that the biennial target of policy changes in 12 member States will be reached as work on country employment policy reviews and other country studies on employment policies is still ongoing. A major factor which has positively contributed to the achievement of results has been the use of networking with other United Nations agencies, with academia and with governments, in order to tap into other sources of knowledge and experience and multiply the impact of ILO resources. It has also become apparent that there is a need for better integration of all activities between headquarters and the field, for more informed global and regional reporting on employment, and for better services to constituents by accelerating the process of disseminating the results of research carried out. All of these issues will need to be addressed.
32. The InFocus Programme on Skills, Knowledge and Employability is making progress in terms of contributing to changes in training strategies in member States, and in 2000 reached the biennial target of eight member States. Major difficulties faced by the InFocus programme include the delay experienced in the implementation of its work programme because of the late appointment of a programme director. This has resulted in activities being too scattered and it is therefore paramount at this stage to redirect the programme in order to achieve increased focus. Another major difficulty has been the steep decline in previous years in extra-budgetary resources for technical cooperation. Although the biennial target in terms of new approvals has already been reached, it reflects a cautious target rather than an impressive result. Therefore, renewed efforts in 2001 will be dedicated to the mobilization of extra-budgetary resources. One factor which has positively influenced work related to employment services is the cooperation framework developed with the World Association of Public Employment Services (WAPES) and the International Confederation of Temporary Work Businesses (CIETT). A major constraint has been the lack of awareness of the important contribution of such services to the success of employment and labour market policies within the ILO. It is therefore planned to strengthen the links between technical cooperation activities on skills development and employment opportunities, on the one hand, and technical cooperation activities on strengthening employment services, on the other.

**Employment promotion and social protection for informal sector workers in South Africa**

In South Africa, a case study on home-based employment, using a gender perspective, was carried out in two townships of the Durban Metro Area. The study made visible to policy-makers and other stakeholders the issues and problems, opportunities and the social, demographic and economic processes operating within and shaping the home-based productive sector. The results of the case study have been incorporated into the Durban Metro Council's draft policy document for the informal economy and include employment promotion and social protection issues. One local organization involved in the case study has been engaged by the local councils to develop projects for 60 similar settlements.

33. The InFocus Programme on Crisis Response and Reconstruction has undertaken significant work in terms of expanding the knowledge base on ILO responses to crisis and the programme has launched technical cooperation projects in three member States in the year 2000 out of the biennial target of five member States. However, some major constraints have been the absence of in-house expertise and the difficulty in attracting extra-budgetary resources for reconstruction projects and programmes, as donors seem to give higher priority to immediate humanitarian assistance. The lack of sufficient field presence has been partly remedied by setting up an internal focal point network. In order to attract resources, it has turned out to be of significant importance to ensure greater visibility and credibility of the ILO in this area through strong links with the United Nations Office for the Coordination of Humanitarian Affairs (OCHA), other agencies and major donors.
34. The ILO contributed to eight member States applying the ILO approach to *employment-intensive investment* in 2000, out of the total target of ten member States. This progress can partly be attributed to a refinement of the policy framework for employment-intensive investment, which integrates employment generation objectives, tripartite partnership, decent working conditions and gender concerns in public investment programmes in infrastructure. The main constraint has been the decline in the availability of funding for technical cooperation. Discussions are therefore being planned for March 2001 with the UNDP and the World Bank aiming at agreements to make employment the key element of large infrastructure investment programmes in the context of poverty reduction strategies in highly indebted poor countries.
35. Regarding enterprise development, the ILO contributed to more than 60 institutions in 20 member States applying ILO policy and tools in the area of micro- and small enterprise development. The biennial target of 45 institutions in 25 member States has therefore been reached. An increase in extra-budgetary core funding for the InFocus Programme on Boosting Employment through Small Enterprise Development has recently accelerated the programme's overall ability to implement its work, in particular because it has provided greater flexibility than project-related funding. Furthermore, the combination of concrete action at the national level with conceptual work and generic tool development at the global level, as well as the documentation of successful experience and lessons learned, have been keys to effective programme promotion and tools development. However, in other programme areas, such as management development and cooperatives, a decline in donor funding for country-level activities was a major constraint for programme implementation in 2000. Consequently, renewed efforts are being made to mobilize additional resources for country-level technical cooperation in these fields.
36. In the area of *gender promotion and employment*, results have been achieved in at least 11 member States, compared to a biennial target of ten member States, in terms of action at the national level to improve the quantity and quality of women's employment. In addition, gender mainstreaming efforts have been supported under other operational objectives and in relation to other strategic objectives. In order to improve the effectiveness of gender-sensitization efforts, a systematic compilation and evaluation of all relevant existing materials and tools is planned.

## Operational objective 2a: Employment policy support

Indicator	Target for 2000-01	Outcome in 2000	Work in progress
2a.1. Global and national employment and human resources policies that are influenced by recommendations in ILO policy advice.	Policies in 12 member States.	<p>Results so far: 9.</p> <p><b>China:</b> integrated programme approach to employment promotion, especially for laid-off workers and human resources policies, has been adopted.</p> <p><b>Denmark:</b> strengthening of social dialogue on employment policies and changes in rules on unemployment benefits.</p> <p><b>Kazakhstan:</b> Employment Act has been redrafted.</p> <p><b>Pakistan:</b> Government announced major moves towards strengthening social dialogue on employment policies.</p> <p><b>Thailand:</b> improved labour force survey techniques are being applied. Also Government adopted ILO's proposed country programme as medium-term framework for negotiating donor assistance.</p> <p><b>Ukraine:</b> national employment programmes have been designed.</p> <p><b>Mali, Mauritania and Senegal:</b> national employment policies are implemented in coherence with strategies to fight poverty.</p>	<p><b>Panama, Philippines, South Africa and Yemen:</b> preparatory work on country employment policy reviews (CEPR) undertaken.</p> <p><b>Sri Lanka:</b> work in progress on a restricted CEPR, an employment policy country profile.</p> <p><b>Chile, Colombia and Ecuador:</b> studies on the employment situation are likely to influence new employment policies.</p> <p><b>Benin and Madagascar:</b> work ongoing on national employment policies.</p> <p>The <b>Caribbean, Costa Rica, Guinea, Mali, the Middle East, Pakistan and Senegal:</b> work in progress on the strengthening of labour market information capacities and systems.</p> <p>ILO participation in a United Nations World Institute for Development Economics and Research (UN/WIDER) project on policies to reduce new forms of inequalities.</p> <p>ILO/UNDP cooperation on developing training modules for a UN-wide approach to poverty reduction (including the Bretton Woods institutions).</p> <p>The employment policy advice is being strengthened through the following research:</p> <ul style="list-style-type: none"> <li>■ <i>World Employment Report 2001</i> on life at work in the information economy.</li> <li>■ Ongoing preparation of country and regional studies on employment flexibility, job security and labour market policies.</li> <li>■ Research on adjustment, poverty and income distribution which will, inter alia, lead to an ILO/IMF training course on employment and macroeconomic policy issues.</li> <li>■ Research on trade liberalization, employment, labour market stability and flexibility.</li> </ul>

## Operational objective 2b: Knowledge, skills and employability

Indicator	Target for 2000-01	Outcome in 2000	Work in progress
2b.1. ILO constituents that adopt strategies to improve the quality, equity and effectiveness of human resources development and training and to increase investment in skills, knowledge and employability.	ILO constituents in 8 member States.	<p>Results so far: <b>19</b>.</p> <p><b>Australia, Indonesia, Republic of Korea, Malaysia, Nepal, Pakistan, Philippines and Thailand</b> have developed industry-based competency standards.</p> <p><b>Indonesia, Philippines and Thailand:</b> The national network of homeworkers trained their members in organizational, leadership and management skills, new product designs, marketing and analysis of employment and labour protection dimensions of homework. In Indonesia, this led to increased wages and bargaining power with subcontractors or their agents. In the Philippines, home-based workers adopted better methods of pricing and marketing.</p> <p><b>Poland and Ukraine:</b> Modular training has been sustained and replicated by national institutions.</p> <p><b>Iraq, Jordan and Syrian Arab Republic:</b> Adopted the Community-Based Rehabilitation (CBR) strategy for the generation of employment for vulnerable groups.</p> <p><b>Morocco and Tunisia:</b> Adopted vocational rehabilitation policies.</p> <p><b>Central African Republic, Chad, Congo and Democratic Republic of the Congo:</b> national action plans on human resource development were adopted.</p>	<p><b>Fiji:</b> A youth employment policy framework has been endorsed by ILO constituents and will be submitted to the Cabinet for approval.</p> <p><b>Angola, Chad, Gabon and Sao Tome and Principe:</b> Ongoing work is likely to result in the adoption of strategies to improve human resource development.</p> <p><b>Barbados, Jamaica and Trinidad and Tobago:</b> Work in progress on a regional memorandum of understanding for the exchange of competency-based occupational standards among vocational training organizations.</p> <p><b>CARICOM (Caribbean Community) countries:</b> Work in progress on the institutionalization and revision of standard occupational classification system as a prerequisite for the free movement of labour.</p> <p>The knowledge base on skills, knowledge and employability is strengthened through:</p> <ul style="list-style-type: none"> <li>■ Case studies on good skills development practices that take into account the needs of informal sector workers.</li> <li>■ Research on innovations and good practices undertaken by the public employment services in industrialized countries. This knowledge base will be adapted to the needs of ILO constituents in developing and transition countries of <b>Asia, Africa, Central and Eastern Europe, Latin America and the Middle East</b>.</li> </ul>
2b.2. Approvals and delivery of extra-budgetary technical cooperation on training and human resource development.	<b>\$3 million</b> in new approvals; expenditure reaches <b>60</b> per cent of allocations in 2001.	<p>New approvals in 2000: <b>\$4.7 million</b>.</p> <p>Delivery rate in 2000: approximately <b>47</b> per cent.</p>	<p><b>Albania, Bangladesh, Bosnia and Herzegovina, China, Kosovo, Niger, Tajikistan:</b> New technical cooperation projects have been approved.</p> <p><b>Europe and the Middle East:</b> Formulation of new skills development projects is ongoing.</p>

## Operational objective 2c: Reconstruction and employment-intensive investment

Indicator	Target for 2000-01	Outcome in 2000	Work in progress
2c.1. ILO constituents implement technical cooperation or take other concrete steps to promote employment in post-crisis countries.	ILO constituents in 5 member States.	Results so far: 3. <b>Democratic Republic of the Congo, East Timor and Mozambique:</b> technical cooperation programmes ongoing.	<b>Ethiopia, Palestine, Sierra Leone, Solomon Islands, South Lebanon and Venezuela:</b> rapid needs assessment and programme formulation exercises undertaken. Rapid needs assessment manual and modules on generic ILO response developed. Establishment of an external network to develop the relevant knowledge base. Establishment of an Office-wide crisis network as an instrument for mobilizing the comprehensive ILO crisis response.
2c.2. ILO constituents that apply the ILO approach to employment-intensive investment.	Substantive achievements in additional programme components in 10 countries.	Results so far: 8. <b>Uganda:</b> Employment and Investment Policy Unit has been established and is operational. <b>Botswana, Cambodia, Eritrea, Kenya, Lesotho and Madagascar:</b> national governments adopted employment-intensive investment policies (EIIP). <b>Namibia:</b> policies adopted through national legislation. <b>Ghana, Lao People's Democratic Republic, Lesotho, Madagascar, Mozambique, Namibia, Peru, Philippines, United Republic of Tanzania, Togo, Uganda and Zambia:</b> established EIIP policies resulted in a reorientation of government, donor and development bank investments towards employment creation. Tripartite ILO partners from <b>13 African countries</b> have agreed on "labour policies and practices" and "contracting" principles.	<b>Cambodia:</b> study on the macroeconomic potential of labour-based investment is under preparation. A similar study is planned for <b>Nicaragua</b> . <b>Bolivia and Ecuador:</b> activities are ongoing which is likely to lead to the introduction of employment-intensive investment policies in national road maintenance and rehabilitation through involvement of small contractors. <b>Malawi, Nicaragua, South Africa and Senegal:</b> employment-intensive investment policies are under preparation. <b>Guinea, Mali and Senegal:</b> feasibility studies were prepared to set up employment and investment policy units in planning/finance ministries. The studies are likely to result in the establishment of such units to be assisted by tripartite (plus) steering committees, to consider macro-policy issues and redirect investments towards employment generation and poverty-reducing goals. <b>Thailand:</b> findings of a study on the introduction of emergency employment creation activities using labour-based techniques is expected to be reflected in the Government's anti-poverty strategies for 2001-05.

## Operational objective 2d: Enterprise development

Indicator	Target for 2000-01	Outcome in 2000	Work in progress
2d.1. Institutions that apply ILO policy and practical tools in the area of micro- and small enterprise development.	45 institutions in 25 member States.	Results so far: 60 institutions in 20 member States. <b>Gambia, Ghana, Lesotho, Madagascar, Russian Federation and Swaziland:</b> new cooperative development policies or laws adopted. <b>Thailand:</b> included ILO policy recommendations in its master plan for small enterprise promotion. <b>Philippines:</b> set up a National Commission on Indigenous and Tribal Peoples. <b>China:</b> resource centre for associations of women entrepreneurs at the Chinese national employers' organizations established. <b>Fiji:</b> small and micro-enterprise framework approved by Cabinet. 60 new organizations in 20 member States have adopted and are using the Start and Improve Your Business training package.	<b>Belize, Chad, Costa Rica, Guinea, Jordan, Kiribati, Norway and Rwanda:</b> ongoing support is likely to result in adoption and enhanced application of modern cooperative laws. <b>Guinea, Pakistan and Viet Nam:</b> tools for policy-makers and social partners on assessing the policy and regulatory environment for decent job growth in small and micro-enterprises are in the process of being developed. This work will be extended to additional countries in 2001. <b>Bosnia and Herzegovina, Croatia and Kosovo:</b> work on the promotion of entrepreneurship and business start-ups is ongoing. <b>Burkina Faso, Mali, Mauritania, Niger and Senegal:</b> technical cooperation projects on gender and equality in cooperatives are ongoing.
2d.2. Institutions that apply ILO policy and practical tools on productivity and management development.	20 institutions in 10 member States.	Results so far: Materials on global best practice in business development services are being used by other international agencies, including the World Bank and the Inter-American Development Bank.	<b>Benin, Czech Republic, Malawi, South Africa and Ukraine:</b> institutions are being supported in the area of national policies for productivity and decent work promotion. Pilot projects for improved productivity through better working conditions in small enterprises are ongoing in 10 countries.

## Operational objective 2e: Gender promotion and employment

Indicator	Target for 2000-01	Outcome in 2000	Work in progress
2e.1. ILO constituents that incorporate ILO gender analysis or gender-specific policy recommendations in their job creation and labour market strategies.	ILO constituents in 10 member States.	Results so far: 11. <b>Bangladesh, Estonia, India, Mexico, Nicaragua, United Republic of Tanzania and Viet Nam:</b> action plans implemented by tripartite (plus) partners to improve the quantity and quality of employment for women. <b>Bulgaria:</b> revising its equal employment opportunity (EEO) policies. <b>Fiji and Papua New Guinea:</b> findings of studies on women in the formal sector reflected in the draft Employment Act in Fiji and the provisions of the Employment Act in Papua New Guinea. <b>Brazil:</b> anti-discrimination units created within the regional branches of the Ministry of Labour and Employment. Creation of the Andean Trade Union Women's Coordination Unit as a supporting mechanism for the design and application of policies to promote gender equality in employment.	Resource kit on the promotion of gender equality by trade unions was completed through a collaborative effort of GENPROM, ACTRAV and the ICFTU. The kit is now being tested by trade unions. A CD-ROM database of national legislation, corporate policies and codes of conduct, trade union policies and collective agreements on equal employment opportunity (EEO) policies and programmes has been completed and validated at tripartite workshops. The database will serve as a major tool in the promotion of good practices on equal employment in ILO member States. <b>Bangladesh, India, Nicaragua, Nepal and United Republic of Tanzania:</b> surveys carried out on the links between women's occupation and working conditions, household division of labour and child labour.

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### Strategic Objective No. 3: Enhance the coverage and effectiveness of social protection for all

37. A major highlight regarding social protection in 2000 was the launching of the ILO Programme on HIV/AIDS and the World of Work.
38. In order to achieve greater focus, a major decision in 2000 was the consolidation of the operational objectives, indicators and targets, as reflected in the Programme and Budget proposals for 2002-03.
39. In the area of *international labour standards*, the ILO has contributed to 12 ratifications of selected safety and health Conventions by 12 member States, as compared to the total biennial target of one ratification of a selected group of safety and health Conventions by 20 member States. The ILO has played a role in the revision of national legislation on occupational safety and health in three member States. Several cases of the application of ILO codes of practice and guides on safety and health can be attributed to collaboration with the Bureau for Employers' Activities. Furthermore, work is in progress on new national legislation on immigration compatible with ILO standards, and the biennial target of changes in legislation in five member States is likely to be reached. Work in this latter area has been impeded by external factors, such as the uncertainty which prevails in many countries with regard to which ministry is responsible for labour migration policies and the time it takes in many cases before a tripartite consensus is reached to change policies and legislation.
40. *Action against hazardous conditions* in 2000 included the launch of nine SafeWork programmes in eight member States on the elimination of silicosis and on the development of modern labour inspection systems. Delivery of technical cooperation was around \$1.5 million in the period under review. Constraints encountered by the *InFocus Programme on SafeWork* include the frequent change of senior staff in government ministries. In the area of statistics, an important achievement in 2000 was that the *ILO Yearbook of Statistics 2000* for the first time included data on occupational injuries disaggregated by sex.
41. In the area of *improved working and employment conditions for vulnerable groups*, the ILO has contributed to three member States launching programmes or adopting policies based on ILO guidelines for achieving equality for men and women migrant workers. The biennial target of three member States is therefore likely to be exceeded, as considerable work is ongoing in this area. ILO tools and methodologies to improve working conditions in small-scale enterprises and the informal sector are being used in an additional four member States, compared to the biennial target of six member States. Efforts to secure technical cooperation funds have proved to be important elements for success in the latter field, since the institutionalization of this kind of programme necessarily involves a long-term investment of effort that is difficult to achieve within the regular budget. Success has also been based on working closely with the Bureau for Employers' Activities to ensure that, where programmes to improve working conditions are launched with employers' organizations as partners, this work is integrated into the ILO's broader efforts to strengthen these organizations.
42. For the ILO Programme on HIV/AIDS and the World of Work, work is in progress. Six country programmes are to be launched soon and work is ongoing on a new code of practice on HIV/AIDS and the world of work for submission to a tripartite meeting of experts in May 2001. Work has begun on the development of statistics to determine the impact of HIV/AIDS in the workplace. It is important at this stage to ensure that the

lessons learned from work on HIV/AIDS already undertaken in the regions are adequately taken into account.

#### ILO Programme on HIV/AIDS and the World of Work

The ILO Programme on HIV/AIDS and the World of Work adds a dimension of social justice to the global effort against HIV/AIDS. The main objective of the programme is to help member States combat the spread and threats of HIV/AIDS through workplace initiatives, cope with the social and economic consequences of the pandemic and provide protection and support to workers and their families who are affected by HIV/AIDS. A new code of practice on HIV/AIDS in the world of work is being prepared for submission to a tripartite meeting of experts in May 2001. It will provide legal and policy guidance to ILO constituents on developing a workplace policy and action programme to combat HIV/AIDS, and will focus on issues such as discrimination and social exclusion, education and training, security of employment and social protection, testing and confidentiality and privacy. The ILO programme will involve country-level operational activities in Africa, Asia and the Pacific, the Caribbean and Eastern and Central Europe.

43. Six member States introduced policies or programmes in 2000 for the expansion of social security to the most difficult to reach with ILO technical assistance. One difficulty has proved to be inadequate monitoring systems to keep pace with rapidly expanding technical cooperation activities. Adequate monitoring and evaluation systems therefore will be put in place as a matter of urgency. Some factors that have been identified as contributing positively to the success of activities are strong strategic partnerships with international organizations such as the World Bank, World Health Organization, Asian Development Bank, United Kingdom Department for International Development (DFID) and NGOs such as the Self-Employed Women's Association in India (SEWA) and the Bangladesh Rural Advancement Committee (BRAC).
44. In the area of maternity protection, an important achievement was the adoption of the Maternity Protection Convention (No. 183) by the Conference in June 2000. The generation of data on maternity protection, work and family and working time is in progress in ten countries. The actual use of the information in policy formulation will only be measurable at the end of the biennium.
45. *Regarding the scope of social protection systems*, five member States took action in 2000 to improve the financial architecture and governance of their national social protection systems, out of the biennial target of ten member States. Prior investment in the upgrading of ILO methodologies and the neutrality of ILO advice on financial governance have been found to be key factors contributing to the achievement of results. The need for constant cross-fertilization between development and technical cooperation work has also been shown to increase the effectiveness of activities. The number of member States which last year adopted reforms to their official social security systems to extend coverage already at this stage exceeds the biennial target of five member States. The factors identified behind the success of work in this area include: increased awareness of the need for social security in East and South-East Asia following the financial crisis, as well as in other parts of the world; and greater priority by the ILO to technical cooperation. Regarding work in general on the *scope of social security systems*, an important constraint has been the lack of social security specialists in the regions. In order to address the capacity issue, a first training workshop for about 25 potential field experts is to be launched in February 2001. This should help to at least double delivery capacity within the next 12-24 months. Another constraint is the lack of long-term sound national capacities for the financial management of social security schemes at the national level. To overcome this, the ILO, together with Maastricht University, has launched a major university-level training programme in social security financing.
46. It is too early to take stock of the contribution of the InFocus Programme on Socio-Economic Security to the formulation of strategies and policies in member States to

combat economic and social insecurity, as the programme is at present investing heavily in generating data and many of the surveys have not yet been completed.

### Operational objective 3a: International labour standards

Indicator	Target for 2000-01	Outcome in 2000	Work in progress
3a.1. The number of member States ratifying one of a selected group of safety and health Conventions.	20 member States.	Results so far: <b>12</b> . <b>Belarus, Cape Verde, El Salvador and Republic of Moldova:</b> C.155. <b>Czech Republic, Lebanon, South Africa:</b> C.176. <b>Azerbaijan, Kyrgyzstan:</b> C.81. <b>Azerbaijan:</b> C.129. <b>Russian Federation:</b> C.162. <b>Estonia:</b> C.174. <b>Bangladesh, Guyana, India and Sri Lanka:</b> OSH legislation revised to reflect ILO OSH standards. <b>Bangladesh and Pakistan:</b> national tripartite bodies on OSH put in place.	<b>Papua New Guinea:</b> Cabinet has endorsed a national policy on OSH, and a draft legislative framework is being developed.
3a.2. The number of member States with new national legislation reflecting ILO standards on the recruitment and treatment of migrant workers.	5 member States.	Results so far: <b>0</b> .	<b>Indonesia:</b> The Department of Manpower is in the process of submitting a Bill to Parliament for more comprehensive protection of Indonesian migrant workers against abuses in recruitment. <b>Republic of Korea:</b> the Government is sponsoring legislation that would open up a temporary foreign labour programme. <b>Costa Rica and Tajikistan:</b> work is in progress to revise legislation and practices.
3a.3. The number of member States newly applying one of the ILO's codes of practice and guides on safety and health.	20 member States.	Results so far: <b>9</b> . <b>India:</b> new company policies in 25 companies based on the ILO Code of practice on management of alcohol- and drug-related issues in the workplace. <b>China and India:</b> tripartite seminars on mine safety resulted in social dialogue being applied on this issue. <b>Madagascar:</b> Code of practice on mine safety in use. <b>Australia, China, Mongolia and Slovenia:</b> Code of practice on safety and health in forestry work (adopted by a sectoral meeting in 1997) is being used. <b>Russian Federation:</b> the revised Code of practice on accident prevention on board ship at sea and in port was translated into Russian. <b>European Parliament:</b> the conclusions of the ILO's Tripartite Meeting on Safety and Health in the Fishing Industry (December 1999) are being taken into account in preparing new EU legislation.	<b>Egypt:</b> Work is ongoing with regard to the ILO Code of practice on safety in the use of chemicals at work, through the Egyptian Environment Affairs Agency (EEAA) and the ILO Code of practice on safety and health in construction in cooperation with the biggest Egyptian construction company.

## Operational objective 3b: Action against hazardous conditions

Indicator	Target for 2000-01	Outcome in 2000	Work in progress
3b.1. The number of member States in which national SafeWork programmes of action for selected industries and hazardous agents such as construction, chemicals, mining and silicosis are launched.	8 member States.	Results so far: <b>8</b> . <b>China, India, Thailand and Viet Nam:</b> national action programmes on elimination of silicosis launched. <b>Bulgaria, Czech Republic, Malta, Sri Lanka and Viet Nam:</b> national SafeWork programmes of action to develop modern labour inspection systems launched.	<b>Malaysia:</b> national SafeWork programme on OSH will become operational in 2001. <b>Bolivia, Colombia, Ecuador and Peru:</b> report on OSH in the construction industry prepared as a basis for launching national construction safety programmes.
3b.2. The number of member States that have improved the coverage of their statistics on:			
(a) occupational accidents and diseases;	(a) <b>5</b> member States.	For the first time, the statistics on occupational injuries included in the 2000 edition of the <i>ILO Yearbook of Labour Statistics</i> are disaggregated by sex.	SafeWork/STAT technical cooperation project on the development of new methodologies for the collection of information disaggregated by sex. <b>Pakistan and Philippines:</b> finalization of data processing and preparation of results and analysis; <b>Jamaica and Nigeria:</b> completion of data collection with data processing ongoing. <b>China and Viet Nam:</b> national capacity building on OSH information systems with special emphasis on ILO strategies on proper recording and notification of occupational injuries. <b>Lebanon:</b> a survey on the prevalence of silicosis is ongoing.
(b) occupational safety and health with gender disaggregation.	(b) <b>3</b> member States.		
3b.3. The level of technical cooperation delivery	<b>\$3 million.</b>	Delivery of technical cooperation in 2000: <b>\$1.5 million.</b>	<b>Bulgaria, China, Malawi, Malaysia, Mongolia, Mozambique, Namibia, Nepal, Pakistan, Viet Nam, Zambia, Zimbabwe, SADC and Asia/Pacific regions:</b> new technical cooperation projects.

## Operational objective 3c: Improved working and employment conditions for vulnerable groups

Indicator	Target for 2000-01	Outcome in 2000	Work in progress
3c.1. The number of countries in which policies and programmes to extend the coverage of social security to the most difficult-to-reach have been introduced, either through public schemes or voluntary initiatives.	15 member States.	<p>Results so far: <b>6</b>.</p> <p><b>Tunisia:</b> case study on country experiences and best practices on the extension of coverage has led to the improvement of government policy on the extension of social protection.</p> <p><b>Cameroon and Democratic Republic of the Congo:</b> new health care schemes through voluntary initiatives are operational.</p> <p><b>Senegal:</b> "Solidarity-Employment-Retirement" scheme established.</p> <p><b>Democratic Republic of the Congo:</b> 800 teachers and farmers in Kinshasa set up mutual health scheme.</p> <p><b>Benin, Cameroon and Gabon:</b> tripartite structures have been set up, including representation groups of the informal sector, in order to help the rehabilitation of existing voluntary initiative schemes and their assistance to the non-formal sector.</p>	<p><b>Hungary, India, Senegal, Republic of Korea, Sri Lanka and Uruguay:</b> case studies on country experiences and best practices on policy issues on the extension of coverage carried out.</p> <p><b>Palestine:</b> a project is being designed to address social protection needs.</p> <p><b>Argentina, Bangladesh, Burkina Faso, Ethiopia, Gambia, Ghana, Kosovo, Sierra Leone and Viet Nam:</b> ten projects to extend the coverage of social protection through voluntary schemes have been designed and approved.</p> <p><b>African countries:</b> 4 projects covering 9 countries have become operational.</p>
3c.2. The number of countries launching programmes based on ILO guidelines for achieving equality for men and women migrant workers.	3 member States.	<p>Results so far: <b>3</b>.</p> <p><b>Denmark:</b> the Government adopted anti-discrimination policies based on ILO guidelines.</p> <p><b>Ireland:</b> the Irish Congress of Trade Unions launched a national effort promoting employer, union and government anti-discrimination measures.</p> <p><b>Belgium:</b> the Minister of Labour proposed a new anti-discrimination policy and legislation initiative, based in part on ILO studies and materials.</p>	<p><b>Kuwait:</b> impact studies on the system of recruitment and on better policy models are expected to lead to an improvement of the country's current recruitment system.</p> <p><b>Italy:</b> comprehensive national anti-discrimination study ongoing.</p> <p>Contribution to the World Conference against Racism, Racial Discrimination, Xenophobia and Related Intolerance and its draft programme of action.</p> <p>Research in this area includes:</p> <ul style="list-style-type: none"> <li>■ compilation of anti-discrimination and promotion of equality "best practice" measures by governments, employers, trade unions and others. Outputs include joint publication with the <b>Council of Europe</b>;</li> <li>■ anti-discrimination research in 6 countries in <b>Africa, Asia and Latin America</b>.</li> </ul>

Indicator	Target for 2000-01	Outcome in 2000	Work in progress
3c.3. The number of member States in which local institutions are using ILO tools and methodologies to improve working conditions in small-scale enterprises and the informal sector.	6 member States.	<p>Results so far: 4.</p> <p><b>Mongolia:</b> WISE training programmes are continuing after initial ILO support.</p> <p><b>Philippines:</b> WISE has been institutionalized. The Bureau of Working Conditions (Department of Labour and Employment) conducted 130 workshops in 2000 (278 in 1998-99) training 6,052 small enterprise owners and workers. The number of workplace improvements from 1997-2000 was 3,328.</p> <p><b>Thailand:</b> a WISE programme follow-up workshop for home-based workers in the bronze handicraft cooperative is being organized by the Ministry of Labour and Social Welfare. The Ministry plans a national workshop on OSH for home-based workers for March 2001.</p> <p><b>Peru:</b> The Ministry of Industry organized a second WISE seminar in 2000 at its own initiative.</p>	<p><b>China, Costa Rica, El Salvador, Haiti, Lao People's Democratic Republic, Mexico and Viet Nam:</b> WISE programmes launched or strengthened.</p>
3c.4. The number of member States addressing the issue of HIV/AIDS and the world of work with ILO assistance	10 member States.	Results so far: 0.	<p>The <b>Caribbean, India, Malawi, Namibia, Nigeria and United Republic of Tanzania:</b> ILO country programmes on HIV/AIDS and the world of work to be launched.</p> <p><b>Cambodia, Russian Federation, Ukraine and Viet Nam:</b> other country programmes in the pipeline.</p> <p>A new code of practice on HIV/AIDS and the world of work is being drafted for submission to a meeting of experts in May 2001.</p> <p><b>Central African subregion:</b> indicators to measure the impact of HIV/AIDS in the world of work have been adopted.</p>
3c.5. The number of member States in which data are generated on maternity protection, work and family, and working time and used in policy formulation	10 member States.	Results so far: 0.	<p><b>Chile, Czech Republic, Hungary, Republic of Korea and South Africa:</b> country studies on working time and work organization launched.</p> <p><b>France, Germany, Netherlands, Sweden and United Kingdom:</b> research on working time at the enterprise level conducted.</p> <p>A global maternity protection campaign in support of the Maternity Protection Convention, 2000 (No. 183), is being prepared.</p>

## Operational objective 3d: Scope of social security systems

Indicator	Target for 2000-01	Outcome in 2000	Work in progress
3d.1. The number of member States initiating actions to improve the financial architecture and governance of their national social protection schemes and systems following ILO intervention.	10 member States.	Results so far: 5. <b>Poland and Ukraine:</b> social budgeting units have been established as a permanent means of governance. <b>Lao People's Democratic Republic, Turkey and Viet Nam:</b> sound financing principles for new social security schemes adopted.	<b>Thailand:</b> pilot study on the effectiveness and efficiency of the social transfer system undertaken. Major actuarial evaluations or social budget exercises completed in 12 countries (including <b>Burkina Faso, Cameroon, Central African Republic, Côte d'Ivoire and Zimbabwe</b> ). <b>Luxembourg:</b> actuarial review of the national pension system. <b>South Africa:</b> new unemployment reform bill. <b>Jordan:</b> a benefit reform bill for the pension system. <b>Namibia:</b> restarting the social security reform process. Technical cooperation project is ongoing to support the social security reforms in European Union candidate countries in Central and Eastern Europe.
3d.2. The number of member States that adopt reforms of their official social security schemes to extend coverage.	5 member States.	Results so far: 6. <b>Cape Verde, Indonesia, Lao People's Democratic Republic, United Republic of Tanzania, Turkey and Viet Nam:</b> reforms have been adopted.	<b>Cape Verde, China, Egypt, Ethiopia, Eritrea, Gabon, India, Indonesia, Lao People's Democratic Republic, Morocco, Mozambique, Namibia, Nigeria, Sao Tome and Principe, Sierra Leone, Sri Lanka, United Republic of Tanzania, Thailand and Viet Nam:</b> work is ongoing on governance issues. <b>Albania, Cameroon, Egypt, Gabon, Kosovo, Philippines and Viet Nam:</b> technical cooperation projects ongoing. <b>Ethiopia, Lao People's Democratic Republic, Sierra Leone, United Republic of Tanzania, Uganda, Zambia and Zimbabwe:</b> technical cooperation projects launched on the extension of coverage.

## Operational objective 3e: Economic and social insecurity

Indicator	Target for 2000-01	Outcome in 2000	Work in progress
3e.1. The number of member States where data are generated and used to develop strategies and policies to combat economic and social insecurity.	12 member States.	Results so far: 0.	<p>Socio-economic security database in over 30 countries.</p> <p><b>Argentina, Brazil, Chile, Indonesia, Republic of Moldova, Pakistan, Philippines, Russian Federation and Ukraine:</b> enterprise labour flexibility and security surveys (ELFSs).</p> <p><b>China, India and Kazakhstan:</b> in the pipeline for 2001.</p> <p><b>South Africa:</b> an ELFS is also being considered.</p> <p><b>Argentina, Bangladesh, Brazil, Chile, Hungary, India, Indonesia, Pakistan and Ukraine:</b> instigation of people's security surveys (PSSs).</p> <p><b>China, Ghana, South Africa and United Republic of Tanzania:</b> PSSs are planned in 2001.</p> <p><b>Indonesia:</b> as a result of data-generating activities, the ILO has been asked to take the lead role in the preparation of the "white paper" on social policy.</p> <p><b>Brazil:</b> policy evaluation of minimum income schemes.</p> <p><b>China:</b> study on economics and social security in collaboration with United Nations World Institute for Development Economics Research (WIDER).</p> <p>As a result of information gathering on the efficacy of minimum income schemes the Director-General of UNCTAD would like to use such schemes for "debt swap" arrangements in sub-Saharan Africa. An agreement has been signed between the ILO and UNCTAD.</p>

## Strategic Objective No. 4: Strengthen tripartism and social dialogue

47. In keeping with the principle of tripartism, the ILO builds social dialogue into its action under each strategic objective. Improvements in the institutional frameworks for dialogue are specifically targeted under the strategic objective on social dialogue, as is the strengthening of the parties to social dialogue – governments and employers' and workers' organizations.
48. Achievements in 2000 are more evident under some indicators and targets than others. In general, the strengthening of the parties to social dialogue is proceeding in line with the targets established, and there is good progress in terms of achievements in specific sectors or branches of activity. The importance of social dialogue is more widely recognized, with an unexpected level of progress at the international level. The adoption of new policies on

social dialogue at national level is less advanced at this stage, and the target may not have been realistic.

49. The results achieved so far under the operational objective of *recognition of social dialogue* provide evidence of the impact of the ILO's work at the national, subregional and international levels. In five new cases (biennial target: ten), the social partners have participated in the adoption of social and economic policies and programmes and labour legislation. In 12 cases, as compared to a biennial target of two, international organizations have integrated social and labour dimensions into their policies, action plans and institution-building activities. These cover diverse issues, such as the status of performers, employment statistics in the hotel and tourism sector and safety and health in fishing and ship-breaking. Moreover, subregional groupings in both the Caribbean and Central Africa have endorsed declarations on social dialogue, compared with a target of five regional or subregional groupings for the biennium.
50. These activities have been facilitated by the ILO's heightened role on the international stage and by collaboration with many partners. The ILO Declaration on Fundamental Principles and Rights at Work has also contributed to wider awareness, as have the ILO's sectoral meetings. Integration of social dialogue in the activities under all ILO objectives has made a major difference. However, adversarial traditions and mistrust have made it very difficult to make progress in some countries and sectors. In some cases, it is difficult to distinguish between progress made in improving awareness of the importance of tripartism and social dialogue, and the concrete manifestations of such improved awareness in terms of changes in institutions and procedures. In 2002-03, these two interrelated objectives will be merged.<sup>6</sup>
51. As far as *institutions of social dialogue* are concerned, progress is being made in strengthening the institutions, machinery and processes of social dialogue in ILO member States. In terms of the indicator relating to constituents' use of ILO recommendations, advice, practical tools or research, it appears likely that the target of 40 cases in 30 member States will be exceeded by the end of the biennium. So far, there are 33 cases in which 22 member States have revitalized or newly established social dialogue agreements and bodies, applied recommendations or addressed a variety of related issues, such as minimum wages, education sector reform and training. A case in point is Kosovo,<sup>7</sup> where a Tripartite Labour Council has been established and entrusted with the reform of labour law. Here too, for the first time ever, trade unions have been recognized and are members of the newly established Tripartite Labour Council.
52. Steady progress was made in the ratification of ILO Conventions during the year. A total of 16 Conventions were ratified. Seven member States ratified the Tripartite Consultation (International Labour Standards) Convention, 1976 (No. 144). There were 16 ratifications of Conventions in specific sectors – 13 in the maritime sector and three in safety and health in mines. Four member States ratified the WIPO/ILO/UNESCO Convention for the Protection of Performers, Producers of Phonograms and Broadcasting Organizations (Rome Convention, 1961).

<sup>6</sup> GB.279/PFA/6, para. 156.

<sup>7</sup> This territory is under an interim international civilian administration (UNMIK) by decision of the Security Council of 10 June 1999 (resolution 1244).

#### Tripartite commissions on gender equality

Since 1994, tripartite commissions on gender equality have been established and strengthened in the Southern Cone countries of Latin America (Argentina, Brazil, Chile, Paraguay and Uruguay). The Uruguayan commission has reached a high level of institutionalization. It is currently formulating a national plan for equal opportunities in employment and in 2000 mobilized external funds from the Spanish Ministry of Labour to strengthen its work. In Paraguay, the commission is the only tripartite body operating at the national level. Under the new Chilean Government, the Chilean commission was transformed into one of four tripartite working groups of the National Social Dialogue Council set up under the Ministry of Labour. In Brazil, the commission has been active on a range of gender and race issues. Following political changes in Argentina, the commission is currently being restructured.

- 53.** Improved recognition of social dialogue has made it easier to encourage the strengthening of institutions of social dialogue. However, constraints related to raising awareness of tripartism and social dialogue apply even more forcefully to achieving the goal of sustainable institutional development. There is a need for increased resources to follow up and give concrete meaning to social dialogue in situations where it is fragile or poorly developed. As a result, greater emphasis will be given in 2001 to the development of technical cooperation proposals, in particular in the framework of the ILO Declaration.
- 54.** Much of the ILO's work on social dialogue relates to strengthening the social parties so that they are better able to serve their constituencies and engage in dialogue at various levels. Six indicators measure the impact of endeavours to build *stronger parties to social dialogue*. The first two are devoted to capacity building in employers' and workers' organizations. One relates to their provision of new or improved services and to their strengthened capacity to provide services to members.
- 55.** In this respect, the impact of the ILO's work with employers' organizations is evident in 12 member States out of a target for the biennium of 20. Stronger employers' organizations have been built in two ways. In the case of services to member companies, a strategic planning approach, coupled with support for improved management, has given good results, although staff turnover has sometimes been a problem.
- 56.** As far as workers' organizations are concerned, 13 out of a targeted 30 member States have benefited from a range of services that have led to collective bargaining agreements, training programmes, the creation of a national tripartite discussion group and strengthened trade union representation.
- 57.** The second indicator refers to employers' and workers' organizations taking policy or practical initiatives to extend the representation of their organizations by establishing links with small enterprises or the informal sector, or through increased representation of women and migrant workers. Employers' organizations in seven member States out of a target of ten have established these links. The main impact relates to the support provided to disadvantaged groups, including action on child labour issues in three countries and the establishment of HIV/AIDS action plans in West and Central Africa.
- 58.** Efforts by workers' organizations to increase their representation have paid off so far in 14 countries, compared to a target of 30 for the biennium. For example, in Africa, associations catering for informal sector groups of workers have been set up, while in the Andean countries a new body on women's participation has been established. However, work to strengthen trade unions must overcome a series of problems, including denial of trade union rights, a multiplicity of unions, lack of trained staff and insufficient coordination of action from different sources of funding.
- 59.** Although slightly behind the target of six member States for the biennium, the impact of activities to strengthen the role of governments in social dialogue can also be seen in the

ratification by two member States of the Labour Administration Convention, 1978 (No. 150). Practical steps to strengthen labour administration have been taken in seven out of a projected ten member States, notably in countries in South America and the Caribbean, where structural changes have been made, regulations adopted, new services developed and training introduced for civil servants.

60. Impacts in the field of labour administration and labour law are constrained by a lack of capacity to respond to requests for assistance. Nevertheless, a targeted approach has led to a number of successful interventions. Additional extra-budgetary support has been difficult to obtain, but the need for administrative and legislative improvements to apply ILO standards and the Declaration may lead to a better response.

#### Operational objective 4a: Recognition of social dialogue

Indicator	Target for 2000-01	Outcome in 2000	Work in progress
4a.1. ILO member States in which social partners participate in the adoption of social and economic policies and programmes and labour legislation.	10 additional member States.	Results so far: 5. <b>Malta:</b> Malta Council for Economic and Social Development established. <b>Poland:</b> tripartite agreement to amendments to Labour Code concerning labour relations. <b>Suriname:</b> tripartite agreement to a national consultation on social dialogue. <b>Trinidad and Tobago:</b> tripartite declaration on a social and economic compact. <b>Tunisia:</b> tripartite discussions on competitiveness and employment security in national policies.	<b>Colombia:</b> decision to agree on collective bargaining procedures. <b>Ecuador:</b> discussions on saving national social security system from bankruptcy. <b>Peru:</b> National Tripartite Labour Council under consideration.
4a.2. International organizations and regional or subregional groupings that integrate social and labour dimensions in policies, action plans and institution building.	2 International organizations.	Results so far: 12. <b>FAO/IMO:</b> safety and health in fishing in report of FAO/IMO Joint Ad Hoc Working Group. <b>IMO/UNEP:</b> occupational safety and health in ship-breaking. <b>ISO:</b> Convention No. 152 in guidelines on handling containers. <b>WHO:</b> work programmes of the Global Health Workforce Strategy Group and the Global Advisory Group on Nursing/Midwifery. <b>WIPO:</b> status of performers. <b>WTO/OECD/EUROSTAT:</b> employment statistics in hotel and tourism sector. <b>UNESCO:</b> Dakar Framework for Action includes reference to lifelong learning, April 2000. ILO instrumental in establishing Collaborative Group on Artisanal and Small-scale Mining, coordinated by the <b>World Bank</b> .	
	5 regional or subregional groupings.	Results so far: 2. <b>Caribbean Community (CARICOM):</b> declaration endorsing social dialogue as an instrument for achieving consensus on economic restructuring policies. <b>Central African Economic and Monetary Community (CAEMAC):</b> tripartite declaration endorsing social dialogue.	<b>EU accession countries:</b> informal conclusions on the role of social dialogue in the enlargement process.

## Operational objective 4b: Institutions of social dialogue

Indicator	Target for 2000-01	Outcome in 2000	Work in progress
4b.1. Cases in which constituents use ILO recommendations (including conclusions of sectoral meetings), advice, practical tools or research to strengthen the institutions, machinery or processes of social dialogue.	40 cases in 30 member States.	<p>Results so far: <b>33</b> cases in <b>22</b> countries <b>2</b> international cases.</p> <p><b>Paraguay:</b> social dialogue institution restructured to improve functioning.</p> <p><b>Colombia:</b> tripartite agreements on institutionalizing social dialogue and on minimum wage.</p> <p><b>Chile:</b> Tripartite Council for Social Dialogue established.</p> <p><b>Thailand:</b> 10 pilot provincial tripartite subcommittees on minimum wages set up.</p> <p><b>Fiji:</b> tripartite forum reactivated after 10 years.</p> <p><b>Yemen:</b> bipartite dialogue re-established and agreement reached on a national mechanism for social dialogue.</p> <p><b>Czech Republic:</b> renewed process of reform and negotiation on education sector reform.</p> <p><b>Togo, Benin and Guinea:</b> collective agreements in the hotel and tourism sector.</p> <p><b>France:</b> 5 oil companies have agreed to apply ILO maritime Conventions.</p> <p><b>Philippines:</b> application of Recommendation No. 187 resulted in 15 per cent wage increase for Filipino seafarers.</p> <p><b>Australia, Argentina, Chile, Indonesia, Republic of Korea, Malaysia, Panama, Peru, Uruguay and United States:</b> Portworker Development Programme (PDP) used by port authorities.</p> <p><b>International:</b> agreement on wages based on ILO Recommendation No. 187 between the International Transport Workers and the International Maritime Employers' Committee. Guide to ILO standards relevant to sustainable forest management used by the International Federation of Building and Wood Workers (IFBWW).</p> <p><b>Kosovo:</b> Tripartite Labour Council established and entrusted with labour law reform. Trade unions recognized and members of the Tripartite Labour Council.</p>	<p><b>Bangladesh, India and Pakistan:</b> work under way for a project on occupational safety and health in ship-breaking leading to the preparation of a code of practice called for in the conclusions of the transport equipment manufacture meeting in May 2000.</p> <p><b>Kazakhstan and Viet Nam:</b> tripartite and bipartite wage-fixing machinery.</p> <p><b>Kiribati, Solomon Islands and Papua New Guinea:</b> national tripartite plans of action to establish or strengthen tripartite institutions.</p> <p><b>Bahrain, India, Islamic Republic of Iran, Kenya, Kuwait, Mauritius, Oman, Qatar, Saudi Arabia, Seychelles, United Republic of Tanzania and United Arab Emirates:</b> ILO model course on ship inspection used in training programmes.</p> <p>Basic elements from the guide to ILO standards likely to be adopted by two important forest certification schemes: Forest Stewardship Council and Pan-European Forest Certification.</p>

Indicator	Target for 2000-01	Outcome in 2000	Work in progress
4b.2. Member States that adopt policies and implement, ratify or take formal steps towards the ratification of ILO Conventions addressing the institutions or practice of social dialogue.	12 member States implement, ratify or take formal steps towards the ratification of Conventions on freedom of association and collective bargaining as specified under operational objective 1a.	See under operational objective 1a: Standards and fundamental principles and rights at work.	
	10 member States adopt policies.	Results so far: 0.	<b>Barbados, Benin, Colombia, Czech Republic, Estonia, India, Indonesia, Kazakhstan, Kosovo, Malta, Paraguay, Poland and Tunisia:</b> policy formulation.
	10 ratifications of Convention No. 144.	Results so far: 7. <b>Belize, Czech Republic, Kazakhstan, Kuwait, Saint Kitts and Nevis, Switzerland and Yemen.</b>	<b>Burkina Faso and Poland:</b> preparatory work under way.
	15 ratifications of Conventions covering specific sectors.	Results so far: 16. <i>Maritime:</i> <b>Italy:</b> C.152; <b>Republic of Moldova:</b> C.108; <b>Morocco:</b> C.178, C.179, C.180; <b>Romania:</b> C.22, C.68, C.92, C.133, C.166, C.180; <b>Sweden:</b> C.178, C.180.  <i>Safety and health in mines:</i> <b>Czech Republic, Lebanon and South Africa:</b> C.176.  4 Protocols to Conventions. <i>Maritime:</i> <b>Sweden:</b> 1996 Protocol to C.147. <i>Labour Inspection in non-commercial services sector:</i> <b>Azerbaijan, Cyprus, Republic of Moldova:</b> Protocol to C.81. <b>Albania, Croatia, Estonia and Nicaragua:</b> WIPO/ILO/UNESCO Convention for the Protection of Performers, Producers of Phonograms and Broadcasting Organizations (Rome Convention, 1961).	Preparatory work under way: <b>Bahamas:</b> C.147.  <b>United States:</b> C.176.  <b>France:</b> 1996 Protocol to C.147, C.163, C.178, C.179, C.180.
4b.3. Member States in which tripartite or bipartite institutions, mechanisms or processes address gender equality issues.	15 additional member States.	Results so far: 3. <b>Chile:</b> Round Table on Women and Labour set up within the newly established Tripartite Council for Social Dialogue. <b>Paraguay:</b> National Tripartite Commission on Gender Equality established. <b>Uruguay:</b> Tripartite Commission on Gender Equality formulating national plan on equal opportunity in employment.	<b>Argentina:</b> Tripartite Commission on Gender Equality being reactivated. <b>Nepal and Sri Lanka:</b> South Asian subregional women's network on social dialogue initiated.

## Operational objective 4c: Stronger parties to social dialogue

Indicator	Target for 2000-01	Outcome in 2000	Work in progress
4c.1. Employers' or workers' organizations that provide new or improved services to their members or strengthen their capacity to provide such services.	Employers' organizations in <b>20</b> member States.	<p>Results so far: <b>12</b>.</p> <p><b>Kenya, India and Thailand:</b> strategic plans to strengthen organizational capacities adopted.</p> <p><b>Sri Lanka:</b> training programme on industrial relations in the workplace developed.</p> <p><b>Mali:</b> new information and advisory services.</p> <p><b>Mongolia:</b> WISE training programmes to small and medium enterprises.</p> <p><b>Albania:</b> an independent employers' organization established.</p> <p><b>Bolivia:</b> services to improve quality management with a view to enterprises ISO certification.</p> <p><b>Dominican Republic:</b> industrial safety for member enterprises.</p> <p><b>China, Mauritius and Philippines:</b> enterprises capable of implementing cleaner production audits.</p>	<p><b>Africa, Asia and Latin America:</b> public policy and action to improve the competitiveness of economies and enterprises.</p> <p><b>Mauritius:</b> training policy reform proposals.</p> <p><b>Central America:</b> project to consolidate democracy.</p> <p><b>China:</b> policy proposals following education and training needs conference.</p> <p><b>Costa Rica:</b> draft legislation on removing obstacles to competitiveness.</p> <p><b>Yemen:</b> start-up of permanent national mechanism for social dialogue.</p> <p><b>Philippines:</b> creation of information service on salaries and collective bargaining.</p> <p><b>Ecuador:</b> proposals for pension system reform.</p> <p><b>Dominican Republic:</b> draft legislation for the creation of an economic and social council.</p> <p><b>India:</b> proposals for legislation covering the ILO Declaration on Fundamental Principles and Rights at Work and related Conventions.</p> <p><b>Croatia:</b> development of a management training institute.</p> <p><b>Jordan:</b> services and training facilities being developed.</p>
	Workers' organizations in <b>30</b> countries.	<p>Results so far: <b>13 + 1</b> regional.</p> <p><b>Standards and fundamental principles and rights at work</b></p> <p><b>Benin:</b> ILO training module on the Declaration in workers' education programme.</p> <p><b>Togo:</b> Convention No. 182 translated into two local languages.</p> <p><b>Colombia, Ecuador, Peru and Venezuela:</b> training programmes with emphasis on collective bargaining.</p> <p><b>Pakistan:</b> ban on trade union activities in the Water and Power Development Authority (WAPDA) lifted. May Day restored as a public holiday.</p> <p><b>Employment</b></p> <p><b>Mongolia:</b> Coop Promotion Centre; savings and credit cooperatives in Ulan Bator, Tuv and Selenge provinces.</p>	<p><b>Nepal:</b> ILO Conventions Nos. 29, 105 and 182 are in the pipeline for ratification. These Conventions were submitted to the Parliament for approval, partly due to the efforts of trade unions.</p>

Indicator	Target for 2000-01	Outcome in 2000	Work in progress
4c.2. Employers' or workers' organizations that take policy or practical initiatives to extend representation of their organizations, for example by establishing links with small enterprises or the informal sector or through enhanced representation of women and migrant workers.	Employers' organizations in 10 member States.	<p><b>Social protection</b></p> <p><b>Latin America:</b> up-to-date information concerning social security indicators through new website: <a href="http://www.oit.org.pe/segsoc">www.oit.org.pe/segsoc</a>.</p> <p><b>Social dialogue</b></p> <p><b>Burkina Faso, Central African Republic, Madagascar and Senegal:</b> coordinating bodies in each country so that the workers can participate in national tripartite discussions as a united group.</p> <p><b>Cambodia:</b> four national unions appointed to the National Tripartite Labour Advisory Committee (LAC). Strong pressure from the trade union representatives in LAC meeting resulted in the minimum wage being raised.</p>	<p><b>Arab States:</b> module on occupational safety and health based on the relevant ILO Conventions in all national and regional trade unions.</p> <p><b>Macedonia:</b> framework national policy on occupational safety and health. Network of trade unions at municipal, regional and national levels under way.</p> <p><b>Russian Federation:</b> trade unions have presented their own proposal concerning revisions of labour codes based on international labour standards.</p> <p><b>Ethiopia:</b> proposals on privatization and the right to consultation and collective bargaining serving as basis for negotiations with the Government.</p>
	Workers' organizations in 30 countries.	<p>Results so far: <b>7 + 1</b> subregional.</p> <p><b>Guatemala:</b> foundation to support the placement of street children in vocational training.</p> <p><b>Liberia:</b> trade union solidarity action group to strengthen workers' role in national consultative forums.</p> <p><b>Mongolia:</b> recommendations on the implementation of legislation and national action plan for the employment of the disabled.</p> <p><b>United Arab Emirates:</b> tourism.</p> <p><b>Costa Rica and Senegal:</b> income-earning activities to help families keep their children in the education system and prevent child labour.</p> <p><b>Zimbabwe:</b> awareness on the issue of child labour, contributed to ratification of Convention No. 138.</p> <p><b>West and Central Africa:</b> action plans on HIV/AIDS.</p> <p>Results so far: <b>14</b>.</p> <p><b>Burkina Faso, Mali, Niger and Senegal:</b> associations catering for certain groups of workers (i.e. vegetable and fish vendors) in the informal sector.</p> <p><b>Andean countries (Bolivia, Colombia, Ecuador, Peru and Venezuela):</b> new body on women's participation in trade union organizations.</p> <p><b>Yemen and Kuwait:</b> new women's committees.</p> <p><b>Bangladesh:</b> trade union rights in the EPZ.</p>	<p><b>India:</b> assistance to street vendors, many of whom are women.</p> <p><b>Kuwait:</b> strategies to provide services to SMEs.</p> <p><b>Syrian Arab Republic:</b> women's committees to promote participation of businesswomen as active entrepreneurs.</p>

Indicator	Target for 2000-01	Outcome in 2000	Work in progress
		<p><b>Bangladesh:</b> Bangladesh National Committee for Women Workers' Development (BNCWWD). Women elected to the executive committees of their respective unions.</p> <p><b>Russian Federation:</b> women workers' issues integrated into activities and a woman elected as Vice-Chairperson of the Federation for the first time.</p>	
4c.3. ILO member States that ratify the Labour Administration Convention, 1978 (No. 150)	6 additional member States.	Results so far: 2. <b>Belize and Czech Republic.</b>	<b>Benin:</b> ratification under way.
4c.4. ILO member States that take practical steps to strengthen their labour administration.	10 additional member States.	Results so far: 7. <b>Costa Rica:</b> creation of consultative council. <b>Costa Rica and Dominican Republic:</b> new regulations and manuals. <b>Costa Rica, Dominican Republic, Guatemala, Honduras, Nicaragua and El Salvador:</b> new services provided to users. <b>Nicaragua:</b> establishment of statistical services. <b>Dominican Republic:</b> conditions of service of public servants modified. <b>Uruguay:</b> adopted ILO safety regulations for forestry. Inspectorate monitoring enforcement.	<b>Benin, Burkina Faso, Costa Rica, Dominican Republic, Honduras, Morocco, Nicaragua and Senegal:</b> training of public servants to reorientate activities of the ministry. <b>Dominican Republic:</b> structural changes.
4c.5. Member States that adopt laws, regulations and law enforcement machineries and procedures, with ILO technical assistance based on ILO standards, and with the involvement of the social partners.	10 additional member States.	Results so far: 0.	<b>Bahamas, Barbados, Bosnie and Herzegovina, Botswana, Central African Republic, Colombia, East Timor,<sup>1</sup> Ghana, Haiti, Indonesia, Kazakhstan, Kosovo, Namibia, Nepal, Saint Lucia, South Africa, Sri Lanka, United Republic of Tanzania, Uganda, Ukraine and CARICOM:</b> proposals for amendments to laws designed to improve the legal provisions to facilitate the development of a <i>decent work</i> policy. Certain requests relate to parts of labour codes (health and safety, employment, etc.), although most concern large-scale revisions. <b>East Timor:</b> amendments to labour legislation and Labour Code. <b>Philippines:</b> amendments to Labour Code and labour laws.

Indicator	Target for 2000-01	Outcome in 2000	Work in progress
4c.6. Member States that base major components of their legislation governing the public service on ILO advice.	5 additional member States.	Results so far: 0.	

<sup>1</sup> This territory is under the administration of the United Nations Transitional Administration in East Timor (UNTAET), established by the Security Council on 25 October 1999 (resolution 1272).

## Governance, support and management

- 61.** The Programme and Budget for 2000-01 and the Strategic Policy Framework 2002-05 included a number of initiatives to strengthen the capacity of the Office to implement the four strategic objectives. These concentrated on three major areas: to improve the internal management of the Office, to strengthen its intellectual and operational capacities, and to renew and enlarge its relations with the outside world.
- 62.** These initiatives were reported in three documents presented to the Committee in November 2000 – the Strategic Policy Framework, the full list of indicators and targets for the 16 operational objectives and the evaluation strategy.<sup>8</sup> The ideas and proposals contained in these documents represent considerable progress in the incorporation of strategic budgeting into ILO programmes. Yet much remains to be done, as indicated in the introduction to the present document – resolving problems of measurement, determining the ILO's influence on changes in the policies of member States, better integration of the regions and extensive training in strategic budgeting and management.
- 63.** During 2000, strategic budgeting principles were introduced into the governance, support and management sectors, and targets and service standards identified for them. In November 2000, the Committee considered that these standards were too detailed to form a basis for reporting to it. The implementation report for the biennium 2000-01, to be presented in March 2002, will summarize the degree to which these standards have been met. This will enable the Office to identify the adjustments needed to improve performance.
- 64.** A brief account is given below of the principal achievements in 2000.
- 65.** Progress has been made in implementing a new human resources policy designed to enhance the knowledge and skills of the staff, improve recruitment and selection, improve staff-management consultations and put in place a new grievance resolution system. The Committee is being kept informed separately of these developments.
- 66.** Steps were undertaken to review the production of documents for the International Labour Conference and the Governing Body, with a view to improving the workflow, reducing the length of documents and making papers available on time. The recommendations of this external review will start to be implemented in the first half of 2001.

<sup>8</sup> GB.279/PFA/6, GB.279/PFA/7 and GB.279/PFA/8.

67. The process to replace the old financial system with a modern off-the-shelf enterprise resource planning (ERP) system was commenced. Implementation will start in 2001, when the Director of the ERP project will be appointed. Progress is being reported regularly to the Committee.
68. Increased use of the Internet has enhanced support services to all units of the Office, as well as to constituents. For example, the ILO Library has started work towards creating a “virtual library”, i.e. an electronic repository of documents from which users can download the full text through the Internet. Collaboration has been established with various private sector companies providing Internet-based text resources on social and labour issues. Furthermore, the upgrading of the ILO website contributed to doubling the number of ILO publications sold through the Internet. An electronic version of the *International Labour Review* was made available. The ILO’s information technology has also been upgraded to provide improved Internet access to the main databases.
69. Improvements were also made in the ILO telephone system, some administrative services have been outsourced and a review of the ILO’s publications policy is being undertaken.
70. In other areas, significant progress is expected in the course of 2001. Mapping out a knowledge management strategy for the Office will be an important task. The complex and diverse structure of the ILO’s information technology will make this a challenge, but in-house expertise has now been built up and it is expected that most of the design and development work will be completed in the course of 2001. Activities have also been planned for the development of a new external communications policy targeting more directly the different audiences outside the Office. A new director of communications has been appointed and substantial progress is expected during this year.

Geneva, 21 February 2001.