



## SECOND ITEM ON THE AGENDA

**The ILO's technical cooperation  
programme 2000-01****Contents**

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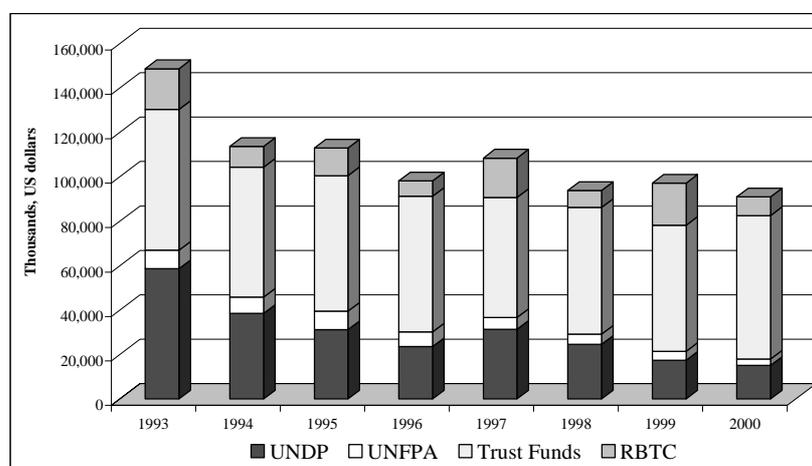
## Introduction

1. The annual report on the ILO's technical cooperation programme 2000-01 provides, as in earlier years, statistical and narrative information related to ILO technical cooperation activities. An element introduced this year, in response to the deliberations in the Committee on Technical Cooperation, is the presentation of activities by operational objectives geared towards achievement of the strategic objectives outlined in the Director-General's Report entitled *Decent work* to the 1999 International Labour Conference.
2. Section I, containing facts and figures on the technical cooperation programme, provides a quantitative overview [of the programme]. Section II examines the activities related to the implementation of the ILO's resource mobilization strategy and highlights the move towards greater coherence in resource programming and increased partnerships with the donor community. The ILO's relations with the UN system are dealt with very briefly since a separate paper on the subject is available to the Committee. The ILO's relations with other international bodies are also touched upon briefly.
3. Section III focuses on selected technical cooperation activities presented by operational objectives and covers headquarters as well as the regions. Section IV highlights activities of the ILO Turin Centre. Section V, based on evaluation results, highlights the findings of selected projects and programmes. Section VI provides some concluding remarks.

## I. Quantitative overview

### I. Overall expenditure

4. Chart 1 shows the ILO's technical cooperation expenditures over the period 1993 to 2000. Total expenditure in 2000 was \$90.9 million, 6.4 per cent less than the 1999 expenditure of \$97.1 million. This decline was mainly due to reduced spending of the regular budget technical cooperation (RBTC) funds, which is a recurrent pattern in the first year of a biennium. Past experience has shown that expenditures pick up significantly during the second year. Following trends observed in earlier years, there were also declines in UNDP (13.3 per cent) and UNFPA (27.3 per cent) expenditures.

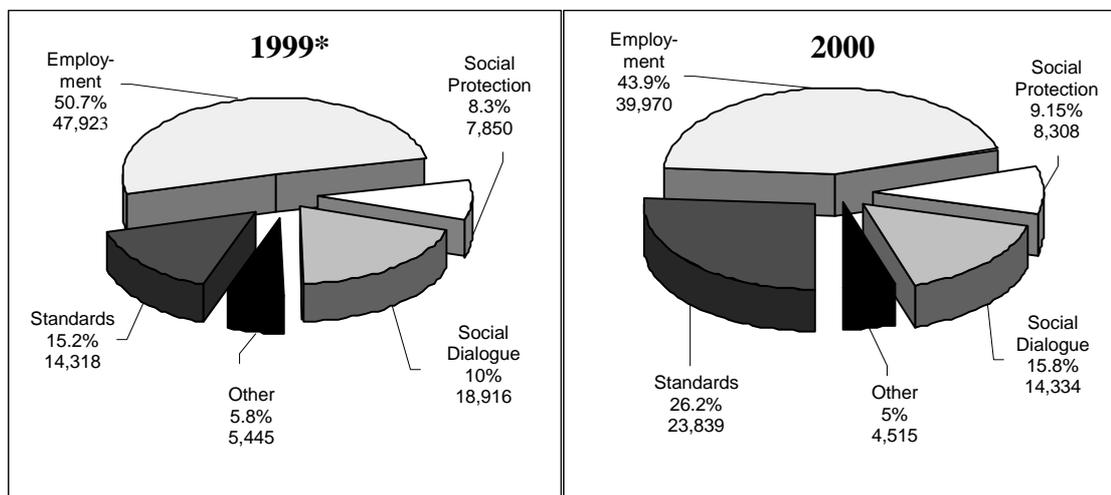


5. Use of UNDP funds has declined to \$15 million compared to \$17 million in 1999 and constituted 16.6 per cent of the total expenditure in 2000. Trust funds have seen a significant rise from \$56.8 million in 1999 to \$64.5 million in 2000, an increase of 13.6 per cent. Trust funds in 2000 accounted for 71 per cent of total ILO technical cooperation expenditure.

## 2. Sectoral breakdown of expenditure

6. As figure 1 (below) shows, the Employment Sector had the highest expenditure with 43.9 per cent of the total, followed by the Standards and Fundamental Principles and Rights at Work Sector (26.2 per cent), the Social Dialogue Sector (15.8 per cent), and Social Protection Sector (9.1 per cent). Compared with 1999 expenditures, a substantive increase in expenditures (11 per cent) for the Standards and Fundamental Principles and Rights at Work Sector can be observed.

Figure 1. Distribution of ILO technical cooperation expenditure by sector, 1999-2000



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

## 3. Type of assistance

7. Expenditure on national experts, external collaborators, locally recruited project staff, United Nations Volunteers and other staff incurred the highest percentage share in terms of type of assistance, making up 28.9 per cent in 2000. This is an increase of 3.2 per cent from 1999. This, taken in conjunction with the 60.8 per cent increase from 1999 in the use of subcontracting, reflects the continued decrease of using long-term international experts in project execution. It should be noted that the training component saw a 30.5 per cent decline compared to the previous year. All other categories have remained more or less constant (see Appendix 2).

## 4. Regional distribution

8. Appendix 1(b) shows that Africa's share in total expenditure, although the highest among regions, declined from 35 per cent in 1999 (\$33.8 million) to 31 per cent (\$28 million) in 2000. Both the Americas and Asia have incurred a higher share of expenditure compared

to last year. The Americas and the Caribbean make up 15.7 per cent of the total, an increase of 3.6 per cent from 1999, and Asia in 2000 makes up 22.8 per cent, an increase of 6.5 per cent from last year. Both Europe and the Arab States have seen a decline in expenditure of 24 per cent and 50.7 per cent, respectively. Although this decline seems sharp, in absolute terms the actual sums are quite small.

9. These expenditures, however, do not include those on interregional projects. In 2000, interregional technical cooperation project expenditures, which have been going up over the years, was \$20.1 million. As has been noted in recent years, there has been an increased tendency to implement development cooperation programmes through interregional projects. In order to obtain a more accurate picture of the regional distribution of all expenditures, the interregional projects were broken down by region. This breakdown by region (see Appendix 1(c)) shows that Africa received 35.2 per cent of the total, i.e. nearly \$7 million, followed by Asia, 25.3 per cent (\$5.1 million); Americas, 19.3 per cent (\$3.9 million); Europe, 12.3 per cent (\$2.4 million); and the Arab States, 7.8 per cent (\$1.5 million). The actual amount of expenditure for Africa would thus be \$35 million, i.e. 40 per cent of total expenditures. Asia's share would be 28 per cent, the Americas 20 per cent, Europe 8 per cent and the Arab States 4 per cent.

## 5. Least developed countries

10. The least developed countries' share of total technical cooperation expenditure was 19.9 per cent in 2000 as compared to 20.2 per cent in 1999 and 30.4 per cent in 1998 (see Appendix 5). The continued decline in projects funded by UNDP and UNFPA account for the decrease. It should also be noted that least developed countries (LDCs) constitute the priority target countries for the multi-bilateral programme. Many of the projects in this programme are interregional and, in future, the Office will provide a breakdown of these projects by LDC. It was not possible to do so for 2000.

### *Recent developments*

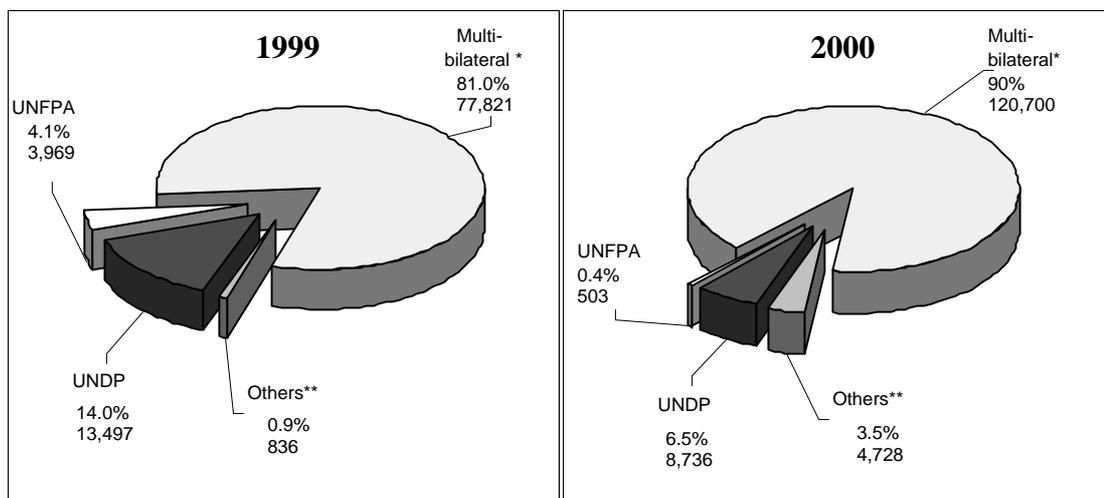
11. The Third UN Conference on the Least Developed Countries (LDCIII) was convened in May 2001 to: assess the results of the Programme of Action for the Nineties; review implementation of international support measures, particularly in the areas of official development assistance, debt, investment and trade; and consider the formulation and adoption of appropriate national and international policies and measures for sustainable development of the least developed countries and their progressive integration into the world economy.
12. The ILO presented an issues paper entitled "Decent work for poverty reduction: An agenda for development in the least developed countries", which was well received by all participants. The ILO made a special effort to bring the perspectives of social partners into the Conference debate. A tripartite delegation from the Governing Body participated actively in the different thematic sessions. The ILO-led thematic session on "Human resources development and employment", which was part of the official intergovernmental process, gave a unique platform for the social partners to express their views; more than half of the interventions were made by social partner representatives.
13. "A Programme of Action" had set out seven commitments for LDCs, and their development partners were invited to follow up. The proposals developed by the ILO for the Conference – the "deliverables" – strongly support at least four of these commitments and provide a basis for discussions with LDCs and donors to integrate these proposals into the national development plans.

14. The ILO and other organizations in the UN system have been invited to mainstream the implementation of the Programme of action within its programme of work. Already, the ILO's field offices have been requested to initiate contacts with LDC governments and local representatives of the European Union, UN agencies, World Bank, and others to discuss contribution that the ILO can make. Often, this is done in the framework of national poverty reduction strategies put in place by the LDCs. Also, efforts are ongoing with the donor community and technical sectors to encourage increased programming of activities in the LDCs, based on the ILO deliverables prepared for the Conference.
15. This process will be monitored regularly and additional measures might be considered together with the constituents in the LDCs to ensure effective contribution of the ILO in the implementation of the Programme of Action.

## 6. Approvals

16. In 2000, approvals amounted to \$135 million. This is nearly \$40 million more than \$96.1 million reached in 1999. There has been a notable increase in approvals from multi-bilateral and direct trust funds. The multi-bilateral component jumped from \$77.73 million in 1999 to \$120.7 million in 2000. This component makes up for 90 per cent of total approvals in 2000 (see figure 2 below).

Figure 2. ILO extra-budgetary technical cooperation approvals, 1999-2000 (by source of funds)



Including direct trust funds.

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

17. There has been a continued decline in approvals from UNDP; year 2000 approvals accounted for only 6.5 per cent, that is, a decrease of 7.5 per cent from 1999's 14 per cent share. UNFPA approvals have significantly decreased as well. In 2000, UNFPA approvals made up only 0.4 per cent of the total compared to 4.1 per cent in 1999.
18. Multi-bilateral donors and direct trust fund approvals, as noted above, have continued to increase (see Appendix 6). The United States continues to be the largest contributor with \$50.7 million, with a dramatic increase from \$29 million in 1999. Approvals from the Netherlands totalled \$22.1 million in 2000, more than double of that of 1999. Approvals from France and Italy have also increased. The increase in Italy's approval has been

significant, from \$1.6 million in 1999 to \$12.7 million in 2000, and this does not include Italy's contribution to the Turin Centre.

19. Norway, Denmark, Japan, Canada and Switzerland approvals ranged between \$2-8 million; United Kingdom, Spain, Germany between \$1.6 and 1 million, whereas Finland, European Union, Belgium, Ireland and Luxembourg approvals were less than \$1 million. It should be recalled that approval patterns of funds from a number of donor countries are based on a two- or three- or five-year cycle. This would explain why the approval levels may appear high or low or absent in a given year.

## 7. Level of implementation

20. As noted above, the total level of extra-budgetary expenditure increased in 2000, with a total of \$82.5 million, as compared to \$78.1 million in 1999. This is a positive development, which has been coupled with an increase in the delivery rate, reaching 58 per cent in 2000, compared to 51 per cent in 1999. The main factors contributing to the improved delivery rate were increased expenditures in IPEC as well as better management practices in terms of phasing project activities and budget allocations. While the improvements are welcome, the level of implementation of development cooperation activities warrants continued attention and action. Delivery rates for all ILO activities, whether administered by field units or by headquarters, are provided in Appendix 1(d) (by region) and in Appendix 1(e) (by technical field).
21. Last year, the Committee was informed that the Director-General had taken a number of urgent measures to redress low delivery rates. The Delivery Task Force, in the Development Cooperation Department, has monitored allocations and expenditures on a regular basis and kept all units informed. In addition, it has set up a help-desk to assist with any administrative blockages. New management systems and improved procedures have been introduced in certain administrative units such as finance and procurement to facilitate the management of activities. Training sessions and workshops have also been organized with some of the regional departments to review the main issues related to delivery and identify remedies. Moreover, the Senior Management Team has continued to review the level of implementation on a regular basis. These measures have certainly contributed to the improved situation, but additional work will be required.
22. The systematic monitoring of development cooperation activities as well as the concerted efforts to improve the rate of delivery over the past 18 months have confirmed that the issue is complex. Last, year, the Committee's attention was drawn to a number of factors including start-up difficulties; large inflows of allocations in certain fields that may not have a substantial underpinning in the regular budget; new methods of programme development and of execution; reliance on other agencies for certain administrative processes; as well as external factors related to difficult social or political situations or assignment of national staff. In addition to these factors that affect the delivery of activities, there are a number of areas where the Director-General has instructed additional corrective steps. These include clarifying the roles and responsibilities of officials at headquarters and the field involved in the management of development cooperation and improved management accountability systems, including target setting, reporting and monitoring systems, which will form part of ILO-wide systems – thus further integrating the ILO's regular budget and extra-budgetary activities. These steps will be complemented by the continued support of the Delivery Task Force and increased access to information on allocations and expenditures. The Committee will be kept informed of the situation.

## II. Resource mobilization and partnerships

23. Resource mobilization efforts have continued in line with the ILO's strategy as approved by the Governing Body in November 1997, which underscored the need for sound programme development, building partnerships with donor agencies and enhancing the promotion of ILO programmes. The overall approval level of nearly \$135 million in 2000 (the highest level since 1990) indicates that the implementation of the strategy is leading to concrete results. This is all the more significant in view of the highly competitive environment for development cooperation resources. As has been noted in previous reports, this overall positive development has taken place together with a major shift in the key sources of funding: from a picture of a more or less equal level of approvals from the UNDP and the multi-bilateral donors in the early 1990s to the present situation with a share in approvals of multi-bilateral donors of some 90 per cent. This development reflects, on the one hand, a larger scope in general for funding from the multi-bilateral partners and on the other, the fact that the Office's funding base has become more limited – demonstrating the need to expand partnerships with other funding sources.

### 1. Multi-bilateral donors

24. The approval level of \$120 million for multi-bilateral donors in 2000 is a milestone in the ILO's technical cooperation funding: for the first time since the beginning of cooperation with donor countries in the early 1970s has the \$100 million level been reached. It should be noted that the yearly approval levels can vary greatly in any given year, e.g. the approvals of funding for IPEC from Germany, Spain and the United States. However, there is reason to believe that the efforts to secure more stable and predictable levels of funding from a number of donor countries are bearing fruit and that an average yearly approval level of over \$80 million could be reached in the coming years. The partnerships concluded between the Office and an increasing number of donor countries are a key element of a more predictable resource mobilization.

25. Appendix 7(b) presents the approval for the multi-bilateral donors for the last two years. As shown, in 2000 the United States became the largest contributor in terms of approvals with over \$50 million funding for IPEC and the InFocus Programme on the Promotion of the Declaration on Fundamental Principles and Rights at Work. The funding is made available through the US Department of Labor which signed a cooperative agreement for each of two areas with the ILO in 2000.

26. In the past year the ILO signed partnership arrangements with a number of other donor countries. While these arrangements vary from donor to donor, the partnerships developed have shown concrete results: in 2000 a partnership programme was signed with the Netherlands for an annual contribution of \$10 million to the ILO's work programme, mainly for the InFocus Programme on Promoting the Declaration, InFocus Programme on Boosting Employment through Small Enterprise Development and InFocus Programme on Socio-Economic Security, and for the Gender Promotion Programme. The Government of Italy signed an agreement with the ILO in support of the Decent Work Agenda mainly at the local level in developing countries. This in the context of a larger programme called *Universitas*, a major component of Italy's development programme, which foresees collaboration with a large number of development actors in both the developing and the developed countries as well as internationally, notably with UNDP. The agreement signed in 2000 for the ILO's part in *Universitas* amounts to \$7.5 million.

27. These arrangements are part of the partnership approach which is a key component of the ILO's resource mobilization strategy underpinning the strategic budget. A fuller description of the main features of this approach were given in last year's report. It is

encouraging to report that in addition to the three donors mentioned above, the ILO had the concluded partnership arrangements in one form or another for a major part of the funding with Denmark, France and Japan at the end of 2000. In 2001 to date, partnership programmes have been concluded with the United Kingdom for some \$22 million and with Ireland for \$3 million. The discussions on concluding similar partnerships with Sweden and Norway are proceeding well and it is expected that the formal agreements will be signed in the near future. With a number of other donor countries, notably Belgium and Germany, discussions on a more programmatic cooperation are also progressing well.

28. Major developments so far in 2001 are new agreements signed with the US Department of Labor for \$45 million (IPEC) and for \$20 million (promoting core labour standards and rights at work) and the Italian Government's decision to increase its voluntary contribution to the ILO (including the Training Centre in Turin) by more than 35 per cent to \$9.4 million in 2001. The Italian Government has for many years contributed through its yearly voluntary contribution to the work of the ILO; the Turin Centre component is reported in the section on the Centre's activities.
29. Another feature of the approvals for multi-bilateral donors in 2000 is the large share for the work related to the Standards and Fundamental Principles and Rights at Work Sector. The share of this sector (\$57 million) accounted for 45 per cent of all approvals in 2000 with the largest share (nearly \$45 million) for IPEC. The multi-bilateral approvals for the Employment Sector were \$31.5 million in 2001, considerably lower in the mid-1990s. Approvals for the Social Protection Sector and the Social Dialogue Sector were \$8.4 and \$16.3 million respectively. In its future discussions with donor countries, the ILO will draw their attention to the need to obtain higher levels of funding for the latter three sectors. The Programme and Budget for 2002-03, which indicates how additional funding would be made use of and how it would contribute to the ILO's work programme, will be a key element in these discussions. The ILO will also work more systematically at the country level to seek closer partnership with the multi-bilateral donor community to increase the funding for country-based projects.

## 2. Relations and partnership with the UN system<sup>1</sup>

30. Declining UNDP income (core resources) has continued to be a major concern not only of the UNDP management, but throughout the UN system. Despite the funding constraint which has also affected UNDP funding for the ILO technical cooperation programme, the ILO/UNDP partnership remains essential.
31. UNDP is a manager of the UN Resident Coordinator System and therefore a lead agency in UN reform at the country level. Relations with UNDP provide an opportunity for the ILO to join other agencies in implementing overall UN reforms especially in the Common Country Assessments (CCAs) and the United Nations Development Assistance Framework (UNDAF) processes. Moreover, the ILO is able to benefit from the services of UNDP's network of offices in countries where it does not have a physical presence.
32. Both agencies have continued to dialogue on possible and better ways of collaboration in operational activities especially in UNDP's six themes which provide linkages with and entry points for ILO's priorities. The six themes are: Governance, Pro-poor policies, Crisis prevention and recovery, Information and communication technology (ICT) and HIV/AIDS. The formation of the thematic trust funds based on the six themes supported by

<sup>1</sup> Refer to a separate paper: GB.282/TC/3.

donor countries will offer another window of opportunity as a source of funding for programmes related to these themes and thus provide a source of funding for ILO activities related to these themes.

33. Specific and concrete proposals emerged out of these consultations, and efforts are underway to formulate, as a starting point, a joint flagship Global Programme on Employment and Poverty Reduction with funds from UNDP.
34. Efforts are being made to initiate collaboration between multidisciplinary teams (MDTs) and UNDP subregional resource facilities (SURFS) in networking, research, information, determining complementarities and utilization of ILO competencies.

### **3. Relations with the European Union**

35. The 9 August 1999 framework agreement between the EU and the UN remains the basis for negotiations between the ILO and the EU on financial and administrative methods for ILO implementation of Commission-funded projects. However, since some of the general methods are still under discussion, ILO negotiations with the EU are on a project-by-project basis.
36. The former Directorate General VIII of the Commission dealing with development cooperation has recently experienced a major restructuring. There has also been a gradual decentralization of responsibilities for project implementation to the EU delegation at the country level.
37. The major challenge for the ILO lies in its capacity to develop an interface between the EU's development priorities (trade and development, regional integration, support to macroeconomic policies and their linkage with poverty reduction strategies and social sectors, transport, food security/agriculture, institutional capacity building/good governance) and the ILO's Decent Work Agenda.
38. In this context both institutions signed a Memorandum of Understanding (MOU) in May 2001, which is being followed up with high-level negotiations in Brussels, Geneva and Turin. In the areas of external relations and development, the focus will be on poverty alleviation, core labour standards and employment. The aim of the policy dialogue is to boost operational activities in those fields where the ILO and the Turin Centre have a comparative advantage.
39. The Prodi Commission seeks to build an effective partnership with the United Nations in the field of development and humanitarian aid. The communication from the Commission to the Council, the European Parliament and the Economic and Social Committees of August 2001 is particularly important for EU/ILO relations as it covers promoting core labour standards and improving social governance in the context of globalization.
40. For the time being only a few projects are financed by the EU: in the field of child labour (Pakistan), enterprise promotion (Guinea), and skill development (Niger).

### **III. Highlights of technical cooperation: Activities by operational objectives**

41. This section highlights some of the technical cooperation activities by operational objectives that had been set for the 2000-01 biennium. Activities undertaken by the Sectors

at headquarters are presented first, followed by those of the regions. In many cases activities were undertaken jointly.

### **1(a). Standards and fundamental principles and rights at work**

*ILO member States give effect to the principles and rights concerning freedom of association and collective bargaining and the elimination of forced labour, child labour and discrimination in employment and occupation*

42. The ILO's mandate to promote the fundamental rights and principles referred to in the Declaration has naturally involved technical assistance to member States. In 2000, 14 country-level or subregional, level projects were funded by external donors under the auspices of the Declaration.<sup>2</sup> In addition, core support was provided in the form of human and financial resources.
43. Most of the technical assistance under the auspices of the Declaration has been concerned with labour law reform and strengthening the social dialogue capacities of ministries and employers' and workers' organizations. Therefore, many of these projects are technically backstopped by GLLAD and IFP/DIALOGUE specialists in the field and at headquarters, which led to fruitful inter-sectoral collaboration.
44. Both ACT/EMP and ACTRAV have been involved in the promotion of the ILO Declaration on Fundamental Principles and Rights at Work. As part of a diploma course on industrial relations conducted by the employers' organization in Malaysia, the Declaration was promoted among participants from enterprises by demonstrating the link between the principles and sound human resource management policies. The Declaration was also promoted through ACT/EMP's involvement in several meetings on the Global Compact. A number of meetings of national and international workers' organizations have permitted an in-depth discussion of the Declaration and its practical application, for instance, for the promotion of freedom of association.

### **Africa**

45. As a result of the technical cooperation activities in Africa, there has been an increase in the ratification of fundamental Conventions. As of 4 July 2001, 13 countries had ratified all fundamental Conventions, 17 had ratified seven, eight had ratified six, nine had ratified five, two had ratified four and two had ratified three Conventions.
46. In southern Africa, a workshop on the Declaration was conducted attended by eight employers' organizations; a tripartite subregional seminar was also organized. Local language editions of the ILO Declaration on Fundamental Principles and Rights at Work were disseminated to social partners in several countries.
47. In Benin, a programme on fundamental principles and rights at work was launched. Social partners agreed on an objective assessment of the situation concerning freedom of association, the effective recognition of collective bargaining, the abolition of forced and compulsory labour, the elimination of child labour and the fight against all forms of discrimination at the workplace. A similar project started in Burkina Faso. Subsequently,

<sup>2</sup> For more details, see GB.282/TC/5.

the two countries adopted national action plans to give effect to fundamental principles and rights at work.

### ***The Americas***

48. Advisory services and guidance provided to the constituents helped in the ratification of ILO Conventions. Between July 2000 and June 2001, there were 11 ratifications of fundamental Conventions; 18 other Conventions have also been ratified. A total of ten countries have ratified all fundamental Conventions, and ten have ratified seven of them.
49. Technical support was also provided to tripartite committees in the revision and analysis of national legislation and the revision of the observations formulated by the Committee of Experts of the ILO.
50. An ongoing project funded by United States Department of Labor is assisting management and workers in enterprises in the Caribbean to promote more effective implementation of ILO standards. A Norwegian project aims at improving working conditions of rural workers by reinforcing the negotiating capacity and presence of trade union organizations at the national level. The UNFIP-funded project centred its activities on strengthening indigenous populations' knowledge about their rights and the formulation of their demands. The project has also promoted the establishment of judicial teams to deal with violation of collective rights, follow the compliance of national or international laws, and propose legislative reforms.

### ***Arab States***

51. During 2000 and the first half of 2001, there were 20 ratifications including those of 11 fundamental Conventions. Training activities were conducted to promote understanding on international labour standards and the Declaration. The elements of a joint work programme were discussed with the countries of the Gulf Cooperation Council.

### ***Asia and the Pacific***

52. A project, funded by the Netherlands, has provided assistance to the Government of Indonesia on some provisions of draft labour legislation, and the implementation of core Conventions, which have all been ratified by the country. In Nepal, a DANIDA-funded project has been influential in strengthening trade unions which enabled them to promote core Conventions on forced labour and child labour.
53. In Viet Nam, activities funded mainly from RBTC were directed at the review of selected core standards with a view to their ratification. As a result, the Worst Forms of Child Labour Convention, 1999 (No. 182), was ratified and the Government has indicated that the Minimum Age Convention, 1973 (No. 138), will be ratified in the near future.

### ***Europe***

54. A Dutch-funded project assisted trade union activities to reinforce collective bargaining activities in Central Europe and a trade union Internet information network created in the Russian Federation and Belarus helped to promote ILO Conventions Nos. 87 and 98, and a seminar on the ILO Declaration on Fundamental Principles and Rights at Work was held in Istanbul involving Armenia, Azerbaijan, Georgia, Tajikistan, Turkmenistan, Uzbekistan; subsequent activities are being developed at the subregional level.

## 1(b). Child labour

*Child labour is progressively being eliminated, priority being given to the urgent elimination of its worst forms and to the provision of alternatives for children and families*

55. During the biennium 2000-01, IPEC made substantial progress in all areas of work. As of 18 September 2001, 96 member States had ratified the Worst Forms of Child Labour Convention, 1999 (No. 182). The growing awareness of child labour as a factor obstructing efforts to combat poverty and social inequality has also translated into more ratifications for the Minimum Age Convention, 1973 (No. 138). Twenty-six countries had ratified this Convention since the start of the biennium bringing the total to 111, by far the highest annual increase ever.
56. Child labour surveys have already been completed in ten countries and an additional nine are at various stages of implementation. As part of the programme to investigate the worst forms of child labour, a global project involving the launching of 38 rapid assessments in 21 countries and one border area is under way.
57. IPEC developed a methodology for Time-bound Programmes (TBPs), which combines sectoral, thematic, and geographical approaches and links action against child labour to the national development effort as a whole. Preparatory activities in El Salvador, Nepal and the United Republic of Tanzania have been completed and comprehensive Time-bound Programmes are about to start in these countries. Preparatory activities in about ten more countries have started or are about to start. Projects funded by Norway have strengthened the ability of trade union organizations to combat child labour. These have been complemented by activities to ensure the cooperation between national trade union organizations and teachers' organizations.

## Africa

58. In East Africa, a new ILO initiative, Promoting Women's Employment and Reduction of Child Labour, aims at linking up women's employment and reduction of child labour through enhancing the organizational capacity of women and improving their productive capacities.
59. Since the majority of the children live with their families, the employers' organization also organized activities to help both the children and their families to increase their incomes, while enabling the children to remain in education. Prior to the programme, there was a high level of denial in Zimbabwe regarding the existence of child labour issues. The activities with the employers' organization resulted in greater recognition of the problem and more openness to discussion on the part of the employer community and the Government.
60. To further reduce the incidence of child labour, the ILO is implementing a number of subregional activities, including: the recently launched phase II of a programme for combating the trafficking of children for labour exploitation in West and Central Africa; children working in hazardous operations in commercial agriculture, covering eastern and southern Africa; and commercial sexual exploitation of children in eastern Africa.
61. In North Africa, a number of action programmes, including rehabilitation of working children in leather tanneries, awareness-raising on child labour at the national level and mobilizing teachers and educators to combat child labour are currently ongoing.

### ***The Americas***

62. In Guatemala, ACT/EMP's programme on child labour succeeded in placing street children in a vocational training institute, and also in addressing their basic needs in order to avoid their return to abusive conditions.
63. National committees for the eradication of child labour were created in Uruguay and Argentina. Bolivia prepared its first action plan for the elimination of child labour and Colombia prepared its second action plan. In South America, with Spanish funds, 17 action programmes are being implemented addressing 3,500 boys and girls and 1,000 families. The activities being implemented are widely coordinated with trade unions and employers. IPEC is also working with BELLSOUTH Enterprise in Colombia, Ecuador, Peru and Argentina, in programmes for educational insertion of child workers.
64. Through a programme financed by the United States Department of Labor on the elimination of child labour in small gold mining in the Andean countries, mobilization campaigns and action programmes have started in Oruro and Potosi (Bolivia), Mollehuaca, Filomena and Ananea (Peru) and Bella Rica (Ecuador).
65. All the countries in Central America have established national committees to combat child labour. Action programmes in this subregion benefit a total of 19,778 children and young workers and 4,148 families. Also a regional programme in the coffee sector benefits 21,300 children and adolescents and 4,150 families. IPEC has also collaborated with the Latin American Regional Workers' Confederation (ORIT/IFCTU) to engage workers in the fight against child labour; and a project funded by Norway has promoted awareness of the issue among rural workers' organizations in Central America.

### ***Arab States***

66. Three IPEC national projects being implemented in Lebanon, Jordan and Yemen are expected to lay the ground for the progressive elimination of child labour.

### ***Asia and the Pacific***

67. The IPEC programme in India concentrates on the development and implementation of large and sustainable action programmes with an integrated approach covering specific hazardous sectors of employment. A major initiative has been a large UK Department for International Development (DFID)-funded project implemented in the State of Andhra Pradesh. As a result, five of the major trade unions in the state have formed and registered a federation for the elimination of child labour. Cooperation among trade union organizations on child labour issues take place in a number of other countries, namely Nepal, Thailand and Sri Lanka.
68. Following the successful removal of child labour from the soccer ball industry, IPEC in Pakistan is now focusing on the elimination of child labour in the surgical instruments and carpet sectors.
69. The UK-funded "Mekong Subregional Project to Combat Trafficking in Children and Women", has carried out rapid assessments and situation analyses in Thailand, Viet Nam, Cambodia and the Lao People's Democratic Republic and has completed the development of action programmes covering Cambodia, China's Yunnan Province, the Lao People's Democratic Republic and Thailand.

70. A project funded by Belgium has assisted trade unions so that women's status is enhanced and contributes to reducing child labour in Viet Nam, Thailand and Indonesia.

## **Europe**

71. The ongoing IPEC, "Street Children of St. Petersburg: From exploitation to education" Programme was launched in January 2000. A survey of working street children, conducted by IPEC, provided the basis for developing rehabilitative, preventative and awareness-raising interventions. A combination of two approaches is used – capacitating governmental institutions and NGOs on how to combat child labour, and directly supporting (ex) working street children and their families.

### **1(c). Normative action**

*Services are provided to the supervisory bodies, constituents and the Governing Body enabling existing standards to be supervised and new standards to be set*

72. Technical cooperation took the form of advisory missions, mostly carried out by the standards specialists located in almost every MDT. Missions by headquarters officials were for participation in seminars, workshops, symposia and meetings or the provision of highly technical advisory services or consultations concerning international labour standards. They were also for technical backstopping of joint projects or programmes with other departments. Direct contact missions were undertaken upon the recommendation by the Committee on Freedom of Association or the Committee of Experts on the Application of Conventions and Recommendations.
73. Four seminars were organized on discrimination in the world of work, and one on Conventions regarding seafarers.

## **Africa**

74. Activities included awareness-raising workshops on international labour standards (ILS) and the Declaration, focusing on reporting obligations.
75. Appropriate annual reports under the Declaration follow-up were drafted in the Comoros, Djibouti, Kenya and Madagascar, thanks to specific training of reporting officers and cooperation with governments. Support in reporting was provided to, among others, Botswana, Lesotho, Namibia, South Africa, Swaziland and the countries of the *Conseil de l'Entente*. As a result, an improved level of reporting by countries, mainly in the context of the follow-up to the Declaration, is noticeable.

## **The Americas**

76. Technical advisory services and training were provided to countries of the region to improve capacities for application of the ratified Conventions and reporting obligations. This led to some improvements in the quantity and quality of reports forwarded by constituents.

## **Arab States**

77. Technical advisory services and training were provided to countries of the region to improve capacities for the application of the ratified Conventions and the reporting

obligations. This led to some improvements in the quantity and quality of reports forwarded by constituents.

## **Europe**

78. Seminars on international labour standards were organized in Bishkek (Kyrgyzstan) and in Astana (Kazakhstan). Such seminars established linkages between ILO Conventions and Recommendations and the development of national labour legislation. Thus, each of the seminars was adapted to suit national conditions and stages in evolution of the regulation of industrial relations. This approach is important as most of the countries of the region are now preparing amendments to their labour codes and laws in force. ILO Moscow provided, on a regular basis, advice and consultation to constituents concerning the ILS and their implementation.
79. A tripartite training seminar on the ILO supervisory mechanisms was organized in Hungary. It aimed at training the tripartite constituents on how the ILO supervisory mechanisms function and how the social partners can make better use of these mechanisms to ensure effective implementation of ILS, better protection of workers' rights, and labour disputes settlement.

## **2(a). Employment support**

*ILO constituents are better equipped to analyse trends in national and global employment and labour market developments and to elaborate, advocate and implement effective strategies for the promotion of decent employment and human resources development*

80. In addition to strengthening the ILO's knowledge base and disseminating information through such products as the *World Employment Report* and the Key Indicators of the Labour Market (KILM), policy advice was provided to member States through the Country Employment Policy Reviews (CEPRs) and advisory missions.
81. A tripartite seminar was held on the social consequences of economic reform policy in Mali. This was followed up with a mission to advise on how to better integrate economic and social policies in the poverty reduction strategy. Similar advisory services were provided to Madagascar and Togo, while a mission to Kazakhstan helped the Ministry of Labour and Social Protection improve the draft Employment Act for discussion in Parliament and discuss suggestions on new regulations concerning unemployment registration, public works programmes, self-employment and microfinance schemes, retraining and income protection for the unemployed and the poor.
82. Contributions were made towards a training package on poverty analyses for UNDAF country teams and their national counterparts. This was a joint UNDP-ILO-UNICEF-UNFPA-UNHCR activity undertaken in collaboration with the UN Staff College in Turin.
83. A manual on evaluation of labour market policies in transition economies was prepared to equip policy-makers, social partners and other interested institutions with the knowledge and tools they need to design, implement and evaluate labour market programmes.
84. Studies and workshops have aimed at developing policy responses to enable Bangladesh adjust to the social impact of globalization in the short term and benefit from it in the long term. CEPRs were initiated in Yemen and Ethiopia.

85. National tripartite meetings were organized in Pakistan, Peru, India, China and Uganda, using the findings of the *World Employment Report 2001* for the development of a policy agenda that would allow them to take maximum advantage of information and communications technologies while minimizing associated risks.
86. ACTRAV has been cooperating with the international trade union organizations to develop and broaden arguments for reform in the global economy. Activities in various fields – poverty alleviation and employment promotion – have been assisted by DANIDA-sponsored activities in particular.

## **Africa**

87. Employment policy support in Africa has mainly been provided under the auspices of the Jobs for Africa Programme. Studies on investment for poverty reduction through employment have been undertaken in 11 countries to improve the status of employment in economic and political thinking and to take action.
88. Employment creation schemes and programmes through 12 country action programmes formulated to date aim at ensuring coherence between the planning and budgetary authorities, so that expenditures incurred will result in quality employment, and the reduction of poverty.
89. In southern Africa, focus has been on strengthening the constituents' capacities to formulate and implement more informed policies aimed at employment promotion.
90. Support in western Africa was mainly provided to governments in the formulation of an employment segment of the Poverty Reduction Strategy Papers (PRSPs) and the reorientation of investments towards employment creation. As a result, employment was designated as a specific objective of the PRSPs in Guinea and Mauritania.
91. With the collaboration of the Japanese Trade Union Confederation, the two trade union centres in Guinea have introduced productivity improvement subjects in their workers' education programmes.

## **The Americas**

92. The regional and field offices continued working on studies and publications such as the *2000 Labour Overview*, both on the situation of the countries and preparing comparative analysis in the subregion. In conjunction with a project funded by Spain, seminars on labour cost issues and productivity and wages have also been held.
93. In Ecuador, an ILO multidisciplinary team and consultants prepared a diagnosis of the employment situation and social protection and policy, and programme proposals; these were handed to the Vice-President and other high-ranking authorities. A similar activity was undertaken in Bolivia and the report that was submitted to the Government has now become a fundamental tool for the design and establishment of employment policies.
94. A two-week subregional seminar was held in the Caribbean with a view to building institutional capacity of labour ministries to collect, analyse and disseminate labour market information, and develop sound labour market policies.

### **Arab States**

95. Projects on the promotion of employment policies are being implemented in Bahrain, Yemen and the West Bank and Gaza with a view to enhancing capacities and drawing medium-term strategies for employment promotion.
96. Technical advisory services are being provided to countries of the Gulf Cooperation Council (GCC) with a view to establishing a unified framework for labour market information systems which would allow monitoring of the labour movement in the GCC States and provide comprehensive data for labour market analysis. Advisory services for the institutionalization of labour market systems were provided to the Palestinian Authority and Yemen.

### **Asia and the Pacific**

97. The recently completed first phase of a Japan-funded project created some 10,000 direct and some 16,000 indirect employment opportunities for women and men in China.
98. In Bangladesh, an appraisal, funded by UNDP, of non-formal employment generation has led to the formulation by the ILO of a national action plan for employment generation in the informal sector. A UNDP-funded project on formulation and launching of an urban informal sector support programme in India identified policy development options in the handicrafts, scrap collecting and construction sectors.
99. The Inter-regional Programme to Support Self-reliance of Indigenous and Tribal Communities through Cooperatives and Other Self-help Organizations (INDISCO) programme contributed to increasing the capacity in the Philippines to plan and deliver development assistance to indigenous peoples. In India, the focus has been on institution and capacity building, particularly in the area of microcredit schemes; specific bodies were formed and registered under the relevant legal and regulatory frameworks.

### **Europe**

100. Assistance was provided to governments and constituents for a better understanding of labour markets with a view to facilitating design and implementation of national policies promoting sustainable employment. This included preparing reports on selected countries on active labour market policies (Uzbekistan, Georgia, Russian Federation), and co-sponsoring the first CIS and Baltic States Congress on Private Employment Agencies, held in Kiev. Two projects, one funded by the Netherlands, on strengthening workers' organizations in Central and Eastern Europe, and one funded by Finland in the Baltic States, have assisted trade unions on issues such as transition and accession to the European Union and globalization.

### **2(b). Knowledge, skills and employability**

*ILO constituents invest more in training and human resources development for enhanced employability*

101. Technical cooperation activities of the InFocus Programme on Skills, Knowledge and Employability are funded mainly by UNDP, Switzerland, Germany, the Flemish Community, Luxembourg, the United Arab Emirates and Italy. Vocational training activities focus particularly on countries in transition and countries affected by conflicts and economic crises. They aim at strengthening the ability of training systems and

providers to cope with the task of providing effective training for decent work through improving training curricula, developing special programmes for disadvantaged and crisis-affected groups, and strengthening and rebuilding training institutions and employment services. In 2000-01, projects were ongoing and/or developed in the Russian Federation, Ukraine, Belarus, Bosnia and Herzegovina, Albania, Kosovo, Palestine, Zambia, Chad, Comoros, Algeria, Angola and Madagascar.

## **Africa**

- 102.** Specific structures such as the “Observatoire de l’emploi et de la formation” are being set up or have been reinforced in Cameroon, Gabon, Sao Tome and Principe and Angola.
- 103.** National action plans on human resources improvement were adopted in the Central African Republic, Chad, Democratic Republic of the Congo and Congo-Brazzaville. Integrated programmes on “training, employment, enterprise” on target groups were formulated for Burundi and Congo.
- 104.** In East Africa, the ILO has enhanced its collaboration with the vocational training authorities; the Vocational Training Education Authority in the United Republic of Tanzania has adopted, for its curriculum, the ILO’s skills-related training materials.
- 105.** In western Africa, advisory services have been provided for reinforcing labour market information and training (Mali, Mauritania, Senegal, Guinea). In Cape Verde and Mozambique, the Project on the Promotion of Employment (PREP) contributes to the reinforcement of capacities of training institutions and the orientation of training relevant to the labour market.

## **The Americas**

- 106.** Based on research undertaken, and fulfilling its role as a facilitator, the Inter-American Research and Documentation Centre on Vocational Training (CINTERFOR) shared with training institutions its experiences on information systems, standardization and certification of competencies. In collaboration with a project funded by Spain, CINTERFOR has also carried out activities on workers’ vocational training programmes and strategies for economic integration in Brazil, Uruguay, Venezuela, Argentina and the Dominican Republic.
- 107.** In Bolivia, a project (*Capacitación de mano de obra y promoción de microempresa y reducción cultivo coca Chapare*) targeted training on young workers whose fathers had destroyed their coca plantations in Cochabamba rural zone. A total of 2,600 unemployed and low-salaried young agricultural workers were trained in 2001.
- 108.** A *sui generis* training methodology, developed by a project (Support to the *Centro Nacional de Educación para el Trabajo*) in Honduras, was provided to more than 50 national institutions in more than 15 municipalities. About 200 promoters and trainers from national institutions and local governments have graduated from these training-for-work courses.
- 109.** A regional programme for the strengthening of technical and vocational training for low-income women workers, developed a training package with methodologies and innovative tools, with a gender perspective, for strengthening technical capacities of the training institutions. A sensitizing campaign for promotion and dissemination of gender information was designed and implemented in Bolivia, and made available to all vocational training institutions in the region through a web site.

### **Arab States**

- 110.** Technical cooperation projects and advisory services aimed at having the following: three countries adopt the community-based rehabilitation (CBR) strategy (the strategy was subsequently adopted by Iraq, Jordan and Syrian Arab Republic); and at least three countries ratify Vocational Rehabilitation and Employment Convention (Disabled Persons), 1983 (No. 159) (Iraq, Jordan and the United Arab Emirates have now expressed their willingness to consider ratifying).

### **Asia and the Pacific**

- 111.** Poor rural women have been the target group of a UNDP-funded project in Bangladesh in the provision, through community-based training, of employable skills in the area of business and small enterprise development.
- 112.** The Asian and Pacific Skill Development Programme (APSDEP), funded essentially by Japan, continues to provide opportunities for exchanging experience and expertise in vocational training.

### **Europe**

- 113.** Modules of Employable Skill (MES) projects have been conducted in Moscow and Minsk, with German funding. A wide range of training material is now available for training in other countries or regions. The final phase of a Flemish-financed project on employment-oriented cost-effective modular training in St. Petersburg began in September 1999.

### **2(c). Reconstruction and employment-intensive investment**

*ILO constituents are better equipped to design and implement special employment promotion programmes in situations of high unemployment, particularly in the context of different types of crisis*

- 114.** The InFocus Programme on Crisis Response and Reconstruction and the Employment-Intensive Investment Branch started their activities in 2000 with the help of an RBTC-funded rapid action fund which was used for pilot activities in Mozambique, Sierra Leone, Lebanon, Solomon Islands, Palestine and India (Gujarat).
- 115.** Rapid-needs assessments and programme formulation exercises have been undertaken in 13 countries. The programme has developed a set of tools for use in the field covering such key issues as crisis-affected people, gender and natural disasters, rapid-needs assessment guidelines and generic ILO responses to crisis situations. These are available on the ILO web site.
- 116.** Employment-intensive policies have been promoted through tripartite workshops in which Lesotho, Namibia, Zambia, Zimbabwe, Cape Verde, Guinea, Mali, Mauritania, Senegal, Cameroon, Chad, Gabon and Rwanda participated. Policy guides were prepared in English, French and Spanish on labour policies and practices and capacity building for contracting in the construction sector.
- 117.** Country-specific programmes were under way in Botswana, Eritrea, Lesotho, Madagascar, Malawi, Mali, Mozambique, Namibia, Senegal, South Africa, Togo, Uganda, Zambia,

Zimbabwe, Bolivia, Peru, Ecuador, Nicaragua, Cambodia, the Lao People's Democratic Republic and the Philippines.

### ***Africa***

118. Integrated strategies for reinsertion and socio-economic development have been pursued for youth in Congo-Brazzaville and Burundi. Impact analysis of investment on employment creation has been conducted for infrastructure and textiles (subregional level), wood processing (Gabon), and animal rearing (Rwanda).
119. In Togo a project for urban infrastructure upgrading started in April 1999. The UNDP-funded project is executed in collaboration with HABITAT. The project is concentrating on capacity building at a decentralized level in the areas of Lomé and Tsevie and is assisting in executing sanitation and drainage works in low-income parts of the towns, as well as in the construction of market-places mainly with small contractors.

### ***The Americas***

120. A training workshop for Latin American engineers/consultants for "Employment infrastructure intensive investment Programmes" (EIIP) was organized by the Lima Regional Office in collaboration with EMP/INVEST. Consultants are expected, subsequently, to share ILO/EIIP objectives and approaches, to be able to prepare ILO support projects, to provide advisory services and training for infrastructure investment programmes.

### ***Arab States***

121. Multidisciplinary missions were fielded to the West Bank and Gaza (February 2000 and March 2001), Iraq (May 2000) and South Lebanon (July 2000); the countries' needs in the short and medium term were assessed and more than 45 project proposals were prepared.
122. Following the withdrawal of Israeli forces from South Lebanon (May 2000), the ILO fielded a multidisciplinary mission in July 2000 to assess the situation on the ground with a view to developing a coherent ILO programme. The ILO allocated funds (\$100,000) from its own resources and launched two pilot initiatives, namely Socio-Economic Integration and Vocational Rehabilitation of Ex-Detainees; and Support to Micro and Small Enterprises to "Save Existing Jobs".

### ***Asia and the Pacific***

123. The Advisory Support Information Services and Training for Labour-Based Infrastructure Programme-Asia and the Pacific (ASIST-AP) programme is currently operational in Nepal, India, Bangladesh, the Lao People's Democratic Republic, Thailand, Cambodia, Indonesia and the Philippines. The programme is also concerned with integrating ILO standards into its activities. An example is the introduction of specific clauses into the contract documentation for the labour-based contractors being trained as part of the programme. The programme also ensures that the concepts of equal opportunity and decent working conditions are incorporated into the recruitment process and operations of labour-based works.
124. Under a UN multi-donor/agency assistance programme, assistance in the form of vocational skills training and enterprise development has been provided to ex-combatants

of the Moro National Liberation Front (MNLF) and their families in Mindanao, the Philippines.

## **Europe**

- 125.** In coordination with UNDP and UNTOP (United Nations Tajikistan Office of Peace Building), a project has begun in Tajikistan for training demobilized soldiers, using modules of employable skills to reintegrate ex-soldiers into civilian life. Another project in post-conflict Tajikistan, financed by the Canadian Government and jointly implemented with the International Organization for Migration (IOM), aims to train demobilized soldiers in business management.

## **2(d). Enterprise development**

*Policies and programmes to promote the creation of quality jobs in enterprises and upgrade the informal sector are effectively implemented*

- 126.** The InFocus Programme on Boosting Employment through Small Enterprise Development pays particular attention to job quality in small enterprises. For example, the idea that adding a “people management” module to entrepreneurship training programmes can make labour standards more meaningful to small business owners is being tested through an ongoing technical cooperation project in Viet Nam. Early monitoring shows that many trainees made modest investments in improving basic working conditions and, in the process, improved their productivity.
- 127.** Better tools were needed to help constituents implement policy and regulatory reforms for the small enterprise sectors of their economies; a programme designed materials to guide tripartite workshops in identifying priority policy reforms and implementing a course of action. These materials are now the basis for a subregional project in West Africa.
- 128.** A novel approach to involve small enterprises and community organizations in municipal waste collection services in the United Republic of Tanzania has led to the creation of large numbers of jobs.
- 129.** The cooperatives programme continued to focus its activities on cooperative policy and legislation, cooperative human resource development and cooperative support to indigenous peoples. It has also intensified its collaboration with workers’ organizations at national and international levels, leading to the design of a joint programme proposal (SYNDICOOP). A new subregional project on gender and equality in cooperatives is being implemented in the Sahel region.
- 130.** The InFocus Programme is an essential component of the ILO’s poverty alleviation and employment creation efforts. Through the strengthening of microfinance institutions and policies, it helps the poor sustain their livelihoods, reduce their vulnerability and give them voice. By helping micro and small enterprises access capital for investment, it also contributes to economic and employment growth.
- 131.** The social finance programme’s technical cooperation activities include a study in Bolivia, India and the United Republic of Tanzania, funded by the Netherlands, Germany and Switzerland, to examine the difficulties of the poor to obtain formal ownership and documented property rights. As part of an ongoing project with the Central Bank for West Africa the programme is promoting and strengthening 272 microfinance institutions covering 3.8 million households (21 per cent of the population) in the countries concerned. Of the members, 70 per cent are women.

132. A programme on socially responsible restructuring and the creation of new jobs was tested in Armenia, Azerbaijan, Belarus, Georgia and the Russian Federation, with the active involvement of the employers' organizations. In Belarus this has been developed into a centre set up by one of the employers' organizations.

## **Africa**

133. In West Africa, the ILO is supporting several subregional technical cooperation projects, including Manage your Business Better (GERME), Strategies and Tools against Social Exclusion and Poverty (STEP), ILO/Belgium Project to Promote Social Dialogue in French-speaking Africa (PRODIAF), Support Programme for Mutual Benefit Societies and Savings and Credit (PASMEC) and PACTE, all contributing to knowledge transfer and the establishment of a conducive environment for SME development.
134. In eastern and southern Africa activities related to the start and improve your business (SIYB) were strengthened. A Portuguese version of the SIYB training materials has been developed. In North Africa workshops were organized for training trainers on SIYB packages particularly in Sudan and Egypt.
135. Some 20 institutions in Benin, Togo and Burkina Faso adopted the ILO policy and tools in the area of micro and small enterprises development. In Niger, the *Programme de Formation Modulaire dans l'Artisanat* (PROFORMAR) and *Entreprendre au Niger* projects focused on employment promotion activities. In Togo, the recently closed Support for Village Groups in the East Sahara Region (SOGVERS) project had supported up to 100 cooperatives. The ILO actively promoted activities related to productivity in western Africa through tripartite workshops and research activities. Rwanda and Chad formulated laws on cooperatives and discussions took place with the *Organisation pour l'Harmonisation en Afrique du Droit des Affaires* (OHADA) for a harmonized legal framework for enterprises. The ILO assisted in the development of a major business incubator project in Zimbabwe.
136. A ten-year action plan to fight poverty through the development of cooperatives was adopted on the occasion of the 13th Panafrican Conference on Cooperatives held in July 2000, Cameroon. The Conference was technically and financially supported by the ILO.

## **The Americas**

137. Studies were undertaken in Brazil under a UNDP project on the development of a microcredit scheme, for *Caixa Economica Federal* (CAIXA), the largest social bank in the country. The ILO has subsequently been requested to undertake new studies and train officials for the implementation of the microcredit operations.
138. The project, *Proyecto Centroamericano de Apoyo a Programas de Microempresa – IV Fase* (PROMICRO) continued achieving important results, such as the development of a regional training course for micro-enterprise trainers called "Diplomado". This programme has been acknowledged by all national authorities in the region and is of great interest to other cooperating agencies as well as to micro-enterprise organizations, all of whom are financing part of the cost of the "Diplomado" course. Other tangible results of PROMICRO are the regional Policy Forum for National Microenterprise Programmes and the SI-PROMICRO web-based information service. The latter has successfully diversified its sources of income and now depends to a much lesser degree on PROMICRO's financial support.

## **Arab States**

**139.** In addition to the ongoing technical cooperation projects in Jordan on “handicraft promotion” and “support to business training for micro and small enterprises”, the ILO undertook needs-assessment missions to Bahrain, Qatar, Yemen and the West Bank and Gaza. It also made various contacts with the constituents initiating action on the implementation of Recommendation on Job Creation in Small and Medium Sized Enterprises, 1998 (No. 189).

## **Asia and the Pacific**

**140.** Viet Nam components of two international Small Enterprise Development (SEED) projects on “need and demand assessment of job quality in MSEs” and on “cooperative entrepreneurship in transition economies” were concluded in early 2001.

**141.** In Sri Lanka, an SIYB project, for which the majority of indirect beneficiaries are women, aims at empowering business development services organizations to contribute to entrepreneurial growth in rural areas. In Papua New Guinea, the SIYB programme is strengthening linkages with the employers’ federation and other business associations. In Kiribati, a local language version of SIYB has been developed, and training of trainers’ activities have led to the establishment of a trainers’ association.

**142.** A UNDP-funded project on “small enterprise reform and development” implemented in China is assisting the Government in formulating its reform of SMEs. A Support for Policy and Programme Development (SPPD) project, “Development of policy, legislative and institutional responses for the promotion and protection of workers in the informal sector” has been launched in the Philippines.

## **Europe**

**143.** The success of the Luxembourg-financed SIYB project in Kazakhstan led to its extension to three other countries in the region, with 30 trainers trained and certified in Kyrgyzstan, 15 in the Russian Federation and 15 in Uzbekistan. In cooperation with ILO Turin, IFP Skills and IFP SEED, a Know About Business (KAB) component was introduced to the Kazak environment as an innovative tool against youth unemployment.

## **2(e). Gender promotion and employment**

*ILO constituents are better equipped to apply policies and implement programmes to promote gender equality in employment*

**144.** At the policy level, constituents’ attention is drawn to new and emerging areas of gender concern, encouraging them to adopt proactive and catalytic policies and programmes. Work began in 2000 in three areas where policy intervention was judged necessary: the elaboration of a life-cycle approach to gender equality and decent work; the effects of discrimination on older women workers; and protecting migrant women from going into exploitative work situations. A CD-ROM and web-based database have been developed on equal employment opportunity policies and programmes, putting a wide range of information from a great number of different sources literally at the fingertips of constituents.

**145.** The operational level programme aims at promoting more and better jobs for women by developing and implementing special interventions to promote gender equality in

employment and incomes. In this context, country-level national project activities continued in Estonia, India, Mexico, Nepal, Nicaragua and Viet Nam.

- 146.** In order to ensure effective mainstreaming, most projects are undertaken in cooperation with other programmes in the Employment Sector, as well as with other sectors. For instance, in the Mekong region the programme cooperates with IPEC to combat the trafficking of women and children. It also cooperates with IPEC in Bangladesh and the United Republic of Tanzania in a project analysing the links between women's employment and child labour.

### ***Africa***

- 147.** In southern Africa, emphasis was placed on addressing inequalities through the development of new policies and the undertaking of research, focusing on the development of female entrepreneurship and women in SMEs. In Zimbabwe, a well-functioning network has been established with gender organizations, NGOs and UN organizations at the national level.
- 148.** Integrating women in technical cooperation activities is systematically sought in all operational projects under the different operational objectives, in addition to the specific actions cited above and in the regions below.
- 149.** Training seminars for women workers in Benin, Côte d'Ivoire and Burkina Faso were organized with the major objective of developing strategies for increasing the number of women in decision-making positions within workers' organizations. Women are involved in the EIIP programme in Madagascar.
- 150.** In East Africa, the ongoing promoting women's employment within the context of SAPs project has developed training materials on gender equality and women workers' rights including pilot training of trainers.

### ***The Americas***

- 151.** As a result of a project implemented with the Ministry of Labour and Employment of Brazil, anti-discrimination units were created within the regional branches of the Ministry in each state.
- 152.** Through a project in Central America, financed by the Netherlands and operational since 1999, training materials have been prepared and 3,519 women and men workers have been trained. From this total 31 per cent (90 per cent women) are garment workers; 23 per cent (68 per cent women) trade unionists; 23 per cent (48 per cent women) government staff; and 23 per cent (45 per cent women) garment employers.
- 153.** Extensive activities have also been carried out with trade union organizations in collaboration with projects funded by Spain and Norway.

### ***Arab States***

- 154.** In order to integrate gender analysis and gender-specific policy recommendations in job creation and labour market strategies, technical assistance was provided to Jordan, Kuwait, Oman, Qatar, Syrian Arab Republic, Yemen and the West Bank and Gaza. Moreover, studies on non-traditional opportunities for skill training and employment, migrant women domestic workers and women workers in the textile industry, have been initiated.

155. DANIDA-sponsored projects have assisted national trade union centres to set up women's committees in Yemen and Kuwait.

### **Asia and the Pacific**

156. The regional Japan-funded programme started a Thailand chapter in July and aims at increasing access to training for retrenched, unemployed and underemployed women.
157. Several projects with a number of donors are supporting Viet Nam's National Plan of Action for the Advancement of Women. The Bangladesh chapter of a Dutch-funded interregional project focuses on capacity building for key social actors and on the implementation of practical interventions for selected groups of working women and their children.

### **Europe**

158. Training activity under a capacity-building programme on gender, poverty and employment in eight selected countries (Azerbaijan, Belarus, Kazakhstan, Kyrgyzstan, Moldova, Romania, Russian Federation, Ukraine) is contributing to the countries' efforts in developing effective policies and programmes on poverty reduction through employment creation from a gender perspective.
159. Other activities have been carried out with Dutch funding on gender training, on non-discrimination in employment and training in Central and Eastern Europe.

### **3(a). International labour standards**

*International labour standards related to working and employment conditions and social security are widely ratified and effectively applied*

160. The main element of four interregional and three regional (French-speaking Africa, SADC countries and Asia) programmes was the promotion of ILS related to occupational safety and health (OSH) with a view to their ratification. Activities include seminars, review and revision of legislation, creation of national OSH tripartite bodies, elaboration of national technical regulations based on the ILO codes of practice, awareness-raising campaigns helping to increase the necessary knowledge, legal base, political will and commitments of the governments and social partners that facilitate the process of ratification.
161. The ILO code of practice on HIV/AIDS and the world of work was adopted by the ILO Governing Body in June 2001. The fundamental aim of the code is to help secure conditions of decent work and protect the rights and dignity of workers and all people living with HIV/AIDS.

### **Africa**

162. Cape Verde ratified the Occupational Safety and Health Convention, 1981 (No. 155), and Mali and Senegal are in the process of completing the ratification process. In those two countries, support is being provided towards the formulation of national health policy at work.

163. An international tripartite forum on the promotion of ILO Conventions dealing with occupational safety and health issues was held in Tunis and attended by representatives from Algeria, Egypt, Morocco and Tunisia.

### ***The Americas***

164. At the request of the Andean Community of Nations, national reports on the situation of legislation on safety and health at work were prepared for Bolivia, Colombia, Ecuador, Peru and Venezuela, as a first step in the elaboration of a standard instrument on safety and health at work in the Andean subregion.
165. With DANIDA funding, seminars were held for workers' organizations in the Caribbean on updating national legislation on safety and health.
166. In Chile, advisory services on labour inspection were provided in order to analyse the modernization of the inspection services and working lines linked to direct promotion of better labour relations. In Brazil, technical and institutional assistance was provided to support the process of adapting national legislation to ILO standards. Several activities have promoted the application of those standards in the country, including Conventions on mining, chemical industries, asbestos and construction.

### ***Arab States***

167. Technical advisory services were provided to the ministries of labour in Lebanon, Syrian Arab Republic and Yemen on the ratification and application of Conventions relating to working and employment conditions. National seminars were organized in Lebanon and Yemen to strengthen the technical capacities of the government authorities responsible for the application of international labour standards in this area.

### ***Asia and the Pacific***

168. A regional programme, funded partly by the Asian Development Bank, on improving the role of selected labour standards (including core standards in occupational safety and health) was launched in the first half of 2001. Participating countries are Bangladesh, Nepal, the Philippines and Thailand.

### ***Europe***

169. International labour standards were core elements in an SPPD/ILO project on the social protection concept for Kazakhstan. The concept was subsequently adopted by the Government and established as an official document of the Republic.
170. Promotion of the new Convention on safety and health in agriculture and the role of trade unions in participating in procedures towards its adoption and ratification were highlighted in three subregional seminars organized by ACTRAV. The Office also organized, with the International Union of Food and Allied Workers, a workshop for representatives from Moldova, Ukraine, Poland and Romania together with some CIS countries, to increase understanding of the (then proposed) safety and health in agriculture Convention and ILO procedures associated with adoption and ratification of Conventions.
171. A high-level tripartite seminar on reform and modernization of labour inspection services was organized with the Government of Cyprus, mainly for EU accession countries. The meeting identified the separation of responsibilities for occupational safety inspection

under ministries of labour and occupational hygiene inspection under ministries of health as one of the major obstacles to reform of labour inspection services.

### **3(b). Action against hazardous conditions**

*ILO constituents target and take effective action against hazardous conditions in and around the workplace*

- 172.** Six technical cooperation programmes are being implemented in the field of occupational health and safety (OSH), four on drug and alcohol, and two on labour inspection. The element recently introduced into technical cooperation is the creation of national SafeWork programmes to better promote ILO values and to achieve self-sufficiency in the fields of OSH, labour inspection, and drug and alcohol abuse prevention.
- 173.** As achievements of programmes undertaken in 2000, the creation of a regional code of practice on chemical safety for SADC countries, the creation of a national system for the elimination of silicosis in Viet Nam, development of national OSH training curriculum in Pakistan, and the translation of the ILO *Encyclopaedia of Health and Safety* into several languages, may all be noted.

### **Africa**

- 174.** The DANIDA-funded project “Security and hygiene at work” continued to focus on: (i) training of health personnel, labour inspectors and social partners; (ii) national and sectoral studies on risks encountered at work; and (iii) production of training tools and information adapted to national and sectoral contexts. In the Central African subregion, it led to increased competencies in labour inspection services and increased involvement of social partners in the improvement of security and health at work.
- 175.** A series of activities, including workshops and specialized training, was undertaken in southern Africa, designed to provide for more and better protection at work in order to bring down the number of fatal and disabling work accidents and diseases. The focus has been on hazardous occupations including those in agriculture and chemical industries; activities also sought to extend protection to the informal sector and to women workers.

### **The Americas**

- 176.** Work Improvements in Small Enterprises (WISE) methodology has been implemented in Central America where many enterprises are applying it, achieving productivity gains and reduction of working accidents. The success achieved has led these enterprises and employers’ organizations to conduct workshops to promote this methodology. In Argentina, a training-of-trainers workshop took place and pilot programmes are being implemented.
- 177.** In Brazil, action programmes that were undertaken set up the base for the current “Technical cooperation programme on occupational safety and health”, which aims to support the development of projects on the new ILO standard on OSH in agriculture, elimination of silicosis, improvement of work conditions in the construction sector, prevention of work accidents in the industry sector, translation of ILO chemical cards, and the control of asbestos hazards.
- 178.** For the Andean countries, a working document, “Safety and health in the construction industry: The case of Bolivia, Colombia, Ecuador and Peru”, was prepared and discussed

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at a forum and a tripartite workshop organized with *Càmara Peruana de la Construcción* and the Ministry of Labour of Peru.

### **Arab States**

- 179.** Technical assistance in the field of occupational safety and health was provided in the form of seminars and workshops (Jordan, Yemen, Syrian Arab Republic, Lebanon and the United Arab Emirates), research and the preparation of occupational safety and health profiles for Iraq, Yemen and the West Bank and Gaza, and fellowships. A project in the Syrian Arab Republic produced an Arabic manual on occupational safety and health in agriculture and provided training of staff members in the detection and control of occupational hazards.

### **Asia and Pacific**

- 180.** Major outputs of the Asian-Pacific Regional Programme on Occupational Safety and Health (ASIA-OSH), funded by Finland, include: a plan of action on OSH for home-based workers in Thailand, the further expansion of the national OSH network in Viet Nam, assistance in the field of recording and notification of occupational accidents and diseases in China, and an analysis of provincial occupational safety and health capacities in Mongolia.
- 181.** ILO/DANIDA OSH programmes have supported a number of activities in China and Mongolia in the area of chemical safety, construction safety, prevention and control of silicosis, major industrial accident prevention, and capacity building for state inspectors and SMEs. As a result, a national system for chemical safety was established in China, and the country is considering the ratification of the Safety and Health in Construction Convention, 1988 (No. 167).

### **Europe**

- 182.** A major project undertaken resulted in the translation of the 4th edition of the ILO/OSH Encyclopaedia into Russian, and now available on the Internet, and the dissemination of 2,000 CD-ROMs in Russia and other Russian-speaking countries.
- 183.** In the framework of a DANIDA/ILO project, a network of 67 OSH national centres was set up for Russian-speaking countries. Special databases of International Chemical Safety Cards and International Data Sheets on Hazardous Occupations were created in Russian and placed on the Internet. Another ILO/DANIDA project on the economic effects and costs of poor working conditions aimed at awareness raising in society on the profitability of investments in occupational safety.
- 184.** Within the ACTRAV programme, a survey of OSH conditions and priorities at the workplace was undertaken in Bulgaria, the Czech Republic, Estonia, Hungary, Lithuania, Russian Federation, Slovakia and Ukraine. Subregional seminars were held for discussion on the findings and actions.
- 185.** An ACT/EMP seminar on “How to set up successful health and safety services” was held in Lithuania for employers’ organizations from the ten EU accession countries of the region.

**3(c). Improved working and employment conditions for vulnerable groups**

*Policies and programmes of action on working and employment conditions and social security are implemented for the most difficult to reach sectors and the most vulnerable and exploited groups, while voluntary measures are implemented to reach workers who are insufficiently protected by existing systems*

- 186.** While strengthened governance provides an essential foundation for the extension of statutory social security schemes, many of those excluded have little or no capacity to contribute to such schemes. Initiatives are being taken to encourage some countries to consider the feasibility of tax financed social assistance schemes. It has been found that where such safety nets do not exist, mechanisms based on micro-insurance principles within communities and groups have been able to play an important role in providing social protection particularly for health care. Research and tests are being undertaken to establish how to support these initiatives through linkages with public systems or through, as in the Philippines, risk spreading based on social reinsurance principles.
- 187.** A joint programme has been launched with the Strategies and Tools against Social Exclusion and Poverty (STEP) global programme to address the problem of women in the informal sector who are often excluded from maternity benefits, especially access to health care. This programme is identifying community-based health micro-insurance schemes covering maternity protection and reproductive health care to poor informal sector workers; examining ways to extend more effectively maternity health care as a whole, including maternity benefits to poor informal sector workers; and piloting the integration of maternity health care components into existing health micro-insurance schemes implemented by community-based organizations in Africa, Asia and Latin America.
- 188.** Activities have also focused on female domestic workers, trafficked women and unskilled migrant workers, especially those in irregular status who are among the most vulnerable.

**Africa**

- 189.** In Zimbabwe, Zambia, Uganda and the United Republic of Tanzania, a major research project is mapping social protection provisions in each country, considering how it meets the needs of the informal sectors.
- 190.** At the regional level, the Dakar-based STEP programme, funded by Belgium, Portugal, UNDP and the Ted Turner Foundation, funding continues to promote health and other mutual benefit systems, particularly in West and Central Africa. Manuals and guides on health mutual benefit systems were published by the Turin Centre and ACOPAM (organizational and cooperative support to grass-roots initiatives) to promote health protection in rural areas and the informal sector. Two new health schemes were developed in Cameroon and the Democratic Republic of the Congo.
- 191.** The Pan-African Conference on “Involving Workers in the Fight Against HIV/AIDS in the Workplace” was held in Gaborone, Botswana, and the “The Gaborone Trade Union Declaration” was adopted. The declaration put forward the position of the trade unions on mobilization of the labour movement against HIV/AIDS.

## **The Americas**

192. The ILO participates in a Caribbean Community (CARICOM) HIV/AIDS theme group and a UN theme group in Trinidad and Tobago. In January 2001, a one-day workshop on HIV/AIDS in the world of work was organized for trade union officials in Barbados.

## **Asia and the Pacific**

193. The ILO is working closely in the region with UNAIDS with a view to improving coordination. In Pakistan, an ILO/UNAIDS project, in collaboration with the Ministry of Labour, is conducting training programmes on HIV/AIDS for factory workers, supervisors and managers. In India, the ILO is implementing a pioneering project focusing on a tripartite response to HIV/AIDS prevention in the world of work.
194. A number of projects in Viet Nam were directed at improving the working and living conditions of working women.

## **Europe**

195. Workers in SMEs are less likely to see the services of labour inspectors. The ILO, at the request of the Bulgarian trade union CITUB, has helped in training “worker inspectors” selected to complement the work of state labour inspectors in smaller enterprises which were rarely, if ever, inspected.
196. Jointly with Russian researchers, and the Moscow Trade Union Federation, the ILO initiated a project to stimulate discussion about gender equality at the workplace in the Russian Federation. An assessment of working conditions and gender inequality was undertaken in three pilot enterprises. The legal regulations concerning gender issues and their practical relevance were evaluated. Collective agreements were implemented to promote equal opportunities for women in pilot enterprises. A code of conduct and policy proposals to promote gender equality were developed and adopted.

### **3(d). Scope of social security systems**

*Member States broaden the scope and the instrument of social security systems (including the informal sector and the working poor), improve and diversify benefits, strengthen governance and management, and develop policies to overcome financial constraints*

197. Technical cooperation strategies have been flexible and multidimensional. Activities aimed at supporting the extension of existing statutory schemes to cover sections of the labour force which had been excluded, or to widen the range of contingencies protected. The main focus has been in Africa and East and South-East Asia, where levels of coverage are low and where, in some countries, the situation has been compounded either by consequences of political and economic change (China, Viet Nam, South Africa and Ethiopia), or by the need to respond to the aftermath of economic crisis (Indonesia and Thailand). In the context of these challenges there has been a shift in emphasis in social security priorities from long-term pension provision to the more immediate needs of the working poor in the form of unemployment benefits, social assistance and access to health care.

## **Africa**

- 198.** Projects on rehabilitation of social security institutions are ongoing in Cameroon and Gabon with World Bank funding. They aim at establishing better financial, technical and administrative management. Assistance has been provided to the social security schemes in Rwanda and in the Democratic Republic of the Congo.
- 199.** In Côte d'Ivoire and Burkina Faso, actuarial evaluations of social security schemes were finalized and support was provided for implementation of recommendations. Actuarial audit was undertaken in the Central African Republic (CNSS) and Cameroon (CNPS). Support is being provided in Guinea, Mali, Mauritania and Senegal for the rehabilitation of social protection schemes. In Senegal, extension of social security took the form of the establishment of a solidarity/employment/retirement scheme.
- 200.** In Burkina Faso, Mali, Niger and Senegal, in the framework of the ILO/DANIDA project on trade unions and the informal sector, efforts have been made to establish associations for protecting workers in certain sectors, such as vegetable and fish vendors.
- 201.** Tripartite structures have been set up, including representative groups from the informal sector in Benin, Cameroon and Gabon in order to help rehabilitation of existing schemes and in their assistance to the non-formal sectors.

## **The Americas**

- 202.** A programme on social security for all is being implemented in cooperation with the Under-Secretary of Social Provision of Chile, focusing on improving knowledge for institutional design of the social security programmes. It is also aimed at improving the technical capacity for the design and administration of social security programmes, especially in the area of pensions.
- 203.** In the framework of the STEP programme, a programme on combat on health exclusion is under way in Argentina. This project has two components, one on extension of social protection in health, and the second on innovative approaches to the mother-child programme.
- 204.** In Venezuela, assistance was provided on proposals for reform of the social security regime, and on dismissal compensation. Technical assistance has been provided to the Social Security Institute in Colombia for analysis of the social security reforms.
- 205.** National seminars, carried out under a Spanish-funded project on social security systems, were held in a number of countries in Latin America.

## **Arab States**

- 206.** In addition to implementing a project on actuarial valuation assistance to the social security institution in Kuwait, the financial impact of changes to the Jordanian social security law was examined. Advisory services on social security reform were provided to the General Federation of the Workers' Trade Unions in Yemen.

## **Asia and the Pacific**

207. A UNDP-funded project in the Lao People's Democratic Republic aimed at supporting the Government in developing its social security system, with the expansion of social protection to workers in the private sector.
208. ILO assistance to Viet Nam consisted of support to the Government in drafting a new social security legislation, which is currently under discussion by the National Assembly. It is expected that the legislation will be promulgated in the first quarter of 2002. Inter alia, the legislation seeks to extend the coverage of social protection.

## **Europe**

209. An Italian-funded project aimed at strengthening the capacity of the Albanian Ministry of Labour and Social Affairs to plan and deliver social services, and to assess the impact of its interventions.
210. A French Government-funded project assisted the governments of CEE countries to restructure their social security systems and at the same time to equip workers and employers to participate more effectively in social security policy-making and governance.
211. An ILO-initiated project, social expenditure review cum social budgeting in the Russian Federation, supported by the World Bank, UNDP, IMF and some bilateral donors, is gathering information required for decisions on the future of the social protection system in the country.

### **3(e). Economic and social insecurity**

*ILO constituents are able to analyse the different aspects of economic and social insecurity and are able to formulate policies to combat the adverse effects of insecurity*

212. The work centred on: (i) the setting up of a global database involving development of a global network of experienced labour specialists in prominent institutions worldwide, to generate, collect and collate information on socio-economic security indicators; (ii) the Enterprise Labour Flexibility Surveys (ELFS), which essentially examine the impact of industrial restructuring on workers' security in ILO member States; and (iii) the People Security Surveys (PSS), which highlight the needs and perceptions of the workers on the interests that they want to protect and promote, the forms and sources of insecurity, the mechanisms which could best represent their interests, and their perceptions of the institutions which would offer the best prospect of promoting dynamic efficiency and sustainable development.
213. Another priority activity has involved evaluation of innovative schemes launched by governments, local authorities and NGOs to provide social protection, particularly to those who are not covered by conventional forms of social security.

## **Africa**

214. Economic and social insecurity aspects are integrated in programmes to fight poverty in the western Africa subregion. Monographs on employment, training and social protection were prepared for ten countries.

## **The Americas**

**215.** One of the most important compensatory programmes to alleviate poverty has been implemented in Brazil for five years. Some municipal and district governments first introduced the so-called *Bolsa-escola* programme, which provides a grant to each family to complement their income. ILO-Brasilia and the World Bank financed a second study on the *Bolsa-escola* programme of Recife. Its findings were presented in November 2000 during a seminar organized by the House of Representatives, with the support of the Ministry of Education and UNESCO to discuss the main aspects of such programmes.

## **Europe**

**216.** In Kazakhstan, the ILO is conducting, with support from UNDP, a comprehensive review of the social policy framework of the country. ILO intervention is considered an important element in the ongoing national debate surrounding the adoption and subsequent implementation of a comprehensive social protection concept for Kazakhstan.

## **4(a). Recognition of social dialogue**

*To promote social dialogue so that its fundamental role as an instrument of democracy and rights at work, negotiation for consensus building and economic and social development, is better understood and more widely accepted and used*

**217.** Despite the numerous efforts of the past few years through technical cooperation programmes and activities, there is still a lack of full recognition, understanding and support for the central role that social dialogue should play in society, especially in the involvement of workers' and employers' representatives as well as ministries of labour and employment in the design and implementation of crucial economic and social policies. Under this operational objective, IFP/DIALOGUE is coordinating a number of technical cooperation projects.

## **Africa**

**218.** Among the main programmes to reinforce social dialogue and tripartism, are the Belgium-funded PRODI AF (Project to support social dialogue in French-speaking Africa) and the Portugal-funded PRODIAL (Programme on social dialogue in Portuguese-speaking countries) programmes covering respectively the French-speaking and the Portuguese-speaking African countries.

**219.** In Sahelian Africa, PRODI AF is assisting the social partners revitalize social dialogue along the lines of their national tripartite recommendations. This work has been complemented in Mali and Guinea, by a project on structural adjustment, employment and the role of the social partners. In war-torn countries like Sierra Leone and Guinea-Bissau, the ILO is assisting in identifying ways and means of reviving social dialogue mechanisms needed to support reconstruction.

**220.** At the subregional level, and with PRODI AF support, a follow-up Committee on the Ouagadougou Declaration covering West African Economic and Monetary Union (UEMOA) countries was set up. A Central African Monetary and Economic Community (CEMAC) subregional seminar was organized during which the Bangui Declaration was adopted, where all participants confirmed their commitment to promote social dialogue in each country.

221. In the North African subregion, seminars on collective bargaining, and on vocational training were organized in Morocco and Tunisia.

### **The Americas**

222. A Norwegian-funded project, “Tripartism and social dialogue in Central America: Strengthening of the process of democracy consolidation” (PRODIAC) contributes to the process of the consolidation of democracy and the establishment of a participatory culture through consultations, dialogue and consensus among social actors on common subjects in the subregion. National plans have been approved on a tripartite basis for the development of social dialogue.

### **Arab States**

223. The ILO Regional Office for Arab States, in collaboration with the InFocus Programme on Social Dialogue and the Arab Labour Organization (ALO), organized a regional seminar on the promotion of tripartite consultation and social dialogue in the Arab countries in Beirut. National employer-worker bipartite seminars were organized in Yemen and in Jordan.

### **Asia and the Pacific**

224. A regional seminar on social dialogue in Asia funded by Japan and Germany examined the current state of social dialogue and its further development by reviewing the capacity of those involved, institutional arrangements, structure, process, and expected outcome of social dialogue.
225. On the occasion of the South Pacific Meeting on Social Dialogue (with focus on the Declaration) held in Wellington and funded by Japan, national tripartite plans of action were developed for Kiribati, the Solomon Islands and Papua New Guinea to establish or to strengthen tripartite institutions for social dialogue.

### **Europe**

226. As part of a series of seminars on the culture (or philosophy) of social dialogue being undertaken by the ILO Moscow Office, the first seminar was carried out in Baku (Azerbaijan). A number of seminars were organized by ILO-CEET (Central and Eastern European Team) with a view to promoting the concept of social dialogue.

## **4(b). Institutions of social dialogue**

*To strengthen institutions, machinery and processes of social dialogue in ILO member States*

227. A number of activities were carried out as follow-up to sectoral meetings and/or at the request of constituents. In collaboration with the Turin Centre, an implementation/instructor’s workshop was organized for ILO’s portworker development programme.
228. In the framework of an International Transport Workers’ Federation-funded programme for promotion of decent work in the maritime industry, a number of audiovisual products were prepared. A tripartite seminar on maritime labour standards for Central and Eastern European countries was organized in St. Petersburg.

229. Two tripartite seminars on mine safety were held in India and China promoting social dialogue, based on the Safety and Health in Mines Convention, 1995 (No. 176), and its accompanying Recommendation.

### ***Africa***

230. An ILO/Swiss project to advance social partnership in promoting labour peace in southern Africa has been applying lessons learned from an earlier phase of the project on conflict resolution in South Africa to countries in the subregion. The project aims at building labour disputes prevention and settlement institutions in each of the countries covered by it.
231. In Central Africa, in close collaboration with the Turin Centre, information, training, and advisory services are being provided for increasing the capacity of social partners and the African Regional Centre for Labour Administration (CRADAT). In East Africa, the ongoing project on strengthening labour relations aims at establishing a legal framework for maintaining industrial peace through labour law reform, and strengthening the capacities of governments, workers' and employers' organizations for improved labour relations and collective bargaining.

### ***The Americas***

232. Seminars and assistance on social dialogue were provided to Colombia, which resulted in a tripartite body being established. In Venezuela, technical assistance was provided to establish dialogue among trade union organizations on electoral processes.
233. As a result of the work undertaken by the ILO, a Tripartite Council on Equality of Opportunities for Men and Women Workers was launched in Argentina. In that framework a consultative forum will be formed in order to associate non-governmental organizations dealing with employment and production.
234. The project, on support to the Ministry of Justice and Labour and to the Tripartite Council for Social Dialogue, financed by UNDP, aimed at strengthening the Tripartite Council on Social Dialogue in Paraguay.

### ***Asia and Pacific***

235. The South Asia and Viet Nam project on tripartism and social dialogue in action (SAVPOT) funded by Norway aimed at developing and supporting social dialogue. The pilot projects in Nepal, Sri Lanka, Bangladesh and India are now completed, and the project has moved into the strategic phase of dissemination and policy-making. In Viet Nam, work on two sub-projects, is now on schedule.

### ***Europe***

236. The ILO, Finnish experts and Russian specialists worked together and developed a "joint venture" on social partnership in occupational safety and health. The respective Technical Assistance to the Commonwealth of Independent States (TACIS) and ILO projects contributed to the inclusion of social partnership (safety commissions, etc.) in the new Russian law on occupational safety and health.

237. Advisory services have been provided to the constituents in countries covered by MDT Budapest for improving the institutions for social dialogue and collective bargaining, as well as in reforming the legal framework regulating labour relations.

#### 4(c). Stronger parties to social dialogue

*To strengthen the representation, capacity and services of the parties to social dialogue*

238. Many activities have been carried out under this heading, focusing specifically on the needs of workers' and employers' organizations as well as of labour administrations.

#### **Workers' activities**

239. Each technical cooperation activity was aimed at strengthening the representation, capacity, and services of workers' organizations as important agents of social change and partners to social dialogue. A wide range of assistance in workers' education, including the provision of trade union training materials, conduct of workshops, seminars, and specialized advisory services, were provided both to enhance workers' understanding of the various strategic objectives and their effective participation in related initiatives.
240. Strengthening and consolidation of trade union structures and the enhancement of workers' education infrastructures have been the main theme in most of the projects, for example, the DANIDA-sponsored projects in Mozambique, Mongolia, Cambodia, Uganda, Nepal, Sri Lanka and India. Important membership increases, and thereby, the increase of union representativeness, were noted in Uganda, Cambodia and rural workers' organizations in India.
241. Some projects focused on enhancement of workers' participation in tripartite dialogue, improved labour relations and increases in the number of collective agreements concluded. Progress had been made in Egypt, Nepal and the South Pacific. Other projects, while focusing mainly on institution-building, also resulted in an increase in concluded collective agreements, more qualified participation in tripartite commissions and new demands for improvements in obsolete labour legislation (Uganda, Mozambique and south India).
242. Trade union organizations in Peru, Colombia, Ecuador and Venezuela have updated their training programmes on fundamental rights with emphasis on collective bargaining.
243. Projects in Mozambique, Uganda, French-speaking Africa and Cambodia promoted trade union unity.
244. In CEE and CIS countries, attention has been given to developing the capacity of constituents to become better equipped to take part in networks that had been developed in the Central and Eastern European region (trade union rights, workers' education, women's networks).
245. In the Russian Federation, trade unions have presented their own draft of a new national Labour Code, based on ILO standards.
246. New important results are expected from the INT/01/M31/FOR Millennium Review Project (Ford Foundation) which was recently launched and which involves ILO/ACTRAV, ICFTU, ITS and TUAC. The project will develop a database to register

information on trends in trade union density, to deepen the analysis of trade union work vis-à-vis informal and unprotected labour and multinational companies.

### ***Employers' activities***

- 247.** The programme of technical cooperation with employers' organizations is based on annual workplans formulated by the employers' specialists in the MDTs in close consultation with the beneficiary employers' organizations, and any necessary inputs from ACT/EMP. The programme is largely geared to the provision of new or improved services by employers' organizations to their members, strengthening their capacity to provide such services, and undertaking policy or practical initiatives to extend the representation of the organizations. Underpinning the programme is the need for employers' organizations to have strategic plans to achieve their own development objectives. The employers' organization in Kenya revised and formulated a new strategic plan for 2000-04 with ILO assistance, and developed a programme of action under the heading of "InFocus programmes" to improve its service provision to members. Strategic plans were also developed by the employers' organizations in Thailand, India, Nepal, Eritrea, Ethiopia, Sao Tome and Principe, the Democratic Republic of the Congo and Algeria.
- 248.** A critical issue for employers is the competitiveness of their nations and enterprises in the context of globalization. A regional programme on strengthening Asia-Pacific employers' organizations to enhance competitiveness in the new business environment was conducted for 14 employers' organizations. It identified the role these organizations can play in promoting competitiveness in their countries and the barriers inhibiting integration with the global economy. Similar programmes were conducted in India, Kenya and Mauritius. In Costa Rica, the employers' organization received assistance in examining the obstacles to national competitiveness, which enabled it to present a draft law to the legislative committee to remove such obstacles.
- 249.** Assistance to employers in Albania led to the creation of an independent employers' organization. In Kazakhstan, the employers were assisted in launching a new national employers' organization. Technical cooperation resulted in the creation of the South Eastern European Employers' Forum (SEEEF), which facilitates exchange of information on the stability pact among employers' organizations in the Balkan region. The employers' organization in Croatia is receiving assistance to develop a management training institute.
- 250.** The programme on enterprise development, working conditions and safety and health included: creation of capacity in the employers' organization in Mongolia to conduct the WISE programme for SMEs; studies, practical demonstrations and training courses in Bolivia which helped the employers' organization develop capacity to provide services to improve and manage quality in enterprises; creation of a technical association for industrial safety in the Dominican Republic, consisting of enterprise representatives and linked to the employers' organization; and supporting employers' organizations in China, Mauritius and the Philippines in developing capacity to help enterprises implement cleaner production audits.
- 251.** To address the need to change the pension system in Ecuador which is facing bankruptcy, assistance was provided to employers' organizations to develop proposals for change which will be the subject of tripartite discussions.
- 252.** The information services of the Philippine employers' organization was strengthened through training and the provision of equipment. The employers' organization in Mali was assisted in the creation of new information and advisory services, resulting in membership increases. Thanks to technical cooperation, the employers' organization in the Dominican Republic was able to raise its profile in the business community and the country.

Consequently, three important associations of employers representing over 400,000 employers in small and medium enterprises, and the construction and metal trades industries, joined the employers' organization, thus considerably enhancing its representativeness.

- 253.** As a result of a workshop on the employers' role in promoting employment for the disabled, the employers' organization in Mongolia prepared recommendations to the Government on the implementation of legislation and also developed a national action plan for the employment of the disabled.
- 254.** The employers' organization in the Syrian Arab Republic was assisted in promoting women's entrepreneurship and greater participation of women at higher levels of decision-making. A round table conference on gender issues in India resulted in the adoption of guidelines for company policy in this regard, and several enterprises are expected to adopt the guidelines during 2001.
- 255.** Regional employers' programmes have been initiated in Africa and Asia to promote the ILO Declaration on Fundamental Principles and Rights at Work through implementation of the UN Global Compact.

### **Africa**

- 256.** Employers' and workers' associations in 11 countries in Central Africa developed and implemented strategies to extend their recruitment basis. Workers' associations in Cameroon, Congo-Brazzaville, the Democratic Republic of the Congo and Chad initiated activities to train and organize workers from the informal sector.
- 257.** In Senegal and Mali, structures to support informal sector workers were set up through the ILO/DANIDA trade unions and informal sector project. Workshops for labour inspectors on roles/responsibilities in settling social conflicts took place in Guinea and Senegal and in collective bargaining techniques (Cape Verde, Guinea-Bissau, Senegal). Women's committees were strengthened and a network was established in the *Conseil de l'Entente*.
- 258.** In southern Africa, the ILO focused its activities in assisting social partners establish themselves as sustainable and important players with regard to labour market issues, raising awareness of the importance of social dialogue and making available information on experiences of other countries.

### **The Americas**

- 259.** A programme with the employers in Peru and Venezuela was undertaken to sensitize and commit the provincial employers' organizations to better participation in their confederations.
- 260.** In the Caribbean, government conciliators/mediators participated in a workshop in Saint Kitts intended to improve/provide new skills in the conciliation/mediation process and thereby strengthen the capacity of the government conciliators/mediators to assist employers and workers to resolve their labour disputes.
- 261.** Due to the initiative of the Spanish-funded project, on modernizing the labour administration of Central America (MATAC), it has been possible in a number of countries involved in the project to ratify the Labour Administration Convention, 1978 (No. 150), and the Tripartite Consultation International Labour Standards Convention, 1976 (No. 144).

### **Arab States**

- 262.** In the West Bank and Gaza, the workers' vocational education and training development project, financed by the Italian workers' union in the banking sector, assisted the Palestinian General Federation of Trade Unions (PGFTU) in consolidating its structures, facilities and expertise on skills development.
- 263.** The ILO assisted the Federation of Palestinian Chambers of Commerce, Industry and Agriculture, in preparation of the study on the impact of the Israeli economic policy and sanctions on the performance of the private sector. Programmes designed to strengthen the institutional capacity of the Palestinian Ministry of Labour were successfully implemented.
- 264.** Technical advisory missions and training activities were carried out on labour code, labour inspection and labour administration in Jordan, Lebanon, Saudi Arabia and the West Bank and Gaza.

### **Asia and Pacific**

- 265.** Extending the reach of the trade unions in Viet Nam was the goal of the regional project on workers' education assistance in strengthening trade union support for workers in the informal sector in selected ASEAN countries. In the Philippines, the participating trade unions have focused on organizing members from the informal sector, developing community-based social security schemes, and providing business counselling to retrenched workers.
- 266.** A United States-funded project in Indonesia on promoting and realizing freedom of association and collective bargaining by building trust and capacity in industrial relations aims at strengthening the understanding and capacities of the tripartite constituents as well as of other institutions such as the judiciary to effectively play their respective roles in developing a sound and modern industrial relations system.
- 267.** The Indian chapter of a DANIDA-funded interregional "Workers' education project for integrating women members in rural workers' organizations" has brought about a heightened trade union awareness of rural women workers and has provided leadership and organization skills and empowerment of women through small income-generating activities.

### **Europe**

- 268.** A specialized resource centre for trade union training was established by the ILO in close cooperation with the FNPR, the ICFTU, several ITCs (IUF, UNI, ICEM, ITF), the Solidarity Centre and the Ebert Foundation. It will serve as a focal point for trade union training and facilitate information exchange, networking and qualification courses for trade union trainers.

## **IV. Operational activities of the International Training Centre of the ILO, Turin**

- 269.** Expenditure on training activities implemented by the Turin Centre was approximately \$23.5 million in 2000, compared to \$24.7 million in 1999. The total number of participants in the training programmes decreased from 8,070 in 1999 to 7,660. Over 41 per cent of participants were women, against 37 per cent in 1999. The number of participants-days

decreased from 117,459 in 1999 to 82,685. The completion of a number of long-term projects in support of Italian institutions financed by the European Social Fund of the European Union explains the decline in the number of participants and participant days. Conversely, programmes for developing and transition countries increased in 2000.

- 270.** Participants in 2000 came from 171 different countries, mostly from Europe, followed by those from the Americas, Africa, Asia and the Pacific, and the Arab States. The breakdown of participants by region is shown in Appendix 9(a).
- 271.** Appendix 9(c), shows the breakdown of income for training activities by funding source. The Government of Italy and the ILO remained the principal sponsors in absolute terms. Italy's annual voluntary contribution and the ILO's regular budget for technical cooperation (RBTC) allocated to Turin Centre activities together accounted for less than one-quarter of the Centre's total training income. A number of customized programmes were implemented with direct financial participation by the recipient institutions from developing or transition countries. A significant proportion of the Centre's resources came from the European Union, particularly through the European Social Fund, as well as from the World Bank. Twelve new projects were awarded to the Centre through competitive bidding in 2000.
- 272.** Out of 372 group training activities implemented in 2000, 146 activities (i.e. 39 per cent of the total) were run in the field in collaboration with ILO offices and multidisciplinary teams and/or national training institutions. In addition, the Centre implements a small, but growing portfolio of training projects delivered entirely at a distance through the use of information technologies. This enables the Centre to reach out to participants who do not have the time or the resources to spend extended training periods abroad.
- 273.** The activities of the Centre covered all the operational objectives; a breakdown of the Centre's participants by ILO strategic objective in 2000 is shown in the following table.

Strategic objective	No. of participants
Objective I	387
Objective II	3 869
Objective III	529
Objective IV	858
Cross-sectoral programmes	1 162
UN Staff College	790
Other activities	65
Total	7 660

- 274.** In the context of the Centre's activities relating to ILO objectives, the following can be noted:
- The Centre's Training Department was reorganized in line with the strategic orientations of the ILO.
  - New training programmes were launched in core areas of the ILO's mandate, namely employers' activities, social dialogue, occupational safety and health.
  - Greater efforts were made to focus the programme on the training needs of ILO constituents and social partners. In particular, the Centre implemented 35 tripartite

training activities (nine in 1999) and expanded resources available to fund fellowships for employers' and workers' representatives.

- A new policy was implemented to mainstream gender concerns in all the Centre's programmes. The former women's empowerment and gender equality programme was dissolved and a gender coordinator was appointed to lead and support a network of gender focal points in the Centre's regional and technical teams.
- A general briefing on the ILO standard-setting function and normative principles was offered to most participants attending courses on the Turin campus. All trade union training activities and several activities in other sectors included sessions on international labour standards relevant to the subject matter of the course. A project was negotiated with Italy to ensure a more systematic mainstreaming of fundamental principles and rights at work in the Centre's courses and curricula.

**275.** In 2000, 1,438 participants in the Centre's courses, i.e. 18.8 per cent of the total number of participants, came from the least developed countries. The Centre tries to mobilize donor funds to ensure adequate access from LDCs to its training programmes.

**276.** The Centre has continued to develop its evaluation procedures. A comprehensive, standardized end-of-course questionnaire was introduced across the board in 2000, replacing different tools previously elaborated by various programmes. The results of this questionnaire feed into a Centre-wide database enabling both course managers and the Centre's management to take corrective action as and when necessary.

**277.** A variety of methods have been selectively used to assess the impact of the Centre's training activities. On the basis of the Centre's experience over 30 years, a number of factors have emerged as critical to the effectiveness of training:

- pertinence and adaptation of training objectives, content and methods to the profile, needs and situation of the trainees;
- rigorous selection of trainees;
- appropriate methods to stimulate active participation and cross-fertilization among trainees;
- commitment and capacity of the recipient institution to make good use of the individual competencies acquired through training;
- staff continuity in the recipient institution;
- commitment and capacity of the training institution to provide assistance to trainees beyond the training event, in the application of knowledge and competencies acquired through training.

## **V. Selected evaluation results and lessons learned**

**278.** Each year, a large number of programmes and projects are evaluated. Following requests of the Committee on Technical Cooperation during previous sessions and based on evaluation reports, this section highlights some of the findings.

## **A. Project to promote ILO policy on indigenous and tribal peoples**

**279.** This interregional project was implemented between 1996 and 2000. An evaluation was conducted in March 2000, following which DANIDA agreed to provide funding for a further three-year period.

### **Objectives**

- Policies which integrate the needs and priorities of indigenous and tribal peoples are developed, adopted and implemented.
- Contents and principles of the Indigenous and Tribal Peoples Convention, 1989 (No. 169), are better known and understood.
- There is strengthened capacity of indigenous and tribal peoples to promote and defend their own interests.

### **Main achievements**

**280.** The project was successful in opening up channels for dialogue on indigenous and tribal peoples' issues. It succeeded in implementing effective capacity building and training activities for a number of indigenous and tribal peoples' organizations. Considerable progress was also made in the promotion of the abovementioned Convention in international forums. A number of national and international policy documents now reflect the principles of the Convention. In Cambodia and the Lao People's Democratic Republic, project assistance facilitated the development of national policies reflecting these principles.

**281.** Lessons learned and the way ahead:

- The project had initiated micro-level activities aimed at empowering local communities, thus limiting progress towards reflection of the principles of the abovementioned Convention in national policy. During the new project phase, therefore, more time and resources will be devoted to training government officials on the principles of the Convention.
- In some project countries, although micro-level activities benefited individual indigenous communities, they did not serve to enhance their capacity to engage in dialogue concerning the promotion and protection of their rights. In order to benefit fully from their rights, these peoples need improved living standards. This issue will be addressed during the new project phase through increased collaboration with other relevant projects.
- Centralization of resources in Geneva limited the integration of the project's activities into the existing ILO field structure, as well as its collaboration with other ILO projects and programmes. Decentralization of resources, with regional coordinators based in Africa and Asia, is foreseen for the new phase.

## **B. Child labour verification and monitoring system in garment factories in Bangladesh**

282. The project, funded by the United States Department of Labor, has just completed its second phase (1998-2000) and was based on a Memorandum of Understanding between the industry, the ILO and UNICEF.

### **Objective**

283. The employment of children below 14 years in the garment industry in Bangladesh will have been phased out, through the provision of a comprehensive and integrated package of direct support services to children, their parents and employers.

### **Main achievements and findings**

284. Radical decrease in number of factories using child labour from more than 40 per cent of factories in 1995 to 3.1 per cent at the end of June 2000. The project established an efficient and credible monitoring and verification system. It also identified and withdrew 26,866 children from the Bangladesh Garment Manufacturers' and Employers' Associations (BGMEA) member factories over the course of four years and was able to provide basic education, stipends and skills training to 8,338 working children. A recently conducted independent evaluation of the present project found that there was little effort made to institutionalize the project through transfer of the monitoring and verification system to partners or independent parties; difficulties to reach all children targeted; and there were occasional gaps in communication and flow of information through partners.

### **Lessons learned and recommendations**

- The success of projects of this type depends on an independent, credible, and transparent monitoring system.
- There is need for sector-wide approaches and effective cooperation amongst the various partners.
- It is necessary to link efforts to eliminate child labour with economically viable and socially attractive alternatives.
- There is need for social protection programmes to be in place before or at the same time that child workers are identified or withdrawn.
- Institutional and organizational aspects of the programme are important: there is need for following up on financial and political commitments, clarifying the role of the steering committee and to have project management in place from the beginning.

## **C. PASMEC (*Programme d'appui aux structures mutualistes d'épargne et de crédit*) programme**

285. Funded by the Norwegian Government this project was implemented in various countries in West Africa for six years, between 1995 and 2001.

## **Objectives**

- Through support to microfinance institutions in West Africa, there would be greater access of the poor to vital financial services.
- Through the West African Central Bank (BCEAO), an enabling and incentive-based regulatory and policy environment would be established, thereby facilitating the creation of financial institutions for the poor.

## **Main achievements**

**286.** The project successfully provided training, undertook studies and assisted in the creation of a data bank on microfinance institutions and clients. The monetary authorities recognized the importance of microfinance which helped BCEAO to maintain a consistent and coherent policy on microfinance. A total of 280 microfinance institutions were created and consolidated. Member participation increased from 1.3 million to 4 million, of which 40 per cent were women, in six years. BCEAO institutions numbering 2,800 outlets reach more people than the 600 regular banks. The institutions raised domestic resources valued at \$145 million and have injected some \$125 million into income-generating and job creation activities. The microfinancial institutions remained financially healthy and sound despite the occasional problems linked to the rapid expansion of their loan portfolios.

## **Lessons learned and recommendations**

- Policy changes take years to materialize; the technical cooperation package should be designed accordingly.
- ILO can become a serious partner for central banks and thereby advocate social concerns in finance more effectively. In order to affect the lives of the poor, the entry point can also be policy-making institutions, like central banks and ministries of finance; there its niche and comparative advantage lies in conceptual work and information dissemination.

## **D. Strengthening of workers' organizations in Central and Eastern Europe**

**287.** Funded by the Dutch Government, this \$787,118 project covering Central and Eastern Europe was implemented between July 1997 and March 2001.

## **Objectives**

- Participating trade union confederation leaders and experts will use the skills and knowledge acquired to better represent the interest of their members in collective bargaining; occupational safety and health; social protection and issues of economic transition, regional integration and globalization.
- Participating trade union confederations leaders and experts will make a more professional contribution to the development of the civic society of their country.

## **Main achievements**

**288.** Capacity of trade union leaders and experts was developed. The project helped to build trust and develop cooperative attitudes both within trade unions and among social partners. Strategies were developed on: East-East exchanges within the region on areas of common interest; communication training and network building; and gender issues.

## **Lessons learned and recommendations**

- ILO resources supplemented the project, with MDT specialists offering expert advisory services. Trade unions were major players in furthering social dialogue. Such dynamics and linkages have the potential to develop better social dialogue at tripartite level and should be expanded in future work.
- Particular attention has to be given to the controversial implications of the impact of globalization and the international financial institutions' policies in the region.
- More emphasis and further efforts should be given to strengthening and developing networks in the region and fostering East-East exchange.
- Capacity of the trade unions on management of communications and information technology needs to be developed.
- The role and participation of women in unions has been a very sensitive issue in Central and Eastern Europe since there is considerable traditional reluctance of male leadership in many unions to actively support women's integration at all levels of leadership. Follow-up to efforts already being made by international and regional structures need to be reinforced to overcome this deficiency. More direct gender analysis and strategies need to be incorporated in future project activities.

## **E. Private sector development through employers' organizations in Visegrad countries**

**289.** This project, funded by the Government of the Netherlands, was implemented in Croatia, the Czech Republic, Hungary, Poland, Slovakia and Slovenia. The period 1998-2001 constituted the second phase of the project. Final evaluation of the project was undertaken in May 2001.

## **Objectives**

- Employers' organizations (EOs) have the capacity to redefine their mission and institutional strategy, and to prepare and implement programmes to strengthen and guarantee their long-term development.
- Employers' organizations are able to provide institutional leadership and user-oriented services to meet private sector needs.

## **Achievements**

**290.** The first objective was achieved to a large extent. However, strategic and action plans that were developed, soon became outdated. Changes in EO staff and leadership made it difficult to sustain the knowledge gained. As for the second, creation of networks among the EOs to exchange experiences and develop benchmarks was the project's best

achievement. One such network is the South Eastern European Employers' Forum (SEEEF), which allows for the exchange of information between EOs of the Balkan region regarding the Balkan Stability Pact, as well as to represent the interests of employers.

**291.** Overall, the project had a modest impact. Project implementation was hampered by interruption in donor project financing, changes in project management, an over-ambitious project design and the persistent organizational turmoil faced by the project beneficiaries.

### ***Lessons learned and recommendations***

- Projects must be demand driven. If the project does not meet the partners' immediate needs and priorities, it is less likely to be successfully implemented.
- An ambitious long-term approach to institutional development is difficult to pursue in the current regional context, marked by a rapidly changing environment and weak organizations. Small, related projects geared to individual project partners are a valid alternative.
- Selection of appropriate project partners based on their current capacity is particularly important for the success of institutional development projects. If project partners are weak, they are less likely to be able to benefit from project support.

## **F. MATAC: Modernizing the labour administrations of Central America**

**292.** This subregional project covers Central America, Belize, Panama and the Dominican Republic. It was scheduled to extend over a three-year period from November 1997 to December 2000. Subsequently, the donors (the Spanish Ministry of Labour and Social Affairs and the Spanish Agency for International Cooperation – AECI) decided to continue funding the project for a further two years.

### ***Objective***

- Labour administration systems are in a position to effectively formulate and execute, in a climate of social dialogue, policies which adequately respond to the social demands of employers and workers.

### ***Main achievements***

**293.** Ratification by the Dominican Republic of the Labour Administration Convention, 1978 (No. 150), together with the Tripartite Consultation (International Labour Standards) Convention, 1976 (No. 144), which has led to broad awareness and application of tripartism. Belize and El Salvador have also ratified the Labour Administration Convention, 1978 (No. 150). Considerable progress was also made in full application of the Labour Inspection Convention, 1947 (No. 81), and the Labour Inspection (Agriculture) Convention, 1969 (No. 129). It succeeded in the involvement of social partners in decisions regarding major organizational changes, such as those reached in the Dominican Republic and Panama. The project is also contributing towards greater regional integration by fostering harmonization of institutions and systems, and by promoting subregional schemes.

***Problems encountered and the way ahead***

- In some project countries civil service status did not apply to ministry of labour employees; labour officers were recruited on a political basis and without the necessary skills. This issue was addressed by promoting professionalism of labour officers and devoting many resources to training.
- The labour legal framework in some countries was limiting the effectiveness and efficiency of officers and administrative units. During the second project phase resources were used to compile laws and regulations before attempting training and procedural reforms.

**VI. Concluding remarks**

- 294.** The major shifts noted in the Committee's previous report – increased approvals and expenditures in the areas of child labour and the Declaration on Fundamental Principles and Rights at Work and continued growth in funding from multi-bilateral partners coupled with a decline in resources from UNDP and UNFPA – have been accentuated over the past 12 months. These shifts have been accompanied by changes in the way the Office develops and manages technical cooperation programmes, with increased efforts to integrate extra-budgetary activities with regular budget activities in a common programming framework. The joint programming consultations between the field offices and headquarters have continued, with new systems in place to develop workplans, which include extra-budgetary funded activities.
- 295.** The recent concentration of approvals for programmes in the Standards and Fundamental Principles and Rights at Work Sector will substantially alter the profile of the development cooperation programme. Adjustments in working methods regarding project design and monitoring practices are being introduced to adjust to these changes. New approaches are also being explored, in particular by building cross-sectoral programmes around the themes of child labour and the core international labour standards. Programme development is also evolving in line with the programme approach and partnerships with the donor community as well as with the programming frameworks at the country level related to decent work, poverty reduction and the United Nations system-wide approaches.
- 296.** Priorities for the coming biennium will continue to include improvements in the delivery rates, as well as increased attention to the quality of the programmes and exploring indicators and measures of the impact and sustainability of development cooperation activities. In addition, certain support services need to be put in place, such as training materials and courses and improved databases. The ILO and the Turin Centre are working together on some of these services.

Geneva, 28 September 2001.

## Appendix 1

### Expenditure on ILO technical cooperation programmes, 1998-2000 (excluding administrative expenditure) (in \$'000)

#### (a) By source of funding

Source of funds	1998		1999		2000		2000/1999 % change
	\$	% share	\$	% share	\$	% share	
Extra-budgetary							
UNDP <sup>1</sup>	24 592	26.2	17 381	17.9	15 069	16.6	-13.3
Trust funds <sup>2</sup> and multi-bilateral <sup>3</sup>	57 179	61.0	56 855	58.5	64 577	71.0	13.6
UNFPA <sup>4</sup>	4 484	4.8	3 935	4.1	2 861	3.1	-27.3
Subtotal – extra-budgetary	86 255	92.0	78 170	80.5	82 508	90.7	5.5
Regular budget (RBTC)	7 487	8.0	18 972	19.5	8 459	9.3	-55.4
Total <sup>5</sup>	93 742	100.0	97 142	100.0	90 967	100.0	-6.4

<sup>1</sup> Including projects in which the ILO acts as an associated agency: (\$6,680,836 for 1998, \$5,396,722 for 1999 and \$4,198,664 for 2000). Including SPPD projects: (\$1,992,743 for 1998, \$2,291,963 for 1999 and \$2,652,942 for 2000). Excluding STS projects: (\$852,815 for 1998, \$922,711 for 1999 and \$1,827,496 for 2000). <sup>2</sup> Including (a) funds deposited by beneficiary governments; (b) reimbursable expenditure under programmes such as UNEP, UNICEF, UNHCR, etc; (c) development banks. <sup>3</sup> Multi-bilateral programmes, including associate expert programmes. <sup>4</sup> United Nations Fund for Population Activities. <sup>5</sup> Total for 1999 includes additional estimated expenditure amounting to \$2.69 million, incurred by UNDP and notified to the ILO after the closure of accounts for 1999.

#### (b) By geographical region

Region	1998		1999		2000		2000/1999 % change
	\$	% share	\$	% share	\$	% share	
Africa	35 357	37.7	33 835	34.8	28 379	31.2	-16.1
Asia and the Pacific <sup>1</sup>	19 339	20.6	19 489	20.1	20 748	22.8	6.5
Latin America and the Caribbean	12 727	13.6	13 805	14.2	14 298	15.7	3.6
Arab States, Middle East	2 341	2.5	4 340	4.5	2 140	2.4	-50.7
Europe <sup>2</sup>	5 238	5.6	6 852	7.1	5 208	5.7	-24.0
Interregional and global	18 739	20.0	18 821	19.4	20 194	22.2	7.3
Total <sup>3</sup>	93 742	100.0	97 142	100.0	90 967	100.0	-6.4

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

**(c) Total expenditures by regions**

	Expenditures		Share of interregional expenditures		Total expenditures	
	(a) \$(000)	(b) \$(000)	%	(a)+(b) \$(000)	%	
Africa	28 379	7 108	35.2	35 487	39.0	
Asia	20 748	5 109	25.3	25 857	28.4	
Americas	14 298	3 898	19.3	18 196	20.0	
Europe	5 208	2 484	12.3	7 692	8.5	
Arab States	2 140	1 595	7.9	3 735	4.1	
Interregional	20 194	–	–	–	–	
Total	90 967	20 194	100.0	90 967	100.0	

**(d) By delivery rate within region  
(extra-budgetary funding only)**

Region	1999				2000			
	Allocation	Expendi- ture	% share (expendi- ture)	% delivery rate	Allocation	Expendi- ture	% share (expendi- ture)	% delivery rate
Africa	56 378	28 160	36.0	49.9	49 178	25 495	30.9	51.8
Asia and the Pacific <sup>1</sup>	32 735	15 560	19.9	47.5	36 247	19 302	23.4	53.3
Latin America and the Caribbean	17 755	10 204	13.1	57.5	19 184	12 599	15.3	65.7
Arab States, Middle East	4 756	3 012	3.9	63.3	2 593	1 541	1.9	59.4
Europe <sup>2</sup>	8 619	5 221	6.7	60.6	7 954	4 481	5.4	56.3
Interregional and global	33 071	16 013	20.5	48.4	27 330	19 090	23.1	69.8
Total <sup>3</sup>	153 313	78 170	100.0	51.0	142 487	82 508	100.0	57.9

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

**(e) By delivery rate within technical field  
(extra-budgetary funding only)**

Field of activity	2000			
	Allocation	Expenditure	% share expenditure	% delivery rate
<b>Standards and fundamental principles and rights at work</b>				
International labour standards				
Programme management	443	210	0.3	47.5
Social protection and labour conditions	231	178	0.2	77.2
Equality and employment	1 145	607	0.7	53.0
InFocus Programme on Promoting the Declaration	1 156	624	0.8	54.0
InFocus Programme on Child Labour	38 007	21 218	25.7	55.8
Subtotal	40 981	22 837	27.7	55.7
<b>Employment</b>				
Executive Director's common services	3 516	2 103	2.5	59.8
Employment strategy	9 019	5 319	6.4	59.0
Employment-intensive investment	17 169	9 911	12.0	57.7
InFocus Programme on Crisis Response and Reconstruction	946	232	0.3	24.5
InFocus Programme on Skills, Knowledge and Employability	12 474	5 755	7.0	46.1
Job creation and enterprise development				
Programme management	781	574	0.7	73.5
InFocus Programme on Boosting Employment through Small Enterprise Development	10 911	7 407	9.0	67.9
Cooperatives	4 605	3 345	4.1	72.6
Multinational enterprises	50		0.0	0.0
Gender promotion	2 902	1 200	1.5	41.3
Social finance unit	3 772	1 887	2.3	50.0
Subtotal	66 146	37 732	45.7	57.0
<b>Social protection</b>				
InFocus Programme on Socio-Economic Security	747	491	0.6	65.8
Labour protection				
Programme management	78	64	0.1	82.4
InFocus Programme on Safety and Health at Work and the Environment (SafeWork) <sup>1</sup>	2 336	1 425	1.7	61.0
Conditions of work	700	84	0.1	12.0
International labour migration	257	185	0.2	71.7
Occupational safety and health information services	517	267	0.3	51.6
ILO/AIDS and the world of work	128		0.0	0.0
Social security <sup>2</sup>	1 972	929	1.1	47.1
Social security policy and development	4 561	3 419	4.1	75.0

Field of activity	2000			
	Allocation	Expenditure	% share expenditure	% delivery rate
Social security, actuarial and statistical services	595	361	0.4	60.7
Subtotal	11 890	7 224	8.8	60.8
<b>Social Dialogue</b>				
Executive Director's common services	17	2	0.0	10.8
Employers' activities	1 959	1 578	1.9	80.6
Workers' activities	6 503	4 947	6.0	76.1
InFocus Programme on Social Dialogue	1 973	548	0.7	27.8
Sectoral activities	1 486	203	0.2	13.6
Industrial activities teams I and II	336	109	0.1	32.4
Maritime activities team	344	152	0.2	44.0
Public and private services team	13	0	0.0	3.0
Government and labour law and administration	5 283	2 968	3.6	56.2
Subtotal	17 912	10 507	12.7	58.7
Cross-cutting activities				
ILO Turin Centre	267	190	0.2	71.2
International Institute for Labour Studies	186	78	0.1	42.0
Gender equality	983	763	0.9	77.6
Statistics	511	215	0.3	42.0
External relations and partnerships	59	54	0.1	91.1
International policy group	115	76	0.1	65.7
Subtotal	2 121	1 375	1.7	64.8
<b>Miscellaneous</b> <sup>3</sup>	3 438	2 833	3.4	82.4
<b>Total ILO technical cooperation programmes in 2000</b>	<b>142 487</b>	<b>82 508</b>	<b>100.0</b>	<b>57.9</b>

<sup>1</sup> SafeWork includes some ILO/AIDS. <sup>2</sup> Social security relates mostly to decentralized projects with technical components concerning both policy and development and actuarial and statistical services. <sup>3</sup> Including projects administered in the field where no technical field has been attributed and associate experts.

## Appendix 2

### Analysis of ILO technical cooperation expenditure by type of assistance/input, 1999-2000 (excluding administrative expenditure) (in \$000)

Type of assistance/input	1999		2000		2000/1999
	\$	% share	\$	% share	
Experts	26 233	27.0	24 769	27.2	-5.6
Other personnel <sup>1</sup>	25 458	26.2	26 268	28.9	3.2
Training <sup>2</sup>	23 303	24.0	16 205	17.8	-30.5
Equipment	3 342	3.4	3 498	3.8	4.7
Subcontracting	8 803	9.1	14 152	15.6	60.8
Miscellaneous	7 313	7.5	6 075	6.7	-16.9
Total <sup>3</sup>	97 142	100.0	90 967	100.0	-6.4

<sup>1</sup> National experts, external collaborators, locally recruited project staff, United Nations Volunteers and other staff costs.

<sup>2</sup> Comprising mainly fellowships, seminars and in-service training. <sup>3</sup> Total for 1999 includes additional estimated expenditure amounting to \$2.69 million, incurred by UNDP and notified to the ILO after the closure of accounts for 1999, which cannot be broken down by type of assistance/input.

## Appendix 3

### Analysis of ILO technical cooperation expenditure in 2000, by field of activity and source of funds (excluding administrative expenditure) (in \$000)

Field of activity	2000				Total
	Regular budget	UNDP	UNFPA	Trust funds and multi-bilateral	
<b>Standards and fundamental principles and rights at work</b>					
Executive Director's office and common services	115				115
International labour standards					
Programme management	272			210	482
Social protection and labour conditions	36	6		173	214
Freedom of association	90				90
Equality and employment	71	18		588	678
Standards policy and information	14				14
InFocus Programme on Promoting the Declaration	122			624	746
InFocus Programme on Child Labour	283	7		21 211	21 500
Subtotal	1 002	31	0	22 806	23 839
<b>Employment</b>					
Executive Director's office and common services	1 609	2 103			3 713
Employment strategy	49	881	2 812	1 626	5 368
Recovery and reconstruction					
Programme management	147				147
Employment-intensive investment	57	3 256		6 655	9 968
InFocus Programme on Crisis Response and Reconstruction		151		81	232
InFocus Programme on Skills, Knowledge and Employability	83	3 010		2 745	5 838
Job creation and enterprise development					
Programme management	190	545		29	763
InFocus Programme on Boosting Employment through Small Enterprise Development	38	1 732		5 674	7 444
Cooperatives	17	1 120		2 224	3 361
Management and corporate citizenship	10				10
Gender promotion	12	21		1 179	1 212
Social finance unit	27	201		1 686	1 913
Subtotal	2 238	13 020	2 812	21 899	39 970
<b>Social protection</b>					
Executive Director's office	130				130
InFocus Programme on Socio-Economic Security		59		433	491

Field of activity	2000				Total
	Regular budget	UNDP	UNFPA	Trust funds and multi-bilateral	
<b>Labour protection</b>					
Programme management	477			64	542
InFocus Programme on Safety and Health at Work and the Environment (SafeWork) <sup>1</sup>	144			1 425	1 569
Conditions of work	11			84	95
International migration	7			185	192
Occupational safety and health information services				267	267
ILO/AIDS and the world of work	39				39
Social security <sup>2</sup>	276	267		662	1 205
Social security policy and development		749	49	2 620	3 419
Social security, actuarial and statistical services		73		288	361
Subtotal	1 084	1 148	49	6 027	8 308
<b>Social dialogue</b>					
Executive Director's office and common services	701			2	703
Employers' activities	1 032			1 578	2 610
Workers' activities	1 949			4 947	6 896
InFocus Programme on Social Dialogue	5	142		407	553
Sectoral activities	85			203	288
Industrial activities teams I and II				109	109
Maritime activities team				152	152
Public and private services team		0			0
Government and labour law and administration	56	498		2 470	3 024
Subtotal	3 827	640	0	9 867	14 334
<b>Cross-cutting activities</b>					
ILO Turín Centre	50	133		56	239
International Institute for Labour Studies				78	78
Gender equality	179			763	941
Statistics	79	96		118	294
External relations and partnerships				54	54
International policy group				76	76
Subtotal	307	230	0	1 145	1 682
<b>Miscellaneous <sup>3</sup></b>					
				2 833	2 833
<b>Total ILO technical cooperation programmes in 2000</b>	<b>8 459</b>	<b>15 069</b>	<b>2 861</b>	<b>64 577</b>	<b>90 967</b>
<b>Total ILO technical cooperation programmes in 1999 <sup>4</sup></b>	<b>18 972</b>	<b>17 381</b>	<b>3 935</b>	<b>56 855</b>	<b>97 142</b>

<sup>1</sup> SafeWork includes some ILO/AIDS. <sup>2</sup> Social security relates mostly to decentralized projects with technical components concerning both policy and development and actuarial and statistical services. <sup>3</sup> Including projects administered in the field where no technical field has been attributed and associate experts. <sup>4</sup> Total for 1999 includes additional estimated expenditure amounting to \$2.69 million, incurred by UNDP and notified to the ILO after the closure of accounts for 1999.

## Appendix 4

### Breakdown, by country and area, of expenditure on ILO technical cooperation in 2000 (excluding administrative expenditure (in \$000))

Country or territory	Regular budget	UNDP (executing agency)	UNDP (associated agency)	UNFPA	Trust funds	Total
<b>Africa</b>						
Regional	1 142	1 217	6		5 899	8 263
Algeria	30	3	82			114
Angola	9	8	275		17	310
Benin	110				188	297
Botswana	18			15		33
Burkina Faso	71				135	206
Burundi	12	56		7		76
Cameroon	85	121			602	808
Cape Verde	31					31
Central African Republic	21	23				44
Chad	8	496	216			720
Comoros	19	416		51		486
Congo	25	37				62
Côte d'Ivoire	10		23		263	296
Democratic Republic of the Congo	69					69
Djibouti	17	4				22
Egypt	26	22	5		321	374
Equatorial Guinea	1					1
Eritrea	9	151			2	161
Ethiopia	127	70			1 176	1 373
Gabon	8	38				46
Gambia	11	195	28			234
Ghana	105	33			156	293
Guinea	44	45	13			102
Guinea-Bissau	11					11
Kenya	73	845	14		485	1 417
Lesotho	12	97		6	22	137
Liberia	11	30				41
Libyan Arab Jamahiriya					15	15
Madagascar	1	185	141	27	591	945
Malawi	33		61	114	71	279
Mali	10	135	1		279	425
Mauritania	10		66		36	112

Country or territory	Regular budget	UNDP (executing agency)	UNDP (associated agency)	UNFPA	Trust funds	Total
Mauritius	22	246	21			288
Morocco	102		25		18	145
Mozambique	2	1 347	265		298	1 913
Namibia	24			25	84	133
Niger	35	0	355		294	683
Nigeria	61	47			241	348
Rwanda	5	37				43
Sao Tome and Principe	5	14	5			24
Senegal	87		44		329	461
Seychelles	4					4
Sierra Leone	33	13			73	118
Somalia	2					2
South Africa	28	325	27		765	1 146
Sudan	16	260			167	443
Swaziland	14					14
Tanzania, United Republic of	25	218	33		1 258	1 534
Togo	28	567				595
Tunisia	14					14
Uganda	45	103			922	1 070
Zaire		54		149	52	255
Zambia	76	112	50		410	648
Zimbabwe	89				610	699
<b>Total</b>	<b>2 884</b>	<b>7 570</b>	<b>1 753</b>	<b>395</b>	<b>15 777</b>	<b>28 379</b>
<b>Asia and the Pacific</b>						
Regional	319	1			5 597	5 916
Australia	4					4
Bangladesh	26	49		28	842	944
Cambodia	14				1 959	1 973
China	190	90	55			336
Fiji	20	100			1	121
Hong Kong	10					10
India	162	88			1 510	1 761
Indonesia	64	164			1 099	1 328
Iran, Islamic Republic of	17					17
Kiribati	3		58			62
Lao People's Democratic Republic	8	179	118		34	339
Malaysia	24					24
Mongolia	49	46			141	237
Myanmar	29					29
Nepal	34	23	14		604	676

Country or territory	Regular budget	UNDP (executing agency)	UNDP (associated agency)	UNFPA	Trust funds	Total
Pacific Multi Island		0				0
Pakistan	146	20		10	1 402	1 577
Papua New Guinea	24	263	13	140	3	444
Philippines	88		520		1 422	2 030
Solomon Islands	2	47				49
Sri Lanka	36		221		491	748
Thailand	70	77			772	919
Tonga		95				95
Viet Nam	106	-3	176		828	1 107
Total	1 446	1 243	1 176	177	16 706	20 748
<b>Latin America and the Caribbean</b>						
Regional	742	10			8 860	9 611
Argentina	92				8	100
Bahamas					41	41
Barbados	15				12	27
Bolivia	11	0			19	30
Brazil	65				594	659
Caribbean Islands	70				21	91
Chile	73				76	149
Colombia	84	174			3	260
Costa Rica	49				250	299
Cuba	26					26
Dominica					15	15
Dominican Republic	3				40	43
Ecuador	9	141			20	170
El Salvador	6				56	62
Grenada					13	13
Guatemala	2	6		1	235	244
Guyana	18				13	31
Haití	12	171	156	49	362	749
Honduras	9				349	358
Jamaica	47					47
México	105				43	148
Montserrat	1				3	4
Nicaragua	38				427	465
Panama	35				27	61
Paraguay	29	49				78
Peru	75				159	234
Puerto Rico	9					9
Saint Kitts and Nevis					13	13

Country or territory	Regular budget	UNDP (executing agency)	UNDP (associated agency)	UNFPA	Trust funds	Total
Saint Lucia	7				9	15
Saint Vincent and the Grenadines	2					2
Trinidad and Tobago	11				106	117
Uruguay	45				70	115
Venezuela	12					12
<b>Total</b>	<b>1 699</b>	<b>550</b>	<b>156</b>	<b>50</b>	<b>11 843</b>	<b>14 298</b>
<b>Arab States, Middle East</b>						
Regional including occupied Arab territories	410				794	1 204
Bahrain			7			7
Iraq	16	147				163
Jordan	10	225			118	354
Kuwait	20				41	61
Lebanon	50		9		41	100
Qatar	2					2
Syrian Arab Republic	47	32				79
United Arab Emirates	2					2
Yemen	43	-3	129			169
<b>Total</b>	<b>600</b>	<b>401</b>	<b>146</b>	<b>0</b>	<b>994</b>	<b>2 140</b>
<b>Europe</b>						
Regional (including EEC)	181				533	713
Albania	7				90	96
Armenia		12				12
Belarus	11	32	2		0	45
Belgium					1	1
Bosnia and Herzegovina	11	350	4		473	839
Bulgaria		86			111	196
Croatia	51		540			591
Cyprus					6	6
Czech Republic	9	-1				8
Estonia	15	17			53	86
Georgia	26		39			64
Hungary	26				67	93
Italy					20	20
Kazakhstan	9	31			110	150
Latvia	11	12				23
Lithuania	1	25				26
Luxembourg					76	76
Moldova, Republic of	5	56				60
Netherlands					1	1

Country or territory	Regular budget	UNDP (executing agency)	UNDP (associated agency)	UNFPA	Trust funds	Total
Poland	20					20
Romania					92	92
Russian Federation	246	49	223		245	764
Tajikistan			19			19
Turkey	23				501	524
Ukraine	69	310	111		185	676
Uzbekistan		0				0
Yugoslavia	6					6
Total	727	979	938	0	2 564	5 208
<b>Interregional</b>	1 104	127	29	2 239	16 695	20 194
Total	8 459	10 871	4 199	2 861	64 577	90 967

## Appendix 6

### Nationality of experts

#### *Number of experts on assignment on 31 December 1999 and on 31 December 2000*

Nationality	1999		2000	
	Expert	Associate expert	Expert	Associate expert
Albanian	0	0	0	1
Argentine	0	0	1	0
Australian	1	0	2	0
Azerbaijani	1	0	1	0
Bangladeshi	1	0	2	0
Belgian	10	7	12	5
Beninese	1	0	2	0
Bolivian	0	0	1	0
Brazilian	2	0	3	0
British	11	0	13	0
Cameroonian	3	0	2	0
Canadian	8	0	10	0
Chilean	0	0	2	0
Chinese	0	0	1	0
Colombian	1	0	1	0
Costa Rican	1	0	1	0
Danish	7	9	8	8
Ethiopian	1	0	2	0
Filipino	3	0	4	0
Finnish	2	3	1	3
French	6	2	12	2
German	5	10	11	7
Ghanaian	3	0	3	0
Indian	1	0	3	0
Iranian	2	0	2	0
Irish	1	0	2	0
Israeli	1	0	2	0
Italian	12	3	9	6
Ivorian	2	0	2	0
Japanese	3	8	4	8
Jordanian	0	0	1	0
Lebanese	1	0	1	0
Malian	1	0	0	0

Nationality	1999		2000	
	Expert	Associate expert	Expert	Associate expert
Mexican	0	0	1	0
Mongolian	0	1	0	1
Myanmar	2	0	2	0
Nepalese	1	0	0	0
Netherlands	15	44	12	35
New Zealander	1	0	1	0
Nigerian	4	0	3	0
Norwegian	6	1	6	2
Pakistani	2	0	0	0
Peruvian	3	0	4	0
Portuguese	1	1	1	2
Senegalese	1	1	1	0
Sierra Leonean	1	0	1	0
South African	1	0	2	0
Spanish	7	0	10	1
Sudanese	1	0	1	0
Swedish	3	8	5	9
Swiss	1	1	3	1
Thai	1	0	0	0
Togolese	1	0	1	0
Turkish	1	0	1	0
American	6	0	8	0
Ugandan	1	0	1	0
Zimbabwean	2	0	2	0
of Dem. Rep. of the Congo	1	0	1	0
of Luxembourg	0	0	0	1
of Sri Lanka	2	0	2	0
of the Republic of Korea	3	1	2	1
of the Russian Federation	1	0	1	0
<b>Sum</b>	160	100	193	93
<b>Grand total</b>	260		286	
<b>Breakdown by category of experts</b>				
Women experts	45	52	51	52
Developed countries	108		134	
Developing countries (and stateless)	52		59	
<b>Total</b>	160		193	

## Appendix 7

### The ILO's multi-bilateral programme, 1999-2000

**(a) Expenditure by donor, including associate experts programme for 1999 and 2000 (\$000) (including direct trust funds)**

	1999	2000*
Netherlands	8 490	10 233
Denmark	8 065	7 729
United States	1 433	6 559
Norway	5 459	5 722
Germany	5 710	5 388
Sweden	3 429	4 867
Spain	3 550	4 187
Japan	2 443	3 427
Italy <sup>1</sup>	3 299	3 149
Belgium	2 921	2 228
United Kingdom	670	1 733
Finland	766	1 596
Switzerland	1 946	1 085
France	483	830
Portugal	466	653
European Union	1 081	583
Luxembourg	292	355
Republic of Korea	322	242
United Arab Emirates	463	137
Canada	91	133
Austria	211	126
Ireland	0	63
Australia	192	48
Kuwait	96	4
Direct trust funds	900	808
Others	848	665
<b>Total</b>	<b>53 626</b>	<b>62 550</b>

<sup>1</sup> Turin Centre activities reported separately. \* Descending order of expenditure.

**(b) Approvals by donor 1999 and 2000 (US\$) (\$000)**  
**(including direct trust funds; excluding associate experts)**

	1999	2000*
United States	29 000	50 726
Netherlands	8 958	22 104
Italy <sup>1</sup>	1 608	** 12 701
Norway	4 742	8 527
Denmark	6 469	6 125
France	958	4 455
Japan	2 492	3 841
Canada	0	2 022
Switzerland	0	1 991
United Kingdom	9 587	1 632
Spain	860	1 470
Germany	752	1 004
Finland	2 112	991
European Union	203	551
Belgium	828	161
Ireland	0	152
Luxembourg	0	140
Portugal	2 460	0
Sweden	1 087	0
Australia	257	0
Direct trust funds	1 594	676
Others***	3 806	1 430
Total	76 166	120 699

<sup>1</sup> Turin Centre activities reported separately.

\* Descending order of approvals. \*\* Revised. \*\*\* Includes gifts.

## Appendix 8

### International Training Centre of the ILO, Turin

***Number of participants and participant-days by area of training, 2000 (including all activities: group, individual and distance learning)***

	Number of participants	%	Number of participant days	%
International labour standards and human rights	387	5	6 090	7
Employment and skills development	2 569	33	25 639	31
Enterprise development	1 300	17	8 974	11
Social protection	529	7	6 054	7
Social dialogue	420	6	5 013	6
Workers' activities	438	6	6 773	8
Management of the development process	1 006	13	13 716	17
Training technology	156	2	1 730	2
UN Staff College project	790	10	4 743	6
Other activities	65	1	3 953	5
Total	7 660	100	82 685	100

## Appendix 9

### International Training Centre of the ILO, Turin

#### (a) *Geographical distribution of training activities, 2000*

Africa	1 268
The Americas	1 532
Asia and the Pacific	888
Arab States	701
European Union	1 787
Europe (other)	614
International civil servants	870
Total	7 660

#### (b) *Distribution of activities by type of training, 2000*

	No. of activities	No. of participants	No. of participant/days
Group training	372	7 495	77 629
at the Centre	219	3 562	47 939
in the field	146	3 503	22 452
Distance learning	7	430	7 238
Individual training	–	165	5 056
Total	372	7 660	82 685

#### (c)

Source of funding	\$000*
ILO/RBTC	1 928
ILO trust funds	399
ILO/UNDP + UN various	276
ILO various	1 228
UNDP	170
UN various	1 761
World Bank	2 266
Italy (Ministry of Foreign Affairs)	4 426
Italy various	3 001
Other multi-bilateral donors	2 970
European Union	1 503
Direct trust funds	3 316
Others	248
Total	23 492

\* Estimates.

## Appendix 5

### ILO technical cooperation activities in the LDCs, 1999-2000: Expenditure by geographical region and by source of funding (excluding administrative expenditure) (in \$000)

	UNDP		ILO regular budget		Multi-bilateral and trust funds		UNFPA		Total	
	1999	2000	1999	2000	1999	2000	1999	2000	1999	2000
Africa	7 062	6 091	1 159	918	5 512	5 938	699	206	14 433	13 152
Latin America and the Caribbean	156	326	41	12	72	362	126	49	395	749
Asia and the Pacific	713	489	417	117	3 430	3 439	1	28	4 560	4 073
Arab States, Middle East	168	126	58	43					227	169
Total	8 099	7 032	1 675	1 090	9 014	9 739	826	282	19 615	18 143
ILO global expenditure	17 381	15 069	18 972	8 459	56 855	64 577	3 935	2 861	97 142	90 967
Share of LDCs (%)	46.6	46.7	8.8	12.9	15.9	15.1	21.0	9.9	20.2	19.9

The least developed countries in 2000 for each region are as follows:

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

Latin America and the Caribbean: Haiti.

Asia and the Pacific: Afghanistan, Bangladesh, Bhutan, Cambodia, Kiribati, Lao People's Democratic Republic, Maldives, Myanmar, Nepal, Samoa, Solomon Islands, Tuvalu and Vanuatu.

Arab States, Middle East: Yemen.