



FIRST ITEM ON THE AGENDA

The ILO's technical cooperation programme 2001-02**Contents**

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Introduction

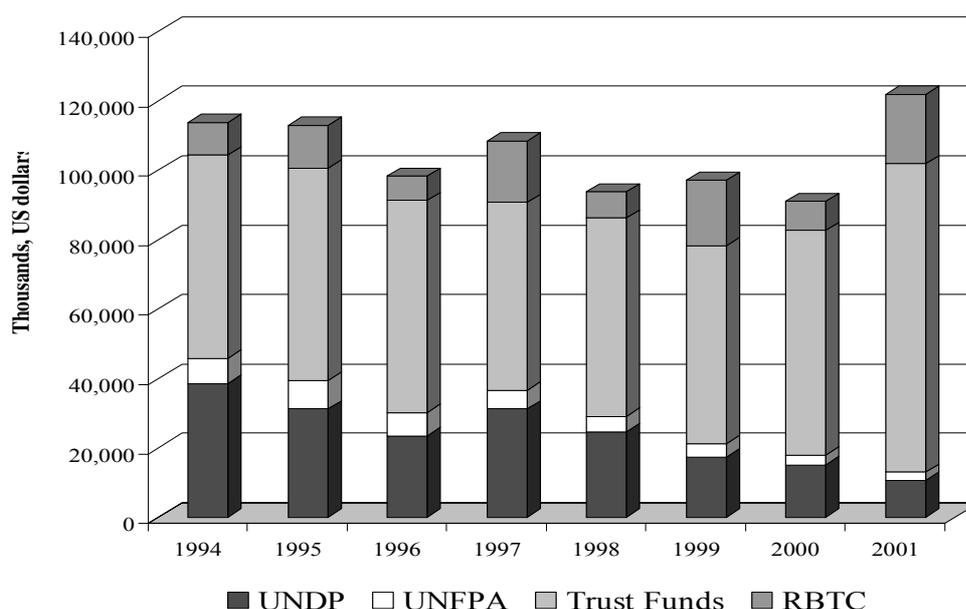
1. This annual report on the ILO's technical cooperation programme 2001-02 provides, as in previous years, statistical and narrative information related to ILO's technical cooperation activities. Section I presents a quantitative overview of the programme. Section II analyses the substantive work in technical cooperation. In line with discussions and suggestions emanating from meetings of the Committee on Technical Cooperation and its Officers, this report presents, for each sector and Turin, current focus and new developments, lessons learned through the implementation process, and the outlook for the future. Section III outlines developments in strategic planning and new modalities in technical cooperation. It covers a wide spectrum of issues ranging from the ILO's involvement and role in the United Nations Development Assistance Framework (UNDAF) and meeting the Millennium Development Goals to linking technical cooperation with the operational and strategic objectives, and field/headquarters relationships.

I. Quantitative overview

A. Overall expenditure

2. Chart 1 shows total ILO technical cooperation expenditures over the period 1994-2001. Total expenditure in 2001 was US\$121.7 million, an increase of 34 per cent compared to 2000. This increase reflects the fact that expenditures pick up significantly in the second year of the biennium budget cycle. As will be seen in Appendix I, table A, earlier declines in funding from the UNDP (8.7 per cent share of the total, down from 16.6 per cent in 2000) and United Nations Population Fund (UNFPA) (2 per cent, down from 3.1 per cent in 2000) continued. UNDP funds constituted US\$10.6 million compared to US\$15 million in 2000. Expenditure of trust funds continued to increase significantly in 2001 increasing to US\$88.7 million from US\$64.5 million in the previous year. For the 2000-01 biennium, trust funds and the multi-bi components made up 72.1 per cent of all expenditures.

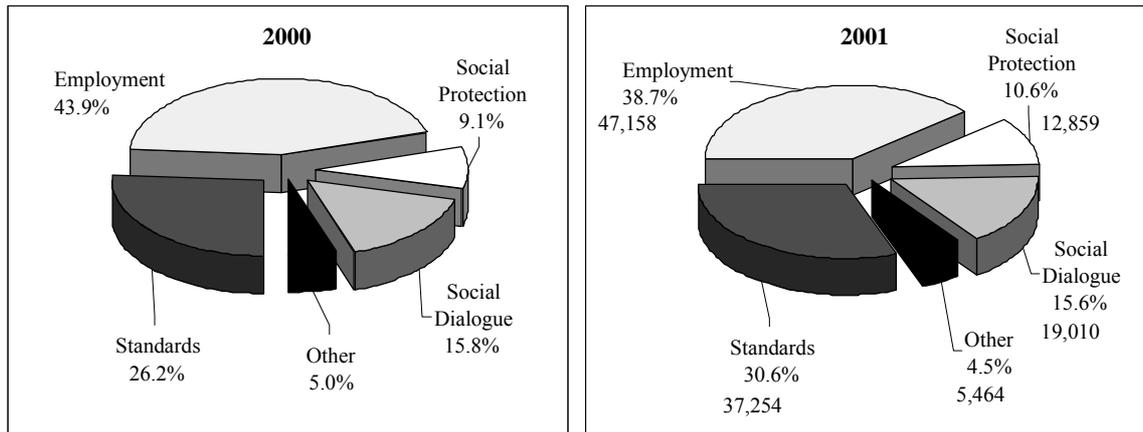
Chart 1. ILO technical cooperation expenditure, 1994-2001
(by source of funds)



B. Sectoral breakdown of expenditure

3. Figure 1 provides a breakdown of expenditures for 2001 by technical sectors. The Employment Sector had the highest expenditures with 38.7 per cent of the total, followed by the Standards and Fundamental Principles and Rights at Work Sector (30.6 per cent), the Social Dialogue Sector (15.6 per cent) and the Social Protection Sector (10.6 per cent). The pattern of distribution of expenditures amongst the sectors remained more or less similar to that of the previous year.

Figure 1. Distribution of ILO technical cooperation expenditure by sector, 2000-01



C. Type of assistance

4. In 2001, as shown in Appendix II, 31.8 per cent of the total expenditure was on national experts, external collaborators, locally recruited project staff, United Nations Volunteers and other staff costs. This was followed by expenditure on experts (22.5 per cent), training including fellowships, seminars, and in-service training (20 per cent) subcontracting (15 per cent), miscellaneous (7.4 per cent) and finally equipment (3.3 per cent).

D. Regional distribution

5. Appendix I, table B shows total expenditure by region, and expenditures on interregional and global programmes. Without taking into account additional expenditures incurred in each region through the latter, the African region received the highest (26.9 per cent) followed by Asia and the Pacific (22.0 per cent), the Americas (16.5 per cent), Europe (4.9 per cent) and the Arab States (1.9 per cent).
6. It will be noted that an important and increasing share of technical cooperation expenditure originates from projects of an interregional nature (27.8 per cent). A breakdown of total expenditures by regions would have to take into account the component coming from the interregional programmes. Disaggregated figures for interregional expenditures are not available; however, disaggregated regional estimates of approvals might be used as a crude proxy. For 2001, 50 per cent of interregional approvals were for the different regions;¹ of that, 20 per cent were for Africa, 16 per cent for Asia, 10 per cent for the Americas and the

¹ The other 50 per cent were earmarked for programmes of a global nature – core funding, research, training, etc.

rest for Europe and the Arab States. It is important to take this into account for the full picture.

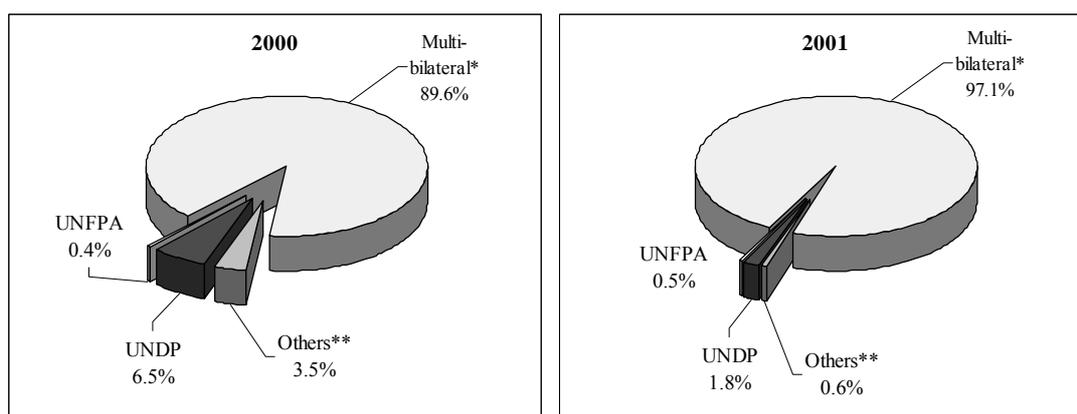
E. Least developed countries

7. Appendix V shows that the least developed countries' share of total technical cooperation expenditure was 18.5 per cent in 2001 as compared to 19.9 per cent in 2000. Approximately US\$15 million were devoted to least developed countries in Africa, US\$6.5 million in Asia, US\$0.7 million in the Americas region and US\$0.3 million in the Arab States. For a more exact picture, a breakdown is required on the increasing amounts of interregional expenditures, much of which goes to the developing countries.

F. Approvals

8. Approval figures continued to increase, reaching a high of US\$154.6 million in 2001. Figure 2 shows approvals by sources of funds. A notable increase can be seen in the amount of approvals from multi-bi and direct trust funds making up for 97.1 per cent of all approvals in 2001. The increase in multi-bi and trust fund approvals well compensated for the continuing decline in UNDP approvals which fell from US\$8.7 million to US\$2.8 million in 2001.

Figure 2. ILO extra-budgetary technical cooperation approvals, 2000-01



* Including direct trust funds.

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

9. Approvals from UNDP, UNFPA, banks and other sources have declined greatly in the past five years. UNDP accounted for only 1.8 per cent of all approvals in 2001 followed by banks and other sources (0.6 per cent), and UNFPA (0.5 per cent). Multi-bilateral and trust funds as mentioned above accounted for 97.1 per cent of all approvals in 2001. Of these multi-bilateral donors, the United States continued to be the major donor contributing US\$73.5 million or 49 per cent of all approvals; an increase from US\$50.7 million in 2000 (see Appendix VII(A)). Approvals from the United Kingdom increased from US\$1.6 million in 2000 to US\$27.6 million in 2001, making the United Kingdom the second major donor in 2001. Approvals from Sweden increased significantly to US\$8.9 million. A significant increase in approvals from Luxembourg should also be noted increasing from US\$140,000 in 2000 to US\$4.4 million in 2001. France, Norway, Denmark, Ireland, and Italy were also major donors for 2001 with approvals of between US\$3.1 million to US\$4.4 million each.

10. A breakdown of the 2001 approval figures by technical sector is shown in Appendix VII, table C. The Standards and Fundamental Principles and Rights at Work Sector accounted for 53.4 per cent (US\$76.7 million) of all approvals followed by the Employment Sector with 25.5 per cent (US\$36.5 million), Social Dialogue, 11 per cent (US\$15.8 million) and Social Protection, 6.9 per cent (US\$9.8 million). This breakdown shows a continuation of previous years' trends.
11. Disaggregating approvals by regions proved cumbersome. Although a number of approvals were clearly for specific regions, approvals for the interregional programmes and projects in 2001 was US\$52.1 million, which is more than all the region-specific approvals put together. Adding estimates of a breakdown of the interregional approvals to respective regional approvals, it would seem that approvals were US\$42.8 million for both Africa and Asia, US\$21.5 million for the Americas region, US\$6.4 million for Europe and US\$4.3 million for the Arab States. US\$36.6 million were not allocated to any specific region.

G. Level of implementation: Delivery rates

12. The overall delivery rate increased to 63.2 per cent in 2001 from 57.9 per cent in the previous year (Appendix I, table C). The delivery rate of projects active for longer than a year improved to 66 per cent from 61.5 per cent in 2000. The latter measure provides more operationally useful information as it reduces the distortions brought about by inclusion of projects that had started later than anticipated. The figures indicate a very positive increase in the delivery rate, particularly compared with that of 1999 (51 per cent) which had been the lowest figure recorded. Good delivery remains a high priority and measures for improvement continue to be put in place. Regular reports on the implementation of the technical cooperation programme are being prepared for senior managers to follow the situation closely and take corrective action in their respective sectors or regions.

II. Technical cooperation in action

A. Standards and fundamental principles and rights at work

Current focus and new developments

13. There has been a major shift in technical cooperation funding since the adoption by the International Labour Conference of the Declaration on Fundamental Principles and Rights at Work in 1998. In the last biennium, around half of total (including extra-budgetary) technical cooperation (TC) resources were used for activities related to the first strategic objective. During the period under review, progress continued to be made for work across sectors, in particular linking the employment policy standards and their supervision to technical cooperation and advisory work at headquarters and in the field, and as regards gender equality.
14. In Africa, with financial support from a number of donors, ILO launched projects under the Declaration follow-up to promote the implementation of the fundamental principles and rights at work and strengthen labour relations. Those projects regularly complemented ongoing activities for the ratification and implementation of the fundamental Conventions and reforming labour laws which seek to integrate them into the legal framework and to make the labour law regime compatible with economic reforms. Projects supporting

implementation of the Declaration are continuing in Benin, Burkina Faso, Niger, Mauritania and Mali.

15. In the Americas, the main project aims at supporting the Inter-American Conference of Ministers of Labour to promote the fundamental principles and rights at work in the context of globalization and economic integration. The region worked on the establishment of national partnerships in order to strengthen capacities to combat child and forced labour, to foster the application of non-discrimination legislation and to facilitate the establishment of conciliation committees. Assistance will be provided to the Pro-Tempore Secretariat of the Inter-American Conference of Ministers of Labour, as well as to employers' and workers' representatives to the Secretariat towards the preparation of the Free Trade Agreement for the Americas to be signed in 2005. Argentina, the Andean subregion and Central America, are working to strengthen indigenous peoples by promoting the knowledge of their rights and mechanisms for the submission of their requests as a basic tool for solving their most urgent needs.
16. A very innovative and successful initiative in the Asia-Pacific region is the project to improve application of core labour standards, safety and health standards and national labour legislation in the garment sector in Cambodia. An encouraging number of improvements in standards observance were reported on conditions of work in factories and a new legislation recognizing basic trade union rights has been promulgated. The ILO/ADB (Asian Development Bank) project on strengthening the role of labour standards is another initiative demonstrating that progressive ILS application on gender equality, child labour and occupational safety and health offers added economic value aside from social benefits.
17. In Europe, projects on promotion of the Declaration were launched in Bulgaria, Romania and Ukraine. A legal inter-union team was set up to assess the labour legislation to promote further ratifications of the core Conventions.
18. The Arab States region witnessed a wider recognition of freedom of association and collective bargaining. Saudi Arabia promulgated a labour law allowing national and foreign workers to establish committees to guard their interests at workplaces where 100 or more are employed.
19. The InFocus Programme on Child Labour: IPEC developed several important new initiatives and built on others that had begun earlier. The rate of ratification of the Worst Forms of Child Labour Convention, 1999 (No. 182), was impressive. The massive sensitization campaigns on the ills of child labour, including ILO support to the "Red Card Campaign against Child Labour" during the 2002 African Cup of Nations, for example, contributed significantly to this: as of June 2002, 126 member States had ratified, over two-thirds of the ILO membership. This also had an impact on the Minimum Age Convention, 1973 (No. 138), which, by the same date, 116 countries had ratified.
20. To assist member States to implement Convention No. 182, IPEC developed the timebound programme (TBP) modality which became an integral part of strategy to deal with child labour, especially its worst forms. Three TBPs have begun (El Salvador, Nepal and the United Republic of Tanzania) and around ten more are in the process of being developed including Pakistan, Philippines and Indonesia. The Statistical Information and Monitoring Programme on Child Labour (SIMPOC) continued to carry out national surveys and empirical studies (studies completed in 38 member States). An information base on the child labour situation in Lebanon, Yemen and Jordan was established. The number of children who directly benefited from ILO action (through either preventive measures or rehabilitation) – in particular in regard to the worst forms of child labour, and girl children – were estimated to exceed 311,000 over the last two years.

21. IPEC subregional projects complemented national strategies. A project on reducing trafficking in women and children in the countries of the greater Mekong area has been able to make significant impact both on government policy and dealing with the causes of such trafficking. A second phase of a regional project on child trafficking for West and Central Africa was launched in 2001 and is operational in nine countries. In order to improve understanding of the gender dimension of child labour, a review of thematic studies and rapid assessments focusing on girls in domestic work, commercial sexual exploitation and agriculture in the Philippines, Ecuador and Ghana were conducted.
22. The InFocus Programme on Promoting the Declaration (DECLARATION) prepared the Global Report on child labour for 2002, which, together with the subsequent four yearly global reports on child labour, will provide major benchmarks for monitoring progress and further action called for.

Lessons learned

- The Declaration has substantially increased the visibility of the ILO’s rights-based approach. The ILO’s capacity to intervene with high-level expertise and a trust-building attitude are essential and can help develop commitment from constituents.
- The ILO should advocate more pro-actively linkages between national laws and socio-economic policies, to ensure that fundamental principles and rights at work are given the importance they deserve.
- Technical cooperation under the Declaration follow-up had first centred on the action plan on freedom of association which flowed from the first Global Report *Your Voice at Work*. With a corresponding wave of donor support, technical cooperation has seen greater diversification and that will continue as the process unfolds also for forced labour and – in 2003 – discrimination. The Office’s capacity in these respects will obviously depend on availability of funds.
- The IPEC experience shows the value of concentrating TC on key themes – such as education or poverty reduction – with respect to Convention No. 182’s target groups, while responding to requests for assistance in fulfilling the obligations of the Convention.
- While it is a plausible strategy at the beginning of a country programme to carry out small activities, IPEC’s experience shows that to achieve maximum impact it is important to scale up programmes. In that regard, the TBP approach combines welcome sectoral, thematic and geographical approaches and links action against child labour to the national development efforts.

Outlook

- Fundamental and other ILO standards are increasingly accepted as part of the “rules of the game” for international interactions by consumers, donors and institutions. Helping countries to adapt to these new realities will be a growing TC focus.
- For “non-fundamental” standards contained in the provisions of up-to-date Conventions and Recommendations, the challenge is first, to distil the elements which describe a decent work regime; and second, to connect the obligations and supervisory comments which those standards engender to practical TC and advisory measures which the Office as a whole can take. Enabling better implementation of those standards will then contribute directly to the promotion of decent work. The 2002 ILC conclusions on the informal economy provide relevant guidance on this.

Forthcoming integrated ILC discussions on safety and health (2003) and migrant workers (2004) may also help strengthen these links, as might maritime standard-setting discussions in 2004-05.

- IPEC will continue to emphasize that eradicating the worst forms of child labour is primarily a country's own responsibility. A major task will be to provide requested technical assistance to member States that have ratified Convention No. 182 or Convention No. 138 in order to be able to implement them.
- Experience gained through the first three TBPs will be used to help member States and their constituents specifically address the elimination of child labour in their economic and social development programmes. Priority activities will have to be developed as well as joint projects with other ILO technical sectors, among them DECLARATION. Special emphasis will be laid on cooperation with employers' and workers' organizations, as well as on the need to mobilize many different groups (governments, NGOs, UN, international financial institutions, donors).
- New mechanisms and strategies to effectively combat child labour in the informal sector need to be sought and tested on a pilot basis.
- Gender equality programmes will be actively pursued in a rights-based approach.
- Continuous efforts will be made to improve the monitoring and evaluation systems, including setting targets and designing indicators for the assessment of the TBP's impact, cost effectiveness and sustainability.

B. Employment

Current focus and new developments

23. There was agreement at the World Summit for Social Development that employment was fundamental in the fight against poverty. In June 2000, the Special Session of the United Nations General Assembly (Copenhagen+5) recognized the need to elaborate a coherent and coordinated international employment strategy. The Global Employment Agenda (GEA) has been the ILO's response to both the General Assembly resolution.
24. The ILO embarked on building alliances for development and implementing the GEA at national levels; its current involvement includes participation in country employment policy reviews, as well as in the Poverty Reduction Strategy Papers (PRSP) process.
25. Work on employment and poverty included the development of a joint programme with the UNDP covering research, reporting and collaboration in international forums and at the country level. Employment-poverty linkages will be analysed and national policies will be formulated for pro-poor growth.
26. A programme has been supporting the gender mainstreaming strategy² of the ILO and contributing directly to the objective of creating greater, better and more equal opportunities for women and men to secure decent employment and incomes through: (a) advancing knowledge; (b) advocacy; and (c) direct action through technical cooperation.

² See GB.285/ESP/7/1, Executive summary and findings of the Gender Audit.

27. A major focus has been on poor women workers in urban and rural areas in eastern Asia and on the informal sector in southern Asia. Projects promoting equal opportunities in women's employment, self-employment and small businesses started in Cambodia, Lao People's Democratic Republic, Thailand, Viet Nam and have been completed or are nearing completion in Indonesia and Nepal.
28. In the Americas region, the focus has been on supporting social partners through the analysis and preparation of decent work employment proposals; and developing vocational training to provide improved and equal access to decent jobs. The issue of training and employment opportunities for youth was also part of the programme.
29. In Central and Eastern Europe, through a new joint ILO-UNDP Bratislava project a more comprehensive picture of the employment situation in Bulgaria, Czech Republic, Hungary, Slovakia and Romania is expected. In Bulgaria, the ILO assisted capacity building of the Ministry of Labour to address its serious youth unemployment problem.
30. In Africa, the Jobs for Africa programme (JFA) assisted 17 countries to undertake reviews of their poverty and employment situation leading to the completion of country action programmes and profiles on poverty reduction, employment and policy-making. The Government of Mali has explicitly adopted the creation of productive employment as a key outcome of its macroeconomic policies and its poverty reduction agenda and funded sectoral and micro-level programmes targeting the unemployed, the underemployed and the poor. In the United Republic of Tanzania, employment has been construed as a cross-cutting component within the PRSP. In Côte d'Ivoire and Cameroon, the JFA has been able to inject employment and social protection concerns into policy dialogue in the PRSP process and to enhance the visibility of employment treatment in the interim PRSP.
31. A country employment policy review (CEPR) exercise was completed in Yemen and a platform was established, in collaboration with the Economic and Social Commission for Western Asia, to develop regional strategies on employment promotion and poverty reduction through information technology.
32. A development assistance framework has been established for the Palestinian territories and projects have been developed in order to mobilize internal and external resources. Supplementary resources have been exceptionally allocated both to strengthen ILO's capacity to extend responsive services and to assist the constituents in implementing reconstruction and recovery programmes.
33. With the Labour Market Indicators Library network (LMIL), access to methodological information and key indicators has become less complicated, as a result of which, national bodies can use the appropriate and reliable information to monitor employment and devise poverty reduction policies.
34. Technical cooperation in areas of labour statistics and the use of labour market information for effective labour administration has also been provided to meet the increasing demand in the Arab States region. ILO Port-of-Spain supported training courses and seminars to help build up national institutional capacities in the Caribbean.
35. In Europe, two new projects in Poland and Turkey are being implemented. The project in Poland aims at assisting the regional and local governments and the social partners to prepare a regional employment strategy to improve the labour market situation and promote productive employment. The project in Turkey provides elements for a more active labour market policy to accompany the restructuring process.

36. Activities continued to strengthen national sustainable VET policies and strategies to promote decent work for vulnerable groups as well as to improve skills training delivery (activities carried out in Chad, Comoros, Guinea-Bissau, Madagascar, Mauritius, Niger and the United Republic of Tanzania). Another area of work is capacity building of national institutions in planning, designing and implementing training methodologies and tools for employment, income generation and entrepreneurship, including women with disabilities (activities carried out in Albania, Bosnia and Herzegovina, East Africa, Jordan, Kosovo and Ukraine). Work on developing a community-based rehabilitation strategy to provide greater employment opportunities for vulnerable groups, especially people with disabilities, has been ongoing in Iraq, Jordan and the Syrian Arab Republic.
37. Many pilot activities begun in 2000-01 at the country level are now components of broader integrated enterprise development programmes. For example, separate SME policy reform and business training projects in West Africa are now a comprehensive interlinked programme led by ILO field offices. Similarly, experience gained in country-level local economic development (LED) projects in Africa and Europe led to the formulation of the employment component of the Office-wide Universitas programme.
38. Timely needs assessments, programme formulation and implementation assistance were provided to more than ten crisis-affected countries, covering reduction of vulnerability of affected groups, economic recovery, social and economic reintegration of ex-combatants, refugees and internally displaced people and human security. Several technical cooperation projects are being implemented in post-conflict countries: in Afghanistan (Quick Impact Project on Development of Employment Services and Women's Re-entry into the Labour Market); in Somalia (Promotion of Economic Recovery, Employment Creation and Support to Decentralization); in El Salvador (Rapid Impact Programme on Employment Recovery and Reduction of Economic Vulnerability in the Areas Affected by the Earthquakes of 2001), and in East Timor (Employability and Development of Vocational Training and Employment System).
39. Assistance was provided in the implementation of employment-oriented growth strategies and strengthening of national capacities. After a successful programme in Cambodia, the ILO is participating in the design of large World Bank and ADB-funded programmes for the country. Other countries where progress has been seen on infrastructure works include the Philippines, Indonesia, Nepal, Viet Nam and to a lesser extent, Lao People's Democratic Republic, India and Thailand. The number of countries covered by the ILO/ASIST Programme in eastern and southern Africa is increasing. Labour-based technology remains a viable option in Africa; a number of activities are under implementation in francophone countries.

Lessons learned

- In order to implement the GEA, existing products and services need to be strengthened and new concepts and tools developed.
- IFP/CRISIS was able to project the centrality of employment concerns and position the ILO in the international crisis response arena as a key player because of positive field/headquarters cooperation, external partnerships and receipt of immediate funding for projects.
- Experiences in social finance indicate that small changes in the legal and regulatory framework make a difference for small investments and employment; and that savings and credit associations empower the poor and give them a voice.
- Training of trainers within enterprises and informal sector are effective.

- While there have been satisfactory outcomes from small business training projects, especially using the SIYB methodology, small business and entrepreneurial training are not sufficient in themselves to produce sustainable results. One needs to go further to help beneficiaries identify business opportunities and market niches.
- There is a need to reinforce Office research on the relationship between poverty and the respect of fundamental standards, as well as between poverty and gender equality.

Outlook

- Continued knowledge building, testing and assessment will provide field offices and constituents with new tools in gaining market access, business services, productivity, competitiveness, corporate social responsibility and cooperative management.
- Technical cooperation would be more targeted to reinforce the impact, relevance and sustainability of programmes in the framework of national employment policy reforms. More emphasis will be laid on self-employment in rural areas and the informal economy.
- A strategic review of IFP/SEED identified ways to improve local integration, impact assessments and field/headquarters coordination. These, as well as those learned, from two gender audits and the ex-post evaluation of Cooperative Branch's (COOP) organizational and cooperative support to grassroots initiatives (ACOPAM) programme, are being incorporated into current activities, and will be taken into account for decentralization of projects and enhancing linkages to PRSPs and regional development initiatives.

C. Social protection

Current focus and new developments

- 40.** Action initiated in 2000 to reinforce knowledge on the economic and social security/insecurity in a growing number of countries progressively gained momentum, and allowed for the building up of comprehensive national databases now covering more than 100 countries. This broad knowledge represents a unique starting point for the identification of priority fields of intervention and the design of efficient technical cooperation activities. The adoption by the 89th and 90th Sessions of the International Labour Conference of new instruments or conclusions related to social protection issues directly benefited the dynamism of activities. This was particularly noticeable with the 2001 conclusions on social security on extension and governance of national schemes, the resolution on HIV/AIDS and the world of work, and the new Conventions on maternity protection and on safety and health in agriculture.
- 41.** Work under social security has become the largest part of technical cooperation in Asia, especially in the countries affected by the 1997 Asian financial crisis in the East Asia subregion. Significant achievements include the establishment of a new social security regime in the Lao People's Democratic Republic and policy prescriptions for extension of coverage in Malaysia, Thailand and the Philippines. Important progress has been achieved in defining national policies and work programmes in the area of OSH Management Systems (OSH-MS) in Malaysia and Thailand. The Work Improvements in Small Enterprises (WISE) and Work Improvement in Neighbourhood Development (WIND) Programmes have been introduced and implemented in a number of countries.

42. In the Americas region, a special effort was made to provide workers' organizations with information on their rights as well as to train them on the different aspects of social security. A Strategy and Tools against Social Exclusion (STEP) technical cooperation project for combating health exclusion is also ongoing. In the context of Convention No. 184 on safety and health in agriculture, the Central American region carried out a project to promote the establishment of national policies to prevent risks in agriculture as well as to improve national technical competencies. The material and methodology developed are being used by important enterprises, government entities and small farmers.
43. In Europe, a new project on SafeWork practices in the mining and processing complex in Kosovo trained 1,750 workers. The ILO also supported intensively the establishment of the Ukrainian National Centre for Vocational Rehabilitation, near Kiev.
44. In cooperation with the Arab Labour Organization, a regional seminar was organized to introduce Convention No. 184 on occupational safety and health in agriculture. The scope and instruments of social security systems have been broadened in the Arab States region to provide social safety nets to the working population. New initiatives have been taken to review social protection and social development programmes in Bahrain, Yemen and Lebanon. In Yemen and Jordan, the Governments have taken steps to extend the coverage of the social security system to workers currently not covered by any scheme.
45. Projects on the rehabilitation of social security institutions are ongoing in Cameroon, and Gabon, and support is provided in Guinea, Mali, Mauritania, Nigeria and Senegal for the rehabilitation of social protection schemes. Actuarial evaluation of social security schemes were finalized in Côte d'Ivoire and Burkina Faso. Feasibility studies are also ongoing in Senegal and Mali on the extension of social security schemes to selected groups.
46. In the Central Africa subregion, assistance focused on the training of health staff, health inspectors and social partners, and production of training tools and information. Work's inspectorates in the southern African subregion were strengthened on issues of safety and health in agriculture and compilation of occupational diseases and accidents at workplaces. The STEP programme promotes health and other mutual benefit systems, particularly in West and Central Africa.
47. HIV/AIDS at the workplace has been addressed in partnership with other UN agencies, governments and social partners. Collaboration is being strengthened with UNAIDS and national HIV/AIDS thematic groups. The ILO code of practice on HIV/AIDS and the world of work has been adapted and translated into local languages in collaboration with employers' organizations in Asia. Initiatives have built bridges between headquarters-based programmes and national efforts in the Caribbean and Brazil. The code was adopted by Lebanon and research work on baseline data for regional discussion prepared. In Africa, ongoing projects include a prevention programme in the transport sector of selected SADC countries; a project on HIV/AIDS prevention in the informal economy in Ghana, South Africa, the United Republic of Tanzania and Uganda; and a programme to combat HIV/AIDS through workplace initiatives and support strategies to cope with the social and economic consequences of the pandemic in ten countries.

Lessons learned

- Technical cooperation programmes on social protection responded to the challenges of globalization – focusing, for example, on the growth of the informal economy.
- The introduction of the ILO's decent work strategy has helped to strengthen the social protection programme through improved intra- and intersectoral integration of activities.

- The ILO’s policy of strengthening the field structure has benefited the social protection technical cooperation programme with the assignment of additional specialists to the field.
- The effects of globalization and the significance of the informal economy in a changing world will require that tools and practices be reviewed in most of the areas covered by social protection.
- Training is often considered as the unique solution to OSH problems on working sites.
- The need for a more general safety vision and management is not always understood.
- In Asia, the traditional approach of building on existing schemes of social security in an effort to reach poorer segments of the population has proven to be unsuccessful. Programmes will now target much more directly the most needy and excluded groups as a matter of priority.

Outlook

- The current trend towards more integrated approaches in areas of social protection will continue; technical cooperation will address specifically the social protection deficit.
- There are few donors interested in financing technical cooperation projects in the areas of social protection and social security in the Americas. While joint actions with the WHO will continue, work will be done to sensitize potential donors on the importance that these issues have for the region.
- “Methodological renovations” required in view of the effects of globalization have already started, in collaboration with the International Training Centre of the ILO in Turin, and will be continued and strengthened in the years to come. The topics in the social protection area, to be addressed by the 2003 and 2004 sessions of the ILC, will it is hoped, boost technical cooperation.
- In the Africa region, efforts in the area of HIV/AIDS will continue as a top priority.

D. Social dialogue

Current focus and new developments

48. Specific emphasis was given to the articulation of the concept and practice of social dialogue and on pointing out the essential role it could play in shaping social and economic policies within the PRSP. This was exemplified by the pilot programme for capacity building for effective social dialogue in PRSP in the United Republic of Tanzania, which aimed at assisting the tripartite partners to address national and local socio-economic problems and development priorities through regular consultations.
49. A number of projects are being implemented at the national level, including several within the framework of the promotion of the Declaration. At the subregional level, the SLAREA project “Strengthening Labour Relations in East Africa” was launched. Its objective is the implementation of a legal framework consistent with Conventions Nos. 87 and 98 on freedom of association and the maintenance of industrial peace through labour law reform and strengthening of the social partners’ capacities.

50. The PRODIAF project on the promotion of social dialogue in French-speaking Africa, being carried out in 18 countries also supported UEMOA and CEMAC countries in strengthening social dialogue. The project to advance social partnership in promoting labour peace in southern Africa has extended its activities to Botswana and Swaziland and aims at building labour disputes prevention and settlement institutions in each of these countries.
51. The project on the promotion of tripartism and social dialogue has been expanded to include Asia and Latin America. In Asia, the project covers Bangladesh, India, Nepal, Sri Lanka, Pakistan and Viet Nam. In Latin America, it covers Costa Rica, El Salvador, Guatemala, Honduras, Nicaragua and Panama. The project aims at promoting sound institutions, mechanisms and procedures of tripartism and social dialogue.
52. Significant progress has been made in the Arab States region in establishing an enabling environment and institutionalizing mechanisms for genuine social dialogue (Jordan, Lebanon, Yemen, Saudi Arabia).
53. In a context of slow pace of the legal and judicial reform, alternative methods of dispute resolution are being adopted in the Asia region as more practical, more expeditious and more cost-effective means of resolving labour disputes than the use of courts. The recently launched dispute resolution project in Cambodia is an example of this new trend.
54. Two important projects on social dialogue were launched in the Americas in 2001: the Promotion of Management Labour Cooperation (PROMALCO) in the Caribbean subregion is geared to promote freedom of association and collective bargaining as well as non-discrimination and equal treatment at the enterprise level; and Strengthening of the Processes Towards the Consolidation of Democracy (PRODIAC) has helped to reach consensus and define substantive issues of common interest among ministries of labour and social partners in the Central American countries.
55. A tripartite subregional conference on sectoral social dialogue in the 13 EU candidate countries was held in Prague; current practices of sectoral social dialogue and collective bargaining in candidate countries were assessed. A project on “Promotion of Social Dialogue and Tripartism and Capacity Building of the Social Partners” was launched in the Republic of Serbia and the Republic of Montenegro with the objective of raising awareness on the importance of the respect for fundamental principles on freedom of association and the effective recognition of the right to collective bargaining.
56. Concerning the strengthening of labour administrations, “Modernizing the labour administration of Central America” (MATAC) assists labour administration systems to formulate and execute relevant policies in the climate of social dialogue while responding to the social demands of employers and workers. Through a joint programme with the Arab Centre for Labour Administration and Employment (ACLAE), several activities were carried out to improve the capacities of labour administration in the Arab States. At the subregional level in Africa, support was provided to ACLAE (Tunisia), the African Region Labour Administration Centre ARLAC (Harare) and the African Regional Centre for Labour Administration for French-speaking African Countries CRADAT (Yaoundé). While technical input on labour law reform was provided in Botswana, Ghana, Namibia, South Africa, and the United Republic of Tanzania, strategic audit of work administration services took place in six countries.

Lessons learned

- In order to have long-term impact, processes of social dialogue must extend beyond the traditional actors in industrial relations. Other groups, institutions, professional

associations and even political parties, have direct and legitimate interest in and strong influence over many of the issues for social dialogue. Not involving them directly limits the impact of activities in this area.

- Social dialogue, such as collective bargaining, is an effective means of striking the balance between the need for enterprise flexibility while protecting people from the risks of change.
- The role and participation of women in the processes need to be reinforced in order to overcome the low level of participation.
- There is a need to build consensus among social partners at all levels, from the workplace to national consultative machinery. All actions that help to extend the competencies of employers' and workers' organizations and enhance their representativeness, their capacity to negotiate with each other, and their opportunities to participate in national democratic and consultative processes are likely to improve governance.

Outlook

- Strengthening the institutional capacity of constituents in areas of economic and social policy development will remain a priority.
- Technical assistance will be maintained and expanded as necessary to those countries requesting it for the creation and the operationalization of tripartite dialogue mechanisms.

1. Bureau for Employers' Activities

Current focus and new developments

- 57.** In recent years, a trend for employers' organizations has been to merge with other business associations to create one national organization which addresses economic and social issues, or for employers' organizations to maintain their separate identity but include coverage of socio-economic policy issues. Many employers' organizations now address issues arising out of globalization and increasingly give priority to enhancing competitiveness as the central programme theme. ACT/EMP is assisting them to address these challenges by raising awareness of the implications of these changes and by helping them to adjust services to the new demands.
- 58.** A three-year project on promotion of the Declaration (freedom of association and effective recognition of the right to collective bargaining) was launched in Bulgaria and Romania with the main objective of strengthening employers' organizations. The ongoing programme in Yugoslavia (Serbia and Montenegro) aims at strengthening the young employers' confederation. In Africa, the ILO collaborated with employers' organizations in preparing their response to NEPAD (New Partnership for Africa's Development) by providing technical and financial assistance to the Pan-African Conference on the role and place of the private sector within NEPAD. In Bahrain and Kuwait, the employers' organizations have adopted new strategies and participated in new debates oriented towards social issues.

Lessons learned

- Networking and building alliances (regional networks among employers' organizations, partnerships with workers' organizations, bipartite mutually benefiting initiatives, dialogue with NGOs, etc.) is an increasingly important strategy to strengthen capacity of employers' organizations, improve their services, and achieve greater impact. Building the kinds of alliances described above is an important means for reinforcing the capacity of organizations to improve their services.
- Lack of human and financial resources continue to be a major constraint for employers' organizations. An organization which has professional staff who can provide services will find it easier to develop new services.
- Sharing good practices is an important learning tool for employers' organizations which allows them to benefit from the experiences, including successes and lessons learned, of their counterparts in other countries.

Outlook

- Competitiveness, productivity, workplace relations and development of a sound business environment, will continue to be priorities for the employers' organizations.
- ACT/EMP will continue to assist employers' organizations to: (i) develop and improve their strategic plans as a means for setting objectives and developing clear programmes of work since this is a precondition for achieving and measuring impact; (ii) develop specially targeted services for small businesses whose needs are often not met through membership in national employers' organizations; and (iii) tackle issues such as HIV/AIDS and child labour, which many organizations now recognize have a significant long-term negative impact on national economic development.
- Employers' organizations can also play a crucial role in developing a policy agenda which will address the issues of informal economy.
- Greater collaboration between ACT/EMP and ACTRAV to achieve common objectives through jointly designed and developed initiatives will also be an area of future focus.

2. Bureau for Workers' Activities

Current focus and new developments

- 59.** ACTRAV has moved from isolated projects to longer term strategic programmes/activities. Technical cooperation focused on assistance to informal economy workers (ASEAN, French-speaking West Africa), women, child labour and rural workers. International labour standards, decent jobs and working conditions were also at the heart of these efforts.
- 60.** Programmes for farm workers' organizations in South Africa and the support to rural women in India strengthened unions' representation and services to vulnerable groups. On gender equality, progress was seen in gender-specific projects (South India), and in "mainstream" projects (Cambodia, Mozambique, the Caribbean, Uganda). The child labour project capitalized on grassroots infrastructures put in place by earlier projects and extended to new regions, including CIS countries.
- 61.** A project helped prepare trade unions for the second ILC discussion on the new standard on occupational health and safety in agriculture (Convention No. 184). Improved capacity

for providing new services allowed trade unions (Cambodia, Eritrea, Guyana, India, Jamaica, Mozambique, South Africa, Uganda, Vanuatu, etc.) to effectively approach authorities with specific claims. Collective agreements increased in numbers and improved in content. Measures were taken to strengthen unions' representativeness and financial viability (Cambodia, India, South Africa, Uganda). Introduction of strategic planning and services to new groups of workers, e.g. informal workers, was carried out in Burkina Faso, India, Mali, Mozambique, Philippines, Niger, Senegal and Viet Nam. *The Millennium Review* project examined the priorities and structures of the international trade union movement. A project on workers' education was implemented in the Arab States region, aiming at assisting trade unions in consolidating their structures and institutional capacities. In Africa, the ILO collaborated with the workers' organizations in preparing their response to NEPAD by providing technical and financial assistance to a regional meeting in Dakar in February 2002.

Lessons learned

- Low wages and massive lay-offs due to structural adjustment programmes often result in dwindling membership and placed trade unions in a difficult financial situation. In this environment, ACTRAV's technical cooperation programme could encourage dialogue and consensus between workers and employers on change. It could also aim to strengthen the capacity of workers' organizations to develop and negotiate effective responses, such as retraining for alternative employment.
- ACTRAV's insistence on dealing with one joint body as a counterpart produced encouraging results (Burkina Faso, Cambodia, the Caribbean, India, Indonesia, Mozambique, Niger, Senegal, and South Africa).

Outlook

- ACTRAV has established major long-term programmes and intends to pursue this trend.
- The informal economy will be a top priority area.

E. International Training Centre of the ILO, Turin

Current focus and new developments

- 62.** The Centre continued to carry out a large volume of training operations and project services. The Centre's Training Department consolidated its organizational set-up with a view to enhancing the technical coherence of its training products and ensuring greater focus on the ILO's strategic objectives. The table in Appendix IX shows a remarkable increase in the growth of the number of participants in comparison with the previous year.
- 63.** In 2001, the Centre implemented 364 activities and trained 8,992 participants from 174 countries. These figures included the UN Staff College (27 activities and 929 participants). Almost half of the activities were held outside Turin. The same volume of activities is expected in 2002 for the Centre's programme, excluding the UN Staff College.
- 64.** In addition to its growing number of specific activities in the area of international labour standards and fundamental workers' rights, the Centre wishes to mainstream these subjects by organizing special sensitization sessions in most of its activities on campus.

65. The Centre's technical capacity has expanded. At present it covers all the main areas related to the ILO mandate and its strategic objectives, while maintaining a cross-sectoral capacity in learning technology and management of development, in response to the growing demand in these areas.
66. Substantial progress has been made towards closer association with the ILO. Joint product development and delivery has increased. The Centre is now playing a significant role in ILO staff training. In addition, practical measures are being explored to promote staff mobility and harmonization of human resources development policy between the Office and the Centre.
67. The Centre has established a capacity for, and gained experience in the application of information technology to training, notably in the design and delivery of open and distance learning. The creation of the new Distance Education and Learning Technology Applications (DELTA) programme in early 2000 has provided a catalyst for the Centre's future work in this field. Several distance learning projects were developed or are under preparation in such fields as the follow-up to the Declaration, social dialogue, workers' education, local development, small enterprise development, local economic initiatives, and gender mainstreaming. Also, information technology is being increasingly used to augment the impact of training by better preparing participants before courses and supporting them after courses.
68. Progress has been made in the standardization and computerization of evaluation tools. This has enabled the Centre to use feedback from participants to improve the quality and relevance of its products and services.
69. In 2001, the total number of women participants in all types of training was higher than in 2000 and the highest in the Centre's history in absolute terms. The average rate of women's participation was 39 per cent in 2001 and is expected to come close to 40 per cent in 2002.
70. The Centre continued to mainstream gender concerns in all its programmes. Its internal network of gender focal points made considerable progress by incorporating gender issues and gender analysis into all the main curricula. A number of new training packages with a gender focus were produced in 2001, with a growing use of distance learning technology.
71. The Centre continued its deliberate policy of increasingly focusing its activities on the ILO constituencies and of creating opportunities for involving social partners in its training programme. In 2001, the rate of participation by social partners in all the activities of the Centre reached 17 per cent, compared to 13 per cent in 2000. It is expected to reach 20 per cent in 2002.
72. The Government of Italy and the ILO remained the principal sponsors of the Centre's activities, covering about one-third of the total training income. However, the Centre continued to generate income from other sources. Bilateral donors approximately maintained their share of the total contribution to the programmes. A number of customized programmes were implemented with direct financial contributions from the recipient institutions from developing or transition countries, such as Brazil, Venezuela, Mexico, China, the Islamic Republic of Iran, and the Russian Federation. The investment made by the Centre in prior years to establish a capacity to respond to tender opportunities bore fruit in 2001, when nine new projects were awarded to the Centre through competitive bidding. This capacity is being further strengthened in 2002.

Lessons learned

- Some of the new technical programmes are still in their early stages of development and need strengthening.
- The employers' and workers' participation in general activities of the Centre need to be further enhanced.
- Pilot experiences in the field of impact evaluation and quality management need to be expanded and consolidated.

Outlook

- There will be increased focus on ILO priorities, strategic objectives and approaches.
- Capacity to respond to tender opportunities launched by the European Union, the World Bank or other development agencies will be strengthened.
- Deepening of the gender mainstreaming policy will continue.
- Allocation of resources will be increased to promote tripartite activities and to improve the social partners' access to training courses.
- New projects on distance learning will be developed in all technical areas.
- The evaluation system will be consolidated, with broader coverage of the standardized end-of-course evaluation, as well as the testing of impact evaluation tools.
- New initiatives will be developed on networking with former participants.

III. Developments in strategic planning of technical cooperation

73. A number of steps have been taken to establish a common programming framework within the ILO, linking regular budget programmes with those financed through extra-budgetary resources. Joint programming meetings between headquarters and the field were held to coordinate all activities that had been planned for that year. Tools were developed so that headquarters and field units could contribute to the setting of common objectives, define indicators and programme activities. A major headquarters-field joint programming workshop was held in October 2001 to finalize this work. The joint programming exercise enables headquarters sectors and the regions to identify common priorities and areas of collaboration. There was also a continued need to respond to new frameworks on the global scene.

**A. Linking technical cooperation with the operational and strategic objectives:
The TC/RAM process**

74. There was a need to find ways to ensure better integration of technical cooperation with the ILO's strategic budget and to install a credible appraisal system to review and select proposals. The Office established the Technical Cooperation Resource Allocation Mechanism (TC/RAM) in 2001 to set priorities for its technical cooperation programme.

The impetus to set up this new approach was the implementation of strategic planning throughout the ILO as well as a strong request from selected donors to be assured that the Office had the tools available to appraise proposals and to set priorities for technical cooperation.

75. In September 2001, a first pilot round of TC/RAM was launched to programme funds made available as from January 2002 from both the Netherlands and DfID (UK). An evaluation of the first round indicated that the procedures and consultation arrangements in the Office needed to be improved but that the system for setting priorities, appraising proposals and allocating extra-budgetary resources itself should be taken forward.
76. The opportunity exists to improve overall quality, coherence and impact of ILO technical cooperation. The Office therefore intends to move forward, drawing on the lessons learned to set up an efficient and transparent system for the allocation of donor resources in the ILO. Work is ongoing or planned concerning the following steps:
- (a) Confirm in a circular the role and set up of the new system to programme ILO's technical cooperation activities.
 - (b) Integrate the establishment of the new system with the ongoing efforts in CODEV and PROGRAM to improve design, appraisal and evaluation of ILO's technical cooperation programme.
 - (c) Develop the linkages with the work of PROGRAM on "Deepening Strategic Planning" in terms of linkages to the programme and budget process.
 - (d) Involve Enterprise Resource Planning (ERP) in setting up administrative systems to support the overall process.
 - (e) Agree with donors to allocate extra-budgetary resources that they provide to the Office through this mechanism, identifying geographic and thematic priorities where required.
 - (f) To support the process and improve the quality of products, training will be required for key staff. Such training would focus on basic design requirements (stakeholder analysis, logical framework, etc.) and address specific concerns such as targeting for poverty reduction, gender mainstreaming concerns, etc.

B. Working in partnership within the UN system³

77. The following reports on ILO's involvement in PRSPs, UNDAF and the Millennium Development Goals.

(i) Poverty Reduction Strategy Papers⁴

78. The ILO contributed to the PRSPs in five pilot countries: Cambodia, Honduras, Mali, Nepal and the United Republic of Tanzania. The intention was to demonstrate the

³ See GB.285/TC/2: Further developments concerning operational activities of the United Nations system.

⁴ GB.285/ESP/2.

importance of decent work to poverty reduction and the role of tripartite consultation in strengthening national ownership of PRSPs.

- 79.** In all five focus countries, ILO's offer to contribute to an understanding of the linkages between economic growth, employment and poverty reduction, concentrating on the functioning of labour markets, on means of skill acquisition and on the extension of social protection, had been welcomed. In the United Republic of Tanzania, the ILO developed and presented social dialogue as an integrating framework for all its PRSP inputs; a special Netherlands-funded initiative was launched to strengthen social dialogue and the role of ILO constituents. The Tripartite Conference on Social Dialogue held in Dar es Salaam in December 2001 concluded, among other issues, that if an effective tripartite body were created, it could take its own initiatives to consult with NGOs and donors, and other stakeholders in the PRSP process. The ILO input in the United Republic of Tanzania had focused on support to the Government's education for all programme and in the field of agricultural reform.
- 80.** In Nepal, the ILO fruitfully interacted with the national PRSP coordinator, encouraged the employers' and workers' organizations to formulate their points of view (including in the regions), and promoted consultation between them and the Government. Full and productive employment has been recognized on all sides as the key to poverty reduction. However, there is a perception, especially on the part of the workers' organizations, that much more dialogue is needed to make the PRSP process fully participatory. The Office has also been contributing to a number of other PRSPs in the Asia region (Bangladesh, Cambodia, Pakistan, Sri Lanka and Viet Nam). The ILO's contributions were based on analysing the causal factors underlying the decent work deficit and outlining a strategy for generating decent work, in collaboration with other organizations principally involved in the agenda of poverty reduction (World Bank, UNDP, ADB, and donors like DfID). In each country, the process was initiated and based on consultations with the constituents and representatives of wider civil society to determine their priorities and incorporate their recommendations and strategies. Draft policy recommendations were then finalized based on tripartism plus scrutiny and feedback from a series of decentralized workshops held throughout the country.
- 81.** The PRSP process in Mali set an example in terms of content, stress on employment and the degree of participation and political pluralism involved in its preparation. The Government explicitly adopted the creation of productive employment as a key outcome of its macroeconomic policies and its poverty reduction agenda and funded sectoral and micro-level programmes targeting the unemployed, the underemployed and the poor. In Côte d'Ivoire and Cameroon, the JFA has been able to inject employment and social protection concerns into policy dialogue in the PRSP process and to enhance the visibility of employment treatment in the interim PRSP. Although most sub-Saharan African countries have embarked on the process, relatively few have completed full PRSPs. The ILO is also involved in the process in Burkina Faso, Gambia, Kenya, Uganda, Zambia, etc.
- 82.** In the Americas region, PRSPs have been/are under implementation in Bolivia, Honduras and Guyana; the exercise will start in Nicaragua. In Honduras, an analysis on the interrelations of the labour market variables and poverty was made. It identified the factors explaining the dimension of poverty in the labour market. At the same time, a document containing the design of employment and income policies in line with the poverty reduction strategy was also prepared – both reports are to be submitted to the Government.

(ii) United Nations Development Framework

- 83.** UNDAF remained a major tool and a framework for common and joint programming of development assistance activities of the UN system agencies at the country level. Field

offices continued to play a significant role in the development of new UNDAFs and in the implementation of collaborative and joint programmes. The new revised guidelines for Common Country Assessment (CCA) and UNDAF were finalized during 2001 reflecting the main changes (MDGs, PRSPs, conflict resolution) over the past three years which have and still shape the focus of UN system development support at the country level as well as addressing the weaknesses identified by an independent evaluation.

84. The new guidelines were piloted in five countries (Benin, Kenya, Ecuador, Niger and Pakistan) to reflect these new changes. Field offices responsible for these countries were involved in the development of new UNDAFs reflecting the MDG targets and goals in these countries with particular attention to ILO relevant targets and goals. By the end of 2001, 105 CCAs and 63 UNDAFs were completed with ILO's participation.
85. As a member of the United Nations Development Group (UNDG), the Office will now have a greater role and proactive response to developments regarding MDGs and UN common programming issues such as the CCAs and UNDAFs through participation in selected working groups on issues directly linked to its mandate while taking part in the UNDG meetings and support group activities.

(iii) The Millennium Development Goals

86. On the basis of the UN core strategy on MDGs, the ILO, in partnership with other UN system agencies, participated in the preparation of the implementation of the MDGs at both the global and national levels. At the global level, the Office is participating in the implementation of the Millennium Project and in the establishment of the relevant task forces. The Office expects to be involved in particular in Task Force I on poverty and economic development. It will also contribute to the work of other task forces in which social and labour dimensions are critical for achieving the relevant targets and goals.
87. The ILO's Global Employment Agenda will provide a framework for the development of integrated employment strategies. The ILO will play a leading role in the promotion of decent and productive work for youth, through the High-level Policy Network on Youth Employment (YEN) as requested by the Millennium Declaration. The Office will also be involved in the Global Millennium Campaign to increase support for development assistance, trade opportunities, debt relief, technology transfer and other support needed to achieve the MDGs.
88. In collaboration with other UN system agencies through the CCA and UNDAF at the national level, the Office will contribute towards the creation of greater and better employment and income-generating activities, social protection, realization of fundamental principles and rights at work and the promotion of social dialogue in an integrated package for poverty reduction. Field offices are expected to play a major role in the MDG periodic reports, in country studies on strategies, investment and financing and national millennium campaigns or movements under the UN Country Team led by the UN Resident Coordinator. The Office will also play a major role in addressing Education for All, gender equality, gender analysis, as well as strengthening the ILO's constituents' capacity to address the need.
89. The Office will also play a major role in addressing education for all (EFA), gender equality in strengthening gender analysis as well as the ILO constituents' capacities to address the needs of women and men. In the context of gender parity in education and MDGs, the Office was closely involved in the work of the UN Secretary-General's United National Girls' Education Initiative (UNGEI). With respect to the HIV/AIDS MDG goal, the Office, as a co-sponsor of UNAIDS, has worked with other agencies in addressing HIV/AIDS in the context of MDGs through its code of practice on HIV/AIDS and the

world of work. Future programming of ILO activities will give greater attention to setting the ILO's objectives within the larger framework of the MDGs. Guidelines and a manual for the design and implementation of ILO and donor-funded technical cooperation programmes will emphasize the need for explicit reference to the relevant MDGs, targets and indicators.

90. Overall, the UNDAF is expected to provide the instrument for defining a collective and goal-driven response from the UN to the findings of the CCA, MDG reports and the national priorities set out in PRSPs or equivalent strategy or development plan. The key challenge will be to provide assistance that contributes meaningful outcomes towards the MDGs using the limited resources available in the UN system.

C. Organizational support to technical cooperation

Working relations and the field structure

91. Following a recommendation of the ILC in 1999, the Office has undertaken a number of steps to adapt its field structure in order to increase coherence and efficiency in the implementation of ILO programmes.
92. Multidisciplinary teams (MDTs) and area offices covering the same geographical area were merged to what will constitute subregional offices, and decent work teams were established in the regions in order to reinforce the strategic function of the regional offices in working out the Decent Work Agenda at the regional level. Decent work teams comprise the Regional Director, and Directors of the subregional offices.
93. A three-tier structure will be established in Africa, Asia and Europe. The regional offices will continue with existing functions and responsibilities, including remaining responsible for the allocation of resources at the regional level and for providing financial and administrative services. The subregional offices, replacing the merged area offices and MDTs will be reporting to their respective regional offices and interact with ILO Offices (national correspondents in Europe) in their respective subregions on technical and programming matters. Directors of ILO Offices will represent the ILO in the countries under their direct responsibility. Clear reporting lines have also been established – for instance, ILO Offices and national correspondents will report to the subregional offices on programming matters and on the implementation and evaluation of activities; they will report to the Regional Office on political issues.
94. In the Americas, all subregional offices and some ILO Offices (Mexico, Brazil and Argentina) will report directly to the Regional Office. The Regional Office for the Arab States remains responsible for the ILO representatives in Kuwait and Jerusalem.
95. In Europe, branch offices as well as the liaison office for the EU in Brussels will continue to report to the Regional Office in Geneva. The branch offices in Washington and Tokyo, and the liaison office for the UN in New York report directly to the Director-General.

D. Design, monitoring and evaluation of technical cooperation

- 96.** Within an overall evaluation policy of the Office,⁵ and building upon ILO evaluation methodologies and capacities established for technical cooperation funding, the Office will ensure that evaluation of technical cooperation is carried out professionally and full use is made of findings and results. There will be further development of tools and guidelines, training, selection of external evaluators, as well as the establishment of systems for tracking different elements in the process.
- 97.** The criteria for evaluation will continue to include the relevance, efficiency, effectiveness, impact and sustainability of technical cooperation programmes and projects. Given that most of the technical cooperation programmes and projects are financed with extra-budgetary funds, donor concerns and specific requirements in the evaluation process will be incorporated.
- 98.** The Office will analyse technical cooperation evaluation reports for lessons learned, trouble shoot, and contribute to Office-wide databases and dissemination systems of evaluation results, best practices, and reports. An important task would be to feed back relevant elements from evaluation results into the ongoing implementation process and into future programmes and projects.
- 99.** The Office will also report regularly to the Governing Body on technical cooperation evaluation activities, in collaboration with technical and field units. It will also submit annually a thematic evaluation around a technical cooperation issue.
- 100.** All technical cooperation projects will be subjected to evaluation and, depending on the project and the evaluation plan established therein, take the form of self-evaluation, independent internal evaluation, external evaluation, or a combination of all three. Projects of under 18 months' duration will have a final evaluation on completion; projects with a duration of between 18-30 months will have a mid-term evaluation, and a final evaluation upon completion; projects of over 30 months' duration will have annual reviews, and a final evaluation upon completion.
- 101.** All technical cooperation programmes or projects with a budget of over US\$350,000 will be subjected to annual self-evaluations; there would be a need for evaluation before starting a new phase. An independent evaluation would be carried out at least once during the programme or project cycle.
- 102.** In an attempt to assess longer term effectiveness, impact and sustainability of major programmes and projects, ex-post evaluations will be carried out on a selective basis.

IV. Concluding observations

- 103.** Trends in technical cooperation noted in the Committee's report of November 2001 have continued. The declining trend of resources from UNDP and UNFPA has also continued, while resources from multi-bilateral sources continued to increase in absolute and relative terms. There have been again increased approvals and expenditures for activities in areas of child labour and the Declaration on Fundamental Principles and Rights at Work. These trends have required that the Office adapt the ways in which it develops and manages technical cooperation programmes. As has been shown in this report, in order to ensure coherence and integration of programmes, steps have already been taken to integrate extra-

⁵ See GB.285/PFA/10.

budgetary activities with those undertaken with regular budget in a common programming framework.

- 104.** It is important to ensure that the whole package of ILO expertise is integrated and its impact multiplied. With a view to assisting sector specialists interconnect with different programmes, a Policy Integration Department has been established. Decent work teams comprising the Regional Directors and the Directors of subregional offices have been set up at the regional level and have started to define regional priorities in the framework of MDGs and PRSP processes. This will provide the frame within which Decent Work country programmes will pull together a range of ILO activities and connect them to countries' overall development plans.
- 105.** As the Director-General pointed out during the International Labour Conference in June 2002, the ILO must innovate constantly to keep pace with the needs of workers, enterprises and governments in a fast-changing world. One of the challenges relates to globalization; there have been increasing demands from the ILO's constituents for support to deal with the social impact on vulnerable groups and restructuring of economies. There have also been demands for aligning the ILO's normative activities with traditional capacity-building support for economic growth and the promotion of productive employment, as captured in the Decent Work Agenda and exemplified by IPEC and the promotion of the Declaration on Fundamental Principles and Rights at Work. The importance of the ILO's work on the informal economy to the Millennium Development Goals and Youth Employment Network at the international level and in achieving the objectives of PRSPs at the country level needs to be underscored.
- 106.** There have been encouraging signs that the decade-long decline in "Official Development Assistance" is being reversed. Statistics from the OECD/DAC indicate that in real dollar terms, the amounts available remained stable for the first time during 2001. In the Monterrey Consensus adopted at the Conference on Financing for International Development in March 2002, developed countries stated their commitment to increasing their ODA to developing countries to contribute towards achieving the Millennium Development Goals and other international targets. In addition, a number of donors announced or reaffirmed their intentions to increase ODA. In particular, the United States announced plans to raise its core development assistance by US\$5 billion annually (an increase of almost 50 per cent) by 2006. The EU Members committed to increase their collective ODA to 0.39 per cent of the Gross National Income by 2006 as a step towards reaching the 0.7 per cent target. One expects that these encouraging commitments will be translated into reality in the coming period. A number of donors are in the process of identifying partners they could work with to channel the increased aid budgets. The ILO is ready to engage in such partnerships.

Geneva, 18 October 2002.

Appendix I

Expenditure on ILO technical cooperation programmes 1999-2001 (excluding administrative expenditure) (in US\$'000)

A. By source of funding

Source of funds	1999		2000		2001		2001/2000
	\$	% share	\$	% share	\$	% share	% change
Extra-budgetary							
UNDP ¹	17 381	17.9	15 069	16.6	10 644	8.7	- 29.4
Trust funds ² and multi-bi ³	56 855	58.5	64 577	71.0	88 706	72.9	37.4
UNFPA ⁴	3 935	4.1	2 861	3.1	2 429	2.6	- 15.1
Subtotal extra-budgetary	78 170	80.5	82 508	90.7	101 779	83.6	23.4
Regular budget (RBTC)	18 972	19.5	8 459	9.3	19 966	16.4	136.0
Total ⁵	97 142	100.0	90 967	100.0	121 745	100.6	33.8

¹ Including projects in which the ILO acts as an associated agency: (\$5,396,722 for 1999, \$4,198,664 for 2000 and \$3,178,621 for 2001). Including SPPD projects: (\$2,291,963 for 1999, \$2,652,942 for 2000 and \$2,167,593 for 2001). Excluding STS projects: (\$922,711 for 1999, \$1,827,496 for 2000 and US\$1,005,629 for 2001). ² Including (a) funds deposited by beneficiary governments; (b) reimbursable expenditure under programmes such as UNEP, UNICEF, UNHCR, etc.; (c) development banks. ³ Multi-bilateral programmes, including associate expert programmes. ⁴ United Nations Population Fund. ⁵ 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	1999		2000		2001		2001/2000
	\$	% share	\$	% share	\$	% share	% change
Africa	33 835	34.8	28 379	31.2	32 757	26.9	15.4
Asia and the Pacific ¹	19 489	20.1	20 748	22.8	26 816	22.0	29.2
Latin America and the Caribbean	13 805	14.2	14 298	15.7	20 043	16.5	40.2
Arab States, Middle East	4 340	4.5	2 140	2.4	2 290	1.9	7.0
Europe ²	6 852	7.1	5 208	5.7	5 948	4.9	14.2
Interregional and global	18 821	19.4	20 194	22.2	33 891	27.8	67.8
Total ³	97 142	100.0	90 967	100.0	121 745	100.0	33.8

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

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

Region	2000				2001			
	Alloc.	Expend.	% share (expend)	% delivery rate	Alloc.	Expend.	% share (expend)	% delivery rate
Africa	49 178	25 495	30.9	51.8	42 387	25 999	25.5	61.3
Asia and the Pacific ¹	36 247	19 302	23.4	53.3	43 393	22 313	21.9	51.4
Latin America and the Caribbean	19 184	12 599	15.3	65.7	24 091	16 544	16.3	68.7
Arab States, Middle East	2 593	1 541	1.9	59.4	2 426	1 236	1.2	50.9
Europe ²	7 954	4 481	5.4	56.3	7 439	4 642	4.6	62.4
Interregional and global	27 330	19 090	23.1	69.8	41 339	31 046	30.5	75.1
TOTAL	142 487	82 508	100.0	57.9	161 076	101 779	100.0	63.2

¹ Including Afghanistan and the Islamic Republic of Iran. ² Including Israel.

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

Field of activity	2001			
	Allocation	Expenditure	% share (expend)	% delivery rate
Standards and fundamental principles and rights at work				
International labour standards				
Programme management	532	154	0.2	29.0
Social protection and labour conditions	162	120	0.1	73.9
Equality and employment	1 476	1 200	1.2	81.3
InFocus Programme on Promoting the Declaration	4 851	3 707	3.6	76.4
InFocus Programme on Child Labour	52 154	30 272	29.7	58.0
Subtotal	59 176	35 453	34.8	59.9
Employment				
Executive Director's office and common services	1 938	1 142	1.1	58.9
Employment strategy	8 503	5 078	5.0	59.7
Recovery and reconstruction				
Programme management		21	0.0	
Employment intensive investment	13 474	9 209	9.0	68.3
InFocus Programme on Crisis Response and Reconstruction	1 516	460	0.5	30.4
InFocus Programme on Skills, Knowledge and Employability	7 247	4 681	4.6	64.6

Field of activity	2001			
	Allocation	Expenditure	% share (expend)	% delivery rate
Job creation and enterprise development				
Programme management	812	624	0.6	76.8
InFocus programme on Boosting Employment through Small Enterprise Development	11 994	8 930	8.8	74.5
Cooperatives	4 304	2 923	2.9	67.9
Management and corporate citizenship	956	588	0.6	61.5
Multinational enterprises	50	6	0.0	11.1
Gender promotion	3 910	2 372	2.3	60.7
Social finance unit	5 214	2 620	2.6	50.3
Subtotal	59 919	38 656	38.0	64.5
Social Protection				
InFocus Programme on Socio-Economic Security	2 584	2 355	2.3	91.2
Labour protection				
InFocus Programme on SafeWork	2 749	1 497	1.5	54.5
Conditions of work	921	583	0.6	63.3
International migration	164	162	0.2	98.6
Occupational safety and health information services	448	147	0.1	32.9
HIV/AIDS and the world of work	394	147	0.1	37.4
Social security	8 677	5 688	5.6	65.6
Subtotal	15 936	10 580	10.4	66.4
Social Dialogue				
Executive Director's office and common services	148	0	0.0	0.0
Employers' activities	1 293	967	1.0	74.8
Workers' activities	6 696	4 722	4.6	70.5
InFocus Programme on Strengthening Social Dialogue	5 828	4 291	4.2	73.6
Sectoral activities				
Industrial activities teams 1 and II	177	102	0.1	57.5
Maritime activities team	407	322	0.3	79.1
Public and private services team	12	0	0.0	0.0
Government and labour law and administration	2 791	1 736	1.7	62.2
Subtotal	17 504	12 259	12.0	70.0

Cross-cutting activities

ILO Turin Centre	821	664	0.7	80.9
International Institute for Labour Studies	132	64	0.1	48.4
Gender equality	842	740	0.7	87.9
Statistics	302	161	0.2	53.2
International policy group	340	75	0.1	22.2
<i>Subtotal</i>	2 437	1 704	1.7	69.9
Miscellaneous ¹	6 104	3 127	3.1	51.2
Total ILO technical cooperation programmes in 2001	161 076	101 779	100.0	63.2

¹ Including projects administered by regional offices, MDTs, etc., where no technical field has been attributed and associate experts.

Appendix II

Analysis of ILO technical cooperation expenditure by type of assistance/input, 2000-01 (excluding administrative expenditure) (in US\$'000)

Type of assistance/input	2000		2001		2001/2000
	\$	% share	\$	% share	% change
Experts	24 769	27.2	27 353	22.5	10.4
Other personnel ¹	26 268	28.9	38 702	31.8	47.3
Training ²	16 205	17.8	24 351	20.0	50.3
Equipment	3 498	3.8	4 051	3.3	15.8
Subcontracting	14 152	15.6	18 220	15.0	28.7
Miscellaneous	6 075	6.7	9 068	7.4	49.3
Total	90 967	100.0	121 745	100.0	33.8

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

² Comprising mainly fellowships, seminars and in-service training.

Appendix III

Analysis of ILO technical cooperation expenditure in 2001, by field of activity and source of funds (excluding administrative expenditure) (in US\$'000) (all numbers are rounded)

Field of activity	2001				Total
	Regular budget	UNDP	UNFPA	Trust funds and multi-bi	
Standards and fundamental principles and rights at work					
Executive Director's office and common services	321				321
International labour standards					
Programme management	645			154	799
Social protection and labour conditions	58	4		116	178
Freedom of association	108				108
Equality and employment	84			1 200	1 285
Standards policy and information	5				5
InFocus Programme on Promoting the Declaration	234	78		3 629	3 941
InFocus Programme on Child Labour	344	10		30 263	30 617
Subtotal	1 801	92	0	35 362	37 254
Employment					
Executive Director's office and common services	4 855	418		724	5 998
Employment strategy	951	1 057	2 427	1 594	6 029
Recovery and reconstruction					
Programme management	207	21			228
Employment intensive investment	172	2 048		7 162	9 381
InFocus Programme on Crisis Response and Reconstruction	572	52		409	1 033
InFocus Programme on Skills, Knowledge and Employability	431	1 290		3 391	5 112
Job creation and enterprise development					
Programme management	505			624	1 129
InFocus Programme on Boosting Employment through Small Enterprise Development	203	1 147		7 783	9 133
Cooperatives	92	1 868		1 055	3 015
Management and corporate citizenship	70			588	658
Multinational enterprises	90	6			95
Gender promotion	237	105		2 267	2 609
Social finance unit	117	620		2 000	2 737
Subtotal	8 502	8 632	2 427	27 597	47 158

Field of activity	2001				Total
	Regular budget	UNDP	UNFPA	Trust funds and multi-bi	
Social Protection					
Executive Director's office and common services	72				72
InFocus Programme on Socio-Economic Security	99	87		2 268	2 454
Labour protection					
Programme management	807				807
InFocus Programme on SafeWork	136	100		1 397	1 634
Conditions of work				583	583
International migration	98			162	259
Occupational safety and health information services				147	147
HIV/AIDS and the world of work	262	2		145	409
Social security	806	1 171	2	4 516	6 494
Subtotal	2 279	1 360	2	9 218	12 859
Social Dialogue					
Executive Director's office and common services	774				774
Employers' activities	1 075			967	2 043
Workers' activities	3 709			4 722	8 431
InFocus Programme on Strengthening Social Dialogue	435	57		4 234	4 726
Sectoral activities	496	14		105	614
Industrial activities teams 1 and II				102	102
Maritime activities team				322	322
Government and labour law and administration	262	356		1 380	1 998
Subtotal	6 751	427	0	11 832	19 010
Cross-cutting activities					
ILO Turin Centre	30	78		587	694
International Institute for Labour Studies				64	64
Gender equality	399			740	1 139
Statistics	145	57		104	305
International policy group				75	75
Subtotal	573	135	0	1 570	2 278
Miscellaneous ¹	60	-1		3 127	3 186
Total ILO technical cooperation programmes in 2001	19 966	10 644	2 429	88 706	121 745
Total ILO technical cooperation programmes in 2000	8 459	15 069	2 861	64 577	90 967

¹ Including projects administered by regional offices, MDTs, etc., where no technical field has been attributed and associate experts.

Appendix IV

Breakdown, by country and area, of expenditure on ILO technical cooperation in 2001 (excluding administrative expenditure)

(in US\$'000)

(all numbers are rounded)

Country or territory	Regular budget	UNDP (executing agency)	UNDP (associated agency)	UNFPA	Trust funds	Total
Africa						
Regional	3 534	405			7 493	11 433
Algeria	48		276			324
Angola	33	34	41			108
Benin	58		3		89	150
Botswana	39			17		56
Burkina Faso	49		12		141	202
Burundi	1	51		-1		51
Cameroon	132	165			304	600
Cape Verde	19					19
Central African Republic	13	1	169			182
Chad	30	449	52			531
Comoros	28	287		135		450
Congo	22	7				28
Côte d'Ivoire	45	38			115	198
Democratic Republic of the Congo	24	3		151	262	440
Djibouti	6	8				14
Egypt	131	2	74		154	361
Equatorial Guinea	20					20
Eritrea	45	35			27	106
Ethiopia	202	36			234	471
Gabon	82	75			514	671
Gambia	50	721				771
Ghana	74				245	320
Guinea	81	37	8			125
Guinea-Bissau	15	49	2		11	77
Kenya	111	13	95		398	617
Lesotho	80	1			49	130
Liberia	45	8				53

Country or territory	Regular budget	UNDP (executing agency)	UNDP (associated agency)	UNFPA	Trust funds	Total
Madagascar	77	112			1 619	1 808
Malawi	16		12	5	35	68
Mali	44	181			393	618
Mauritania	43	47	17		11	118
Mauritius	65	50				116
Morocco	46	3			205	255
Mozambique	91	437	121		545	1 195
Namibia	10				54	63
Niger	59	47	259		725	1 091
Nigeria	108	50			382	540
Rwanda	39					39
Sao Tome and Principe	30	37	3		40	110
Senegal	248		38		649	935
Seychelles	28					28
Sierra Leone	47	72			16	135
Somalia	1					1
South Africa	216	568	13		647	1 444
Sudan	63	41			1 280	1 384
Swaziland	33					33
Tanzania, United Republic of	95	2	18		735	850
Togo	32	1 186			43	1 260
Tunisia	21	3				24
Uganda	110	-1			762	871
Zambia	49	168	69		512	798
Zimbabwe	172				293	465
Total	6 759	5 426	1 283	307	18 982	32 757

Asia and the Pacific

Regional	1 320				6 674	7 994
Afghanistan	9					9
Bangladesh	136	36	28		2 102	2 302
Cambodia	85				2 244	2 329
China	359		0		267	626
Fiji	68	107			1	176

Country or territory	Regular budget	UNDP (executing agency)	UNDP (associated agency)	UNFPA	Trust funds	Total
India	473	105			1 712	2 290
Indonesia	173	51			1 526	1 750
Iran, Islamic Republic of	66					66
Japan	5					5
Kiribati	18		1			18
Korea, Dem. P. Rep. Of	8					8
Korea, Republic of	19					19
Lao People's Democratic Republic	29	60	66		92	248
Malaysia	65		103			168
Maldives		7				7
Mongolia	107	32			256	394
Myanmar	308					308
Nepal	190	184			937	1 310
Pakistan	205				1 413	1 618
Papua New Guinea	5	345		4	63	416
Philippines	347	4	69		1 356	1 776
Solomon Islands	3	15	40			59
Sri Lanka	131		56		587	774
Thailand	199				954	1 153
Timor	18	23			55	96
Tonga		8				8
Vanuatu	6					6
Viet Nam	153		184		546	883
Total	4 504	977	548	4	20 784	26 816

Latin America and the Caribbean

Regional	1 540				10 330	11 870
Antigua and Barbuda	2					2
Argentina	179					179
Bahamas	7				26	33
Barbados	10				1	12
Belize	4					4
Bolivia	25				800	825
Brazil	129	8			1 197	1 334

Country or territory	Regular budget	UNDP (executing agency)	UNDP (associated agency)	UNFPA	Trust funds	Total
Caribbean Islands	221				35	256
Chile	163				117	280
Colombia	126	141			65	333
Costa Rica	146				494	640
Cuba	19					19
Dominica	3				24	27
Dominican Republic	41				288	329
Ecuador	51	28			13	91
El Salvador	33				140	173
Grenada	2					2
Guatemala	57	4		-1	774	834
Guyana	22					22
Haiti	24	111	41	2	512	689
Honduras	23				270	293
Jamaica	29				10	39
Mexico	98				163	261
Montserrat	0				15	15
Nicaragua	9				627	637
Panama	28				0	29
Paraguay	58	23			15	95
Peru	178				139	317
Puerto Rico	11					11
Saint Kitts and Nevis	3					3
Saint Lucia	9				25	34
Saint Vincent and the Grenadines	1					1
Suriname	4					4
Trinidad and Tobago	55				79	134
Uruguay	101				29	129
USA	41					41
Venezuela	48					48
Total	3 499	314	41	1	16 189	20 043

Country or territory	Regular budget	UNDP (executing agency)	UNDP (associated agency)	UNFPA	Trust funds	Total
Arab States, Middle East						
Regional including occupied territories	470				310	780
Bahrain	39		39			77
Iraq	56	220				276
Jordan	100	122			168	390
Kuwait	63				29	92
Lebanon	136				144	280
Qatar	25					25
Syrian Arab Republic	83	0				83
United Arab Emirates	11					11
Yemen	71		136		69	276
Total	1 054	341	175		720	2 290

Europe

Regional (including EEC)	639	16			683	1 338
Albania	6				409	415
Armenia		1				1
Azerbaijan	7	29				36
Belarus	56	17	1			75
Bosnia and Herzegovina	5	10			684	698
Bulgaria	18				83	101
Croatia	62		662			724
Cyprus					26	26
Czech Republic	6					6
Estonia	19	-1			28	47
Georgia	5		1			6
Hungary	57				90	148
Israel	10					10
Italy					27	27
Kazakhstan	12	49			94	155
Kyrgyzstan	5					5
Latvia	1	45				46
Lithuania		-3				- 3
Luxembourg					35	35

Country or territory	Regular budget	UNDP (executing agency)	UNDP (associated agency)	UNFPA	Trust funds	Total
Macedonia, the former Yugoslav Rep. of	6					6
Moldova, Republic of	7	-1				6
Poland	24	6				30
Portugal					2	2
Romania	11	6			176	193
Russian Federation	212	8	306		107	634
Slovakia	7					7
Tajikistan			6			6
Turkey	46				548	594
Ukraine	50	187	80		203	520
Uzbekistan	6	23				29
Yugoslavia	27					27
Total	1 306	391	1 057		3 194	5 948
Interregional	2 845	16	75	2 117	28 837	33 891
Total	19 966	7 466	3 179	2 429	88 706	121 745

Appendix V

ILO technical cooperation activities in the LDCs, 2000-01: Expenditure by geographical region and by source of funding (excluding administrative expenditure) (in US\$'000) (all numbers are rounded)

Region	UNDP		ILO regular budget		Multi-bi and trust funds		UNFPA		Total	
	2000	2001	2000	2001	2000	2001	2000	2001	2000	2001
Africa	6 091	4 824	918	1 767	5 938	8 138	206	290	13 152	15 019
Latin America and the Caribbean	326	151	12	24	362	512	49	2	749	689
Asia and the Pacific	489	381	117	749	3 439	5 375	28		4 073	6 505
Arab States, Middle East	126	136	43	71		69			169	276
Total	7 032	5 492	1 090	2 610	9 739	14 094	282	292	18 143	22 488
ILO global expenditure	15 069	10 644	8 459	19 966	64 577	88 706	2 861	2 429	90 967	121 745
Share of LDCs (%)	46.7	51.6	12.9	13.1	15.1	15.9	9.9	12.0	19.9	18.5

The least developed countries in 2001 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, Madagascar, Malawi, Mali, Mauritania, Mozambique, Niger, Rwanda, Senegal, Sierra Leone, Sudan, Togo, United Republic of Tanzania, Uganda and Zambia.

Latin America and the Caribbean: Haiti.

Asia and the Pacific: Bangladesh, Bhutan, Cambodia, Lao People's Democratic Republic, Maldives, Myanmar, Nepal, Samoa.

Arab States, Middle East: Yemen.

Appendix VI

Nationality of experts

Number of experts on assignment on 31 December 2000 and on 31 December 2001

Nationality	2000		2001	
	Experts	Associate experts	Experts	Associate experts
Albanian		1		1
Argentine	1		1	
Australian	2		2	
Austrian				1
Azerbaijani	1			
Bangladeshi	2		3	
Belgian	12	5	11	3
Beninese	2		1	
Bolivian	1		1	
Brazilian	3		4	
British	13		17	
of Burkina Faso			1	
Cameroonian	2		2	
Canadian	10		13	
Chilean	2		3	
Chinese	1		3	
Colombian	1		1	
Congolese	1		1	
Costa Rican	1		1	
Danish	8	8	7	8
Egyptian			1	
Ethiopian	2		2	
Filipino	4		5	
Finnish	1	3	1	2
French	12	2	14	5
Georgian			2	
German	11	7	4	5
Ghanaian	3		3	
Indian	3		6	
Iranian	2		1	
Irish	2		3	
Israeli	2			

Nationality	2000		2001	
	Experts	Associate experts	Experts	Associate experts
Italian	9	6	16	7
Ivorian	2		1	
Japanese	4	8	5	6
Jordanian	1		1	
Kenyan			2	
Korea, Republic of	2	1	2	
Lebanese	1		1	
Mexican	1		1	
Mongolian		1		1
Myanmar	2		1	
Netherlands	12	36	15	25
New Zealander	1		1	
Nigerian	3		1	
Norwegian	6	2	9	2
of Guinea-Bissau			1	
of Trinidad and Tobago			1	
Pakistani			1	
Peruvian	4		3	
Polish			2	
Portuguese	1	2	1	2
Russian Federation	1		1	
Salvadorian			1	
Senegalese	1		2	
Sierra Leonean	1		1	
South African	2		3	
Spanish	10	1	8	1
of Sri Lanka	2		1	
Sudanese	1		1	
Swedish	5	9	6	6
Swiss	3	1	4	1
Thai			1	
Togolese	1		1	
Turkish	1		3	
of the United States	8		15	
Ugandan	1		1	
Ukrainian			1	
Zimbabwean	2		1	
Sum	193	94	230	77
Grand total	287		307	

Nationality	2000		2001	
	Experts	Associate experts	Experts	Associate experts
Breakdown by category of experts				
Women experts	51	52	76	43
Developed countries	137	92	161	75
Developing countries (and stateless)	56	2	69	2
Total	193	94	230	77

Appendix VII

The ILO's multi-bilateral programme, 2000-01

(a) **Expenditure by donor, including associate experts programme for 2000 and 2001 (including direct trust funds) (US\$'000)**

	2000	2001 ¹
United States ²	6 559	20 634
Netherlands	10 233	16 703
Norway	5 722	6 286
Denmark	7 729	5 627
Germany	5 388	4 689
Sweden	4 867	4 524
United Kingdom	1 733	4 487
Italy (Turin Centre activities reported separately)	3 149	3 934
Japan	3 427	3 032
Spain	4 187	2 742
Belgium	2 228	2 330
France	830	1 808
Canada	133	1 202
Switzerland	1 085	1 199
UNFIP		977
Finland	1 596	798
EU	583	661
Portugal	653	648
Direct trust funds	808	443
Foundations ³		342
Luxembourg	355	314
Korea, Republic of	242	280
United Arab Emirates	137	236
Ireland	63	181
Austria	126	117
UNAIDS		85
Australia	48	57
Kuwait	4	29
Others ⁴	665	795
Total	62 550	85 160

¹ Descending order of expenditure. ² Includes Ford Foundation for 2000. ³ Includes Ford and AGFUND. ⁴ Includes modest expenditure on contributions from various international organization sources, including sources such as UNHCR.

(b) Approvals by donor 2000 and 2001 (including direct trust funds; excluding associate experts) (US\$'000)

	2000	2001 ¹
United States	50 726	73 500
United Kingdom	1 632	27 648
Sweden		8 910
France	4 455	4 400
Luxembourg	140	4 360
Norway	8 527	4 240
Denmark	6 125	4 020
Ireland	152	3 079
Italy (Turin Centre activities reported separately)	12 701	3 066
Japan	3 841	2 872
Switzerland	1 991	2 099
Canada	2 022	1 917
Portugal		1 045
United Arab Emirates		1 000
Germany	1 004	775
Austria		623
Spain	1 470	593
Netherlands	22 104	574
Panama		500
Finland	991	385
Belgium	161	236
Australia		67
Poland		19
Hungary		16
EU	551	
Direct trust funds	676	762
Others ²	1 430	3345
Total	120 699	150 051

¹ Descending order of expenditure. ² Includes Gifts International Port Industry SCC JUNAE HCR UNMIK.

(c) Approvals by technical field (all sources of funds) 1998-2001 (US\$'000)

Technical field	1998		1999		2000		2001	
	\$	% share	\$	% share	\$	% share	\$	% share
Standards and fundamental principles and rights at work	18 749	22.7	45 369	47.2	57 371	45.1	76 675	53.4
Employment	48 688	59.0	32 160	33.5	37 876	29.8	36 537	25.5
Social Protection	3 249	3.9	9 938	10.3	14 239	11.2	9 860	6.9
Social Dialogue	8 568	10.4	7 734	8.0	17 098	13.4	15 825	11.0
Others	3 330	4.0	921	1.0	583	0.5	4 557	3.2
Total	82 584	100.0	96 123	100.0	127 167	100.0	143 454	100.0
Miscellaneous ¹					7 500		11 118	
Grand total	82 584		96 123		134 667		154 572	

Notes: ¹ Miscellaneous corresponds to the amount approved for Universitas in 2000 and for United Kingdom in 2001, not yet distributed by technical field. NB: Figures for 1998 are estimates based on the previous structure of the Office.

Appendix VIII

Technical cooperation by ILO sector at the Turin Centre in 2001 (number of participants and training days)

ILO sectors	ILO's strategic objectives	Turin Centre's technical programmes	2001			
			Number of participants	%	Days of training	%
Sector I	No. 1: Promote and realize standards and fundamental principles and rights at work	International Labour Standards and Human Rights	820	9	221	6
Subtotal			820	9	221	6
Sector II	No. 2: Create greater opportunities for women and men to secure decent employment and income	Employment and Skills Development	1 399	16	433	12
		Enterprise Development	1 309	15	827	23
		European Social Fund Desk	1 115	12	86	2
Subtotal			3 823	43	1 346	37
Sector III	No. 3: Enhance the coverage and effectiveness of social protection for all	Social Protection	613	7	313	9
Subtotal			613	7	313	9
Sector IV	No. 4: Strengthen tripartism and social dialogue	Social Dialogue	463	5	138	4
		Workers' activities	638	7	420	12
		Employers' activities	181	2	59	2
Subtotal			1 282	14	617	18
Cross-sector		Management of Development	1 126	12	623	17
		Distance Education and Learning Technology Applications (DELTA)	254	3	128	3
		Other activities	145	2	172	5
Subtotal			1 525	17	923	25
UNSC		United Nations Staff College	929	10	193	5
Subtotal			929	10	193	5
Total participants			8 992	100	3 613	100

Appendix IX

Number of participants by sector at the Turin Centre in 2000 and 2001

ILO sectors	ILO's strategic objectives	Turin Centre's technical programmes	2000	2001	Progress 2000-01	
			Number of participants	Number of participants	± participants	± %
Sector I	No. 1: Promote and realize standards and fundamental principles and rights at work	International Labour Standards and Human Rights	387	820	+433	+111.9
Subtotal			387	820	+433	+111.9
Sector II	No. 2: Create greater opportunities for women and men to secure decent employment and income	Employment and Skills Development	1 346	1 399	+53	+3.9
		Enterprise Development	1 045	1 309	+264	+25.3
		European Social Fund Desk	1 478	1 115	-363	-24.6
Subtotal			3 869	3 823	-46	-1.2
Sector III	No. 3: Enhance the coverage and effectiveness of social protection for all	Social Protection	529	613	+84	+15.9
Subtotal			529	613	+84	+15.9
Sector IV	No. 4: Strengthen tripartism and social dialogue	Social Dialogue	420	463	+43	+10.2
		Workers' activities	438	638	+200	+45.7
		Employers' activities	-	181	+181	+100.0
Subtotal			858	1 282	+424	+49.4
Cross-sector		Management of Development	1 006	1 126	+120	+11.9
		Distance Education and Learning Technology Applications (DELTA)	156	254	+98	+62.8
		Other activities	65	145	+80	+123.1
Subtotal			1 227	1 525	+298	+24.3
UNSC		United Nations Staff College	790	929	+139	+17.6
Subtotal			790	929	+139	+17.6
Total participants			7 660	8 992	+1 332	+17.4