



THIRD ITEM ON THE AGENDA

**Financial questions relating to the
International Institute for Labour Studies**

(a) Programme and Budget for 2004-05

1. The Board of the International Institute for Labour Studies will consider at its 45th Session on 14 November 2003 the programme and budget proposals of the Institute for 2004-05.
2. Following its consideration of these proposals, the Board will be called upon, in accordance with article II, paragraph 6, of the Regulations of the Institute, to transmit the programme to the Governing Body for endorsement, and the budget for final approval.
3. Since the Board will not meet before the Committee begins its sittings, and in order to avoid placing the programme and budget proposals before the Committee at the last minute, a copy of the document¹ in which they are contained is being circulated in advance as the appendix to the present paper. Circulation of the document at this stage is, of course, entirely without prejudice to whatever action the Board may take in relation to the proposals.

Geneva, 8 October 2003.

¹ INS.B.XLV/2.

Appendix

INTERNATIONAL INSTITUTE FOR LABOUR STUDIES

INS.B.XLV/2

BOARD

45th Session
Geneva, November 2003

SECOND ITEM ON THE AGENDA

Programme and Budget for 2004-05

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I. Introduction

1. The Institute was established in 1960 in order to undertake research, promote discussions on policy issues, carry out educational activities and provide information on labour and social issues. Since 2000, the Institute has reoriented its activities to reflect the new strategic framework of decent work adopted by the ILO under two major programmes: the *Research Programme* and the *Education and Outreach Programme*. Under the Programme and Budget proposals for 2004-05, the Institute's basic objectives will be pursued, and several new developments are envisaged concerning dialogue on policy issues, research activities, networking with selected academic and research institutions, closer cooperation with the ILO strategic sectors and information dissemination.
2. It is proposed to strengthen the role of the Institute as a *forum for dialogue on policy issues*. The Institute has a comparative advantage in organizing brainstorming sessions and informal workshops to explore new themes and to lay the ground for future ILO positions on technical policy issues. As an example, the new Institute project on migration combines research work with policy dialogue activities, such as workshops and brainstorming meetings of academics and practitioners on selected topics; consultations with experts from other international organizations and research centres; and special lectures open to ILO constituents and the public. Scheduled initiatives for the 2004-05 biennium include: follow-up activities to the report of the World Commission on the Social Dimension of Globalization (WCSDG); two conferences in Annecy, France, on the *Future of work, employment and social development*; a seminar on *Workers' rights and economic development*; public lectures during ILO Governing Body sessions, and special lectures as appropriate. In addition, a project entitled "Social partners in the changing world of work" is envisaged in order to address the specific priorities of employers' and workers' organizations, in cooperation with the relevant units of the ILO.
3. The Institute's *Research Programme* will focus on projects which will add value to the ILO decent work strategy. First, the project on "Workers' rights and economic development" is an extension of the substantial research which was undertaken during the previous biennium. A major seminar, followed by the publication of a book, will be held on this topic during the 2004-05 biennium. Second, a new project entitled "Social dialogue, governance and socio-economic performance" will examine the impact of social dialogue processes and institutions as major instruments of governance to improve the socio-economic performance of countries in the context of globalization. This research project will be conducted in close collaboration with the InFocus Programme on Social Dialogue, Labour Law and Labour Administration. Third, the project on "Sustainable migration solutions", launched in 2003, will be pursued during the next biennium. With migration pressures likely to intensify and pose critical challenges to the globalization process, the Institute will explore innovative solutions and seek consensus on specific issues which are of major relevance to ILO constituents.
4. In implementing its research, policy dialogue and educational activities, the Institute will develop and consolidate *a network of key academic institutions, research centres and scholars*. Efficient networking brings to the Institute the benefits of cost-effectiveness, improved quality of work and greater impact. In 2003, as mentioned in the Director's report, the Institute concluded a Memorandum of Understanding with the Industrial and Labor Relations School at Cornell University, New York, and it will seek similar arrangements with a number of like-minded academic and research institutions. Discussions are under way with the European University Institute in Florence, Italy, and with the head of the Master's programme on *Globalization and social regulation* jointly organized by the universities of Geneva and Lausanne. The Institute's strategy will be to

progressively expand relations with more key academic institutions in Africa, Asia and Latin America, in order to build a small but stable network of entities dealing with the social dimension of globalization, while retaining the flexibility to carry out ad hoc activities with a wider range of institutions and scholars. The Institute plans to involve scholars as consultants on specific projects or to launch cooperative research projects with other institutions, as appropriate. It will also seek to raise additional funds from external sources, such as the Geneva International Academic Network (GIAN-RUIG) or other well-known foundations.

5. During 2003, the Institute has worked in *closer cooperation with the ILO's four strategic sectors*, and will continue to do so during the next biennium. The ILS contribution to activities under the Declaration on Fundamental Principles and Rights at Work, to the social protection sector on migration, and to the social dialogue sector will develop through public lectures, workshops and seminars co-organized on a mutually beneficial basis. In addition, the Institute will strengthen its role as a focal point on ILO research. It will continue to organize research workshops open to all ILO officials, and to enter into cooperative arrangements with other ILO units to undertake joint research and policy dialogue.
6. The visibility of Institute activities will be increased through *an effective information and communication policy*. The ILS web site is being upgraded to become more user-friendly and dynamic. All books published since 1989 and many discussion papers may now be consulted in full-text on its web site. In addition, the Institute will expand its network of information service providers to publicize its forthcoming activities more widely. Videoconferencing techniques will be introduced on a regular basis as from the last quarter of 2003. Based on the research work undertaken and forthcoming conferences and seminars, the Institute will publish several books or monographs, together with a number of discussion papers.

II. Budget

Total proposed budget level

7. The Programme and Budget proposals for 2004-05 – valued at the 2002-03 budget exchange rate of Sw.frs.1.77 to the US dollar, including a programme decrease of \$457,055 – amount to \$7,127,004.
8. The adjustment in prices and the budget exchange rate between 2002-03 and 2004-05 are summarized as follows:

Adjustment in prices and the budget exchange rate, 2002-03/2004-05

	US\$
2002-03 approved programme and budget, excluding activities financed from extra-budgetary funds, at an exchange rate of Sw.frs.1.77 to the dollar	7 584 059
Proposed programme decrease in 2004-05	(457 055)
2004-05 programme and budget proposals at 2002-03 prices and at an exchange rate of Sw.frs.1.77 to the dollar	7 127 004
2004-05 cost increases and adjustment to an exchange rate of Sw.frs.1.34 to the dollar	1 135 152
2004-05 programme and budget proposals	8 262 156

9. The exchange rates of Sw.frs.1.77 and 1.34 to the US dollar are those used by the ILO for the Programme and Budget for 2002-03 and 2004-05 respectively.
10. The standard cost factors for all the Professional category staff and for the General Service category at headquarters included in the 2004-05 programme and budget proposals are the same as those of the ILO. These amount to \$162,720 per work-year for the Professional category (\$133,908 in 2002-03) and \$98,796 per work-year for the General Service category (\$72,960 in 2002-03).
11. The level of the proposed 2004-05 budget is estimated at \$8,262,156. As in previous biennia, it has been decided to maintain half of the interest income earned by the Endowment Fund in the Fund, to be drawn upon later as necessary. This will optimize the use of these resources and build up the Endowment Fund for the future. Savings from the current biennium, as well as interest income earned on the current account, will be utilized to meet the requirements of the programme in the 2004-05 biennium.

Summary of 2004-05 proposed income and expenditure budget and comparison with 2002-03 (in US\$)

	2002-03		2004-05
	Approved budget	Forecast income and expenditure	Programme and budget proposals
A. Funds brought forward from previous period	4 228 545	5 077 765	4 315 674
B. Income			
Endowment Fund	98 000	52 000	52 000
Contribution from ILO regular budget	4 499 219	4 499 219	4 942 004
Interest	300 000	200 000	200 000
Sales of publications and miscellaneous receipts	20 000	5 000	5 000
Total income	4 917 219	4 756 219	5 199 004
C. Total funds available	9 145 764	9 833 984	9 514 678
D. Expenditure	7 584 059	5 518 310	8 262 156
E. Funds to be carried forward to the next period	1 561 705	4 315 674	1 252 522
F. Other sources: Phelan legacy (estimated resources)	50 000	50 000	25 000

12. The Institute's proposed expenditure budget for 2004-05 is presented in three main sections: the *Research Programme*, the *Education and Outreach Programme*, and the *Management and Programme Support Section*. The tables below summarize the 2004-05 proposals and detail the expenditure by programme.

Summary of proposed 2004-05 expenditure budget by programme

Programme	Work-years/months		Cost in US dollars		
	Professional	General service	Staff costs	Other costs	Total resources
A. Research Programme	14/00	4/00	2 673 264	1 262 343	3 935 607
B. Education and Outreach Programme	6/00	6/00	1 569 096	1 147 095	2 716 191
C. Management and Programme Support	2/00	8/00	1 208 088	402 270	1 610 358
D. Total 2004-05 proposals	22/00	18/00	5 450 448	2 811 708	8 262 156

III. The Research Programme

	Work-years/months		Cost in US dollars		
	Professional	General service	Staff costs	Other costs	Total resources
2004-05 proposals	14/00	4/00	2 673 264	1 262 343	3 935 607
2002-03 approved budget	16/00	6/00	2 580 288	1 361 720	3 942 008

13. The objective of the Institute's Research Programme is to lay the conceptual and analytical foundations for decent work policies. The proposed programme has three components: the first analyses the relations between workers' rights and economic development; the second explores social dialogue processes and institutions and their impact on the socio-economic performance of selected countries; and the third deals with the search for sustainable migration solutions. In addition, the Institute could be requested to follow up on several conclusions and recommendations of the report of the World Commission on the Social Dimension of Globalization through research, consultations and networking activities. The proposed budget includes some resources for this possibility.

1. Workers' rights and economic development

14. In the Institute's Programme and Budget for the 2000-01 biennium, a research programme was designed to address the relationship between workers' rights and a range of economic, developmental and social outcomes. Among these outcomes are economic and employment growth, international capital flows, trade competitiveness, the extent of formal and informal employment, labour costs and labour productivity, poverty and social stability. This research focuses on the *effects* of the four fundamental rights at work: freedom of association/collective bargaining (FACB) rights, discrimination in employment, forced labour and child labour. That is, it focuses on the direction of causality running from workers' rights to economic development. The research methods used to date are literature surveys, the construction of cross-country indicators of fundamental rights at work, and the application of these indicators in cross-country statistical models. Research will continue on this same set of issues in the 2004-05 biennium; the research methods will be expanded and the direction of causality from economic development to workers' rights will be explored more fully.

15. In-depth studies will be carried out, using both quantitative and qualitative approaches, at the micro, meso and country levels. The need for such studies arises because current

research has shown that dynamic causal relationships between workers' rights and economic development outcomes can be difficult to identify from cross-country statistical analysis. This type of analysis can identify what needs to be explained but does not itself provide that explanation. For this reason case studies are envisaged as a natural continuation of the current research project.

16. As an example, one of the studies has indicated that countries in Latin America with stronger FACB rights also tend to have higher shares of formal employment. In-depth case studies taking a historical perspective are necessary to clarify the process which leads to a positive relationship between workers' rights and formal employment and to demonstrate whether this relationship is causal. The case studies will be designed to address such questions, linking particular workers' rights with particular economic development outcomes. The case studies will also explore causal relationships running in both directions between workers' rights and economic development.
17. An important initial stage will be the determination of criteria for selecting the countries for an in-depth study. A comprehensive survey will be made of countries' workers' rights and economic development outcomes, based on existing indicators addressing these issues. In addition, discussions will be held with ILO colleagues experienced in these issues. Countries will also be selected on criteria of representativeness, in the hope that lessons can be learned from the countries chosen, and applied to other countries.
18. A case study is planned as an extension of ongoing work on the relationship between child labour and technology. The study will be designed to show whether and in what circumstances technological change can reduce demand for child labour, and whether and in what circumstances the supply of cheap child labour can restrain entrepreneurs from investing in labour-saving technologies. Related studies will be undertaken in collaboration with a recently retired ILO official who is a well-known expert in this field, and will involve field research conducting firm-level surveys.
19. The outcomes of this Research Programme will include a conference on workers' rights and economic development planned for 2004 involving academics, ILO colleagues and constituents and officials from other international organizations. The conference will address the Institute's current and planned project outcomes. In addition to individual papers, it is intended to compile a book of case studies to be published by the Institute. The book will focus on the lessons to be learned from the cases and the ways in which they can be applied more generally, so as to lead to stronger workers' rights and greater economic development. Short, non-technical versions of the key papers will also be drafted in order to reach a wider audience and better promote the research of the Institute. It would also be useful if these non-technical papers were translated into a number of different languages so as to reach more people at grass-roots level.

2. Social dialogue, governance and socio-economic performance

20. Following up on research initiated in the 2002-03 biennium, a portion of the Institute's research programme will investigate the process through which policies aimed at promoting the decent work strategic objectives are designed and implemented. In the 2004-05 biennium, research will focus on social dialogue, a key concept for the ILO, and will seek to link social dialogue with the burgeoning debate on governance.
21. Recent years have witnessed a growing interest in governance in academic and policy circles. While there is no precise definition, the notion of governance is generally used to signal that policy-making is (or should be) broader than the formal structures of

government. The literature on governance draws attention to the fact that policy-making, i.e. the purposeful steering of the economy and society, involves networks of public and private actors rather than public actors alone.

22. This discourse on governance shares many elements with the ILO's notion of social dialogue. In fact, social dialogue is a particular kind of governance mechanism, in which representatives of governments, workers' and employers' organizations collaborate in the design and implementation of labour market and social policies. Compared with the governance construct, the notion of social dialogue is more precise. Rather than talking generically about participation and the need to complement markets with institutions, it identifies particular kinds of social actors and formal structures of coordination.
23. The project on "Social dialogue, governance and socio-economic performance" aims at systematically understanding the different ways in which social dialogue arrangements at the national level contribute to a key aspect of governance, i.e. successful integration in the international economy. This section of the research project will be conducted in close collaboration with the InFocus Programme on Strengthening Social Dialogue, Labour Law and Labour Administration.
24. The last decade has been one of economic liberalization. Externally, this has involved the elimination (or dramatic reduction) of controls over trade and financial flows. Internally, it has involved privatization of public assets and deregulation of markets. Pushed by the international financial institutions (IFIs), country after country has embarked on a programme of economic liberalization in an attempt to reap the benefits of greater economic integration, namely easier access to markets, investments and technologies. All too often, however, the results have been disappointing. In fact, the interest in governance has been spurred (at least in part) by the recognition that economic liberalization per se is unlikely to produce durable benefits, particularly for poor people.
25. There is reason to believe that countries which have accompanied economic liberalization with the constitution of social dialogue structures have achieved better results than others. The reasons why this may be so are multiple. Economic reform may be better sustained in countries where social dialogue institutions guarantee buy-in from the key social actors. Also, policies that are negotiated with the social partners may be better able to reconcile efficiency and equity than policies that are imposed from above. For example, consultations with the key social actors may lead to a more gradual and efficient sequencing of the liberalization process. Finally, social dialogue structures may provide national policy-makers with additional degrees of freedom at a time when their discretion is severely limited by international constraints.
26. While there are various channels through which social dialogue structures may contribute to successful economic integration, there is little systematic evidence on these issues, particularly for developing countries. Yet these questions are at the heart of the ILO's Decent Work Agenda. It is necessary to determine some of the conditions under which countries can benefit from the global economy, and to substantiate one of the ILO's key claims, namely that social dialogue generates policies that are not only desirable for their normative properties but also for their socio-economic consequences.
27. This project aims at analysing the challenges of economic integration in countries with different institutional configurations. The research will be based on case studies in various geopolitical areas (e.g. Latin America, Africa, South-East Asia, transition economies). The goal is to understand whether social dialogue institutions alter the conditions in which the process of economic liberalization takes place; whether it is true, as hypothesized, that socio-economic outcomes are better when social dialogue structures are in place; and, if so,

the causal channels through which these effects are produced. Another goal of the study is to examine whether the effects of social dialogue structures are uniform across different socio-political regimes. Research will be based on interviews with key actors (governments, unions and employers) and secondary sources.

28. The research project laid out above builds on earlier studies on governance carried out in the previous biennium, which focused on the role and effectiveness of civil society organizations in promoting the decent work strategic objectives. One element of the previous research programme will continue to be investigated in the 2004-05 biennium. This has to do with global multi-stakeholder networks. These network structures focus on transnational policy areas (e.g. ethical trade, corporate social responsibility and social and environmental sustainability) and seem to help build consensus in various multidimensional policy areas. This portion of the research programme complements the former, which focuses on the national level, by investigating the emergence of social governance institutions at the supranational level as well.

3. Sustainable migration solutions

29. In early 2003, the Institute embarked on a new project on international migration, following a request to become involved in the preparations for the general discussion on migrant workers to be held during the 2004 session of the International Labour Conference (ILC). Together with the ILO's International Migration Programme (MIGRANT), the Institute identified the search for a sustainable migration regime, i.e. an acceptable global framework for promoting mutually beneficial forms of labour migration, as a topic where an ILS contribution would be particularly appropriate.
30. The new Institute project entitled "Sustainable migration solutions" combines research in a strict sense with diverse policy dialogue activities, such as workshops and brainstorming meetings of academics and practitioners on selected topics; consultations with other international organizations and (research) institutions; and special lectures on migration to stimulate debate. The project will result in a number of publications.
31. It is hoped that work in this area will lead to a more active search at the international level for sustainable migration policies. The concept of "sustainability" includes the avoidance of disruptive social consequences in origin and destination societies. This might mean that migration policy does not have adverse effects on the employment or incomes of the less skilled in host societies, or create severe problems of integration, racism and xenophobia. In the societies of origin, "sustainable" migration does not undermine development, weaken education or health services, or cause other forms of social malaise.
32. In the time up to June 2004, the Institute will fill various knowledge gaps on sustainable solutions and formulate some practical proposals to better manage migration in the interest of all parties involved. However, much work will remain to be done after this date and the Institute therefore intends to keep "sustainable migration solutions" on its agenda throughout the entire 2004-05 biennium, not least in anticipation of the ILC calling for more work in this area. The Institute's activities in relation to international migration will probably feed into any follow-up that may be given to the final report of the World Commission on the Social Dimension of Globalization.
33. The Institute's work will focus on two "types" of labour migration: (a) the migration of highly skilled people; and (b) temporary migration. One particular research activity will be at the interface of these two points, namely analysing the presence of foreign students in Europe and North America and examining the role that universities may play as immigration gatekeepers. The Institute will cooperate with higher education institutions in

the Geneva area and seek co-financing from external sources to help fund this aspect of the research.

IV. The Education and Outreach Programme

	Work-years/months		Cost in US dollars		
	Professional	General service	Staff costs	Other costs	Total resources
2004-05 proposals	6/00	6/00	1 569 096	1 147 095	2 716 191
2002-03 approved budget	6/00	6/00	1 241 208	1 087 043	2 328 251

34. The objectives of this Programme are to promote dialogue on labour and social policy issues between ILO constituents, the academic community and experts; to carry out educational activities; to develop academic partnerships; and to disseminate the outcomes of the Institute's research and educational activities through printed publications and electronic media.

1. Policy dialogue

35. *Public lectures* serve to increase the visibility of the Institute, which will continue to organize at least two such lectures per year, if possible at dates when the ILO's Governing Body is in session. With a view to confirming the Institute's role as a centre for excellence, distinguished public figures will be invited to give lectures. Where the Institute may reach a wider public by co-organizing public lectures with other ILO units, it will do so. Common events will be in line with the ILO's emphasis on policy integration.
36. In addition to the public lectures, the Institute will arrange a number of *special lectures*. These are mainly intended for ILO staff, although they are open to the public. The lecturers will be academics from the Geneva region, the Institute's visiting scholars, Institute project consultants, or other academics visiting the ILO.

National seminars

Anancy symposium

37. Following an agreement between the French Ministry of Social Affairs and the ILO, a symposium on *The future of work, employment and social protection* should be held on an annual basis during the 2004-05 biennium. Two similar meetings have already taken place in Anancy in 2001, and in Lyon, France, in 2002. Preparations are under way for a third symposium to be held in collaboration with the French Government in Anancy during 2004.

Workshop in China

38. In 2002, the Institute organized a National Workshop on Research Methodologies for Decent Work in Shanghai, China, which was a follow-up on the Memorandum of Understanding between the ILO Director-General and the Chinese Ministry of Labour and Social Security (MOLSS), signed in May 2001. The workshop facilitated a comprehensive discussion of the conceptual foundations of decent work involving a larger group of government officials and ILO partners in China. China would like to learn from the comparative experience of countries on the development and implementation of relevant

policies. To this end, the Institute plans to organize a follow-up project, which will disseminate decent work policies, and provide further training in the concepts, measures, and indicators of decent work with special reference to the provinces. This outreach exercise will be preceded by further studies and analytical research in the provinces, which will be organized by the Chinese Academy of Social Sciences and the Renming University of Beijing.

Social partners in the changing world of work

39. This project has been formulated in the light of suggestions made on the future direction of work by the Employer and Worker members of the Institute's Governing Board at the meeting in November 2002. It is envisaged as a sequel to the activities under two earlier programmes of the Institute, namely: Labour and society; and Business and society. The project takes note of the fact that, in the wake of globalization, there have been profound changes in the world of work, which have made it necessary for the social partners of the ILO to assess their respective roles and to redefine their responsibilities. They are evaluating their strategies and exploring viable options to enhance their strength and visibility as influential social actors in the world of work. On the part of the employers' community there is growing concern for developing and practising the social responsibilities and functions of enterprises, while the workers' constituency is seeking to develop durable governance structures that can guarantee human security at national and international level.
40. The Institute intends to participate in the search for "sustainable growth based on social justice" and to facilitate an exchange of views involving scholars and policy-makers concerning options and strategies for the social partners in the emerging world of work. The means of action envisaged under the project are a series of analytical studies, policy dialogues and training workshops, addressed to the needs and priorities of the social partners, separately as well as jointly. Preparatory work on the project will commence early in 2004 in collaboration with the Bureaux for Employers' and Workers' Activities. The project will have two components, separately addressed to the employers' and workers' constituencies. The Institute is exploring the possibility of organizing the project jointly with major academic institutions such as the United Nations University in Tokyo. It also intends to raise donor support for implementing the project.

2. Education

International internship courses

41. Since the launching of the Decent Work Programme, the Institute has studied the interrelations between the different strategic objectives of the ILO in order to develop an integrated policy framework for realizing the programme objectives at national and international level. The Institute's educational activities are geared to complement ILO training activities by strengthening the capacity of ILO constituents in analysis and social policy formulation, thus helping governments, employers' organizations and trade unions to formulate integrated economic and social policies.
42. In 2004-05, the Institute will organize two international internship courses on labour and social policies for the promotion of decent work. The courses will be held in French in 2004 and in English in 2005. They are intended for policy-makers from governments and employers' and workers' organizations. They provide the participants with a detailed exposure to the ILO with reference to its principles and means of action. They expose them

to state-of-the-art thinking and practice in each of the four strategic areas of decent work and encourage them to formulate integrated economic and social policies.

Regional internship courses

43. There is growing demand from the ILO constituents for region-specific outreach programmes on labour and social policies for decent work, modelled after the annual international internship courses. The Institute will be in a position to respond to this demand from 2004 onwards when the training materials project reaches completion. It has the capacity to organize one regional level training course every year in any one of the ILO working languages, in addition to the annual international internship course. One such training course is planned for the Asia-Pacific region, to be held in Bangkok during December 2003. The regional courses will be organized in collaboration with the technical units of the ILO and the regions concerned on a cost-sharing basis.

Preparation of teaching materials

44. Currently the Institute has commissioned four studies focusing on the strategic objectives of decent work: rights at work, employment, social protection and social dialogue. There will also be an overview paper. These studies, as the consultants complete them, are brought out as discussion papers of the Institute. An edited volume including the four studies and the overview paper is planned for publication in 2004.
45. The next stage of the project will be devoted to the preparation of teaching materials based on the abovementioned studies for use in the annual international internship courses. The Institute intends to use the services of professional pedagogues who will be responsible for preparing teaching modules on "Labour and social policies for decent work" that can meet the training requirements of a broad spectrum of ILO constituents. To this end, new activities will be launched early in 2004. With a view to ensuring consistency with the templates and methodology for pedagogical work being used by the Turin Centre, the new project will be organized in close collaboration with the Centre. When the modules are completed, they will be translated into French and Spanish. The French translation is expected to be ready before the next international internship course in May 2004.

3. Academic partnerships

46. The *Seventh ILO Social Policy Lectures* will be held in the Americas during 2005. Endowed by the ILO's Nobel Peace Prize, these lectures are held in major universities in different regions of the world. Their objective is to encourage interest in the ILO among students and academic communities.
47. The *Visiting Scholar Programme* will be continued. This Programme provides academics in the social and labour fields, on sabbatical from their universities, office space with facilities, and access to ILO documentation services. The Programme's aim is to foster interaction between ILO staff and the academic community and to encourage academic work on topics of concern to the ILO. Visiting scholars are invited to present their research findings.
48. In the 2004-05 biennium, one grant will be awarded under the *Phelan Fellowship Programme* which is endowed by the proceeds of the Phelan legacy. Fellowships cover the costs of a six-month stay at the Institute for outstanding young researchers from developing countries who study a mutually agreed theme related to decent work.

49. It is intended to maintain the number of interns under the Institute's *Visiting Student Programme* at 2003 level, i.e. to host about 12 interns per year. The students will come from universities with which special relations have already been established; some will also be recruited following spontaneous applications in order not to exclude students from other research institutions.
50. The Institute will continue to organize *study visits* which are designed to introduce students from universities worldwide to current ILO concerns and activities. These "mini courses" will be given in different working languages.

4. Publications and outreach

51. Several monographs or books will be published during the 2004-05 biennium, based on seminars to be held on workers' rights and economic development and on migration, or following the Annecy symposium. A number of discussion papers or special papers are already under preparation.
52. The Institute's web site will continue to be upgraded and expanded. The texts of all public and special lectures, as well as published monographs and discussion papers are now available on the Internet. Videoconferencing techniques will be introduced on a regular basis during the next biennium. The Institute will develop and consolidate its network with key information service providers in order to reach a wider audience among the ILO constituency and the academic community.

V. Management and Programme Support

	Work-years/months		Cost in US dollars		
	Professional	General service	Staff costs	Other costs	Total resources
2004-05 proposals	2/00	8/00	1 208 088	402 270	1 610 358
2002-03 approved budget	2/00	8/00	907 536	406 264	1 313 800

53. This Programme provides general management support and programme direction to the two substantive programmes, and ensures their common interface. It should be noted that in addition to general management, the Director of the Institute is personally involved in research activities and in the conceptual development of each substantive programme, as well as in ensuring networking between practitioners and academics in overall programme implementation.
54. Programme support includes programming, personnel, financial, administrative and information services. It covers the preparation of programme and budget proposals; the maintenance of financial data for the overall management of the Institute's resources; the administration of purchases; and records and communication. It is responsible for personnel administration, and undertakes the financial and administrative preparation of round tables, seminars, symposia, training courses, meetings and sessions of the Board.

* * *

55. On the basis of the above and in accordance with Article II, paragraph 6, of the Regulations of the Institute, *the Board may wish to adopt the programme and budget for the International Institute for Labour Studies for 2004-05, to transmit*

the programme to the Governing Body of the ILO for endorsement, and to submit the budget for final approval.

Geneva, 2 October 2003.

Point for decision: Paragraph 55.