



FIRST ITEM ON THE AGENDA

**The ILO's technical cooperation
programme 2004-05***Contents*

| | <i>Page</i> |
|---|-------------|
| Introduction | 1 |
| I. Quantitative overview | 1 |
| A. Overall expenditure..... | 1 |
| B. Sectoral breakdown of expenditure | 2 |
| C. Expenditure by type of assistance..... | 2 |
| D. Regional distribution..... | 2 |
| E. Least developed countries..... | 3 |
| F. Approvals..... | 3 |
| G. Delivery rates..... | 4 |
| II. Technical cooperation in the regions | 4 |
| A. Africa | 4 |
| B. Americas | 7 |
| C. Arab States..... | 10 |
| D. Asia and the Pacific | 14 |
| E. Europe..... | 18 |
| F. Some common issues emerging from the regional presentations..... | 22 |
| III. Resource mobilization strategy: Status of implementation..... | 24 |
| IV. The ILO and recent developments in the United Nations system..... | 25 |

Appendices

| | | |
|------|--|----|
| I. | Expenditure on ILO technical cooperation programmes 2002-04 (excluding administrative expenditure) (in US\$'000) | 29 |
| A. | By source of funding..... | 29 |
| B. | By geographical region | 29 |
| C. | By delivery rate within region (extra-budgetary funding only) | 30 |
| D. | By delivery rate within technical field (extra-budgetary funding only) | 30 |
| II. | ILO technical cooperation expenditure by type of assistance/input, 2003-04 (excluding administrative expenditure) (in US\$'000) | 32 |
| III. | ILO technical cooperation expenditure in 2004, by field of activity and source of funds (excluding administrative expenditure) (in US\$'000) | 33 |
| IV. | Breakdown, by country and area, of expenditure on ILO technical cooperation in 2004 (excluding administrative expenditure) (in US\$'000) | 35 |
| V. | ILO technical cooperation activities in the LDCs, 2004: Expenditure by geographical region and by source of funding (excluding administrative expenditure) (in US\$'000) | 40 |
| VI. | Nationality of experts and associate experts | 41 |
| VII. | A. Approvals by donor, 2003-04 (US\$'000)..... | 44 |
| | B. Expenditure by donor, 2003-04 (US\$'000)..... | 45 |
| | C. Approvals by technical field (all sources of funds) 2001-04 (US\$'000)..... | 47 |

Introduction

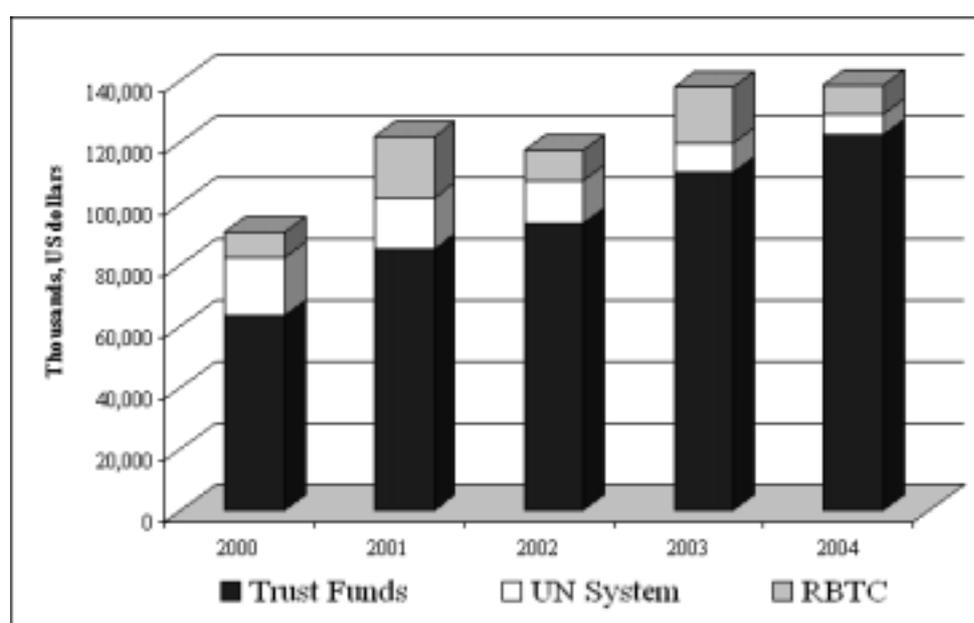
1. This report provides information and analyses of the ILO's technical cooperation activities for the period 2004 to 2005. Section I presents a quantitative overview of the programme. Section II comprises a substantive review of technical cooperation by region, and a summary of some key issues emerging from the regional overview. The Governing Body, at its 292nd Session (March 2005) approved recommendations of its Committee on Technical Cooperation regarding modalities for improved functioning of the Committee, and the structure of section II responds to a strong request by the Committee for a regional analysis. Section III reports on the implementation of the ILO's resource mobilization strategy for technical cooperation as requested by the Committee in November 2004. Section IV summarizes recent developments in the United Nations system with implications for the ILO's technical cooperation programme. The report also provides statistical annexes on technical cooperation.

I. Quantitative overview

A. Overall expenditure

2. Chart 1 shows total ILO technical cooperation expenditure over the period 2000-04. Total expenditure in 2004 was US\$138 million. This can be taken as a positive development as the figure should be compared with the corresponding one of US\$117 million for 2002. It is estimated that expenditure for 2005 will amount to US\$150 million. As will be seen in Appendix I, earlier declines in funding from UNDP and UNFPA continued. UNDP funds constituted US\$2.2 million, representing 1.6 per cent of the total, whereas funding from UNFPA has gone out of the picture completely. This reflects internal policies in these organizations, including the continued shift towards national execution modalities and reliance on more internal technical capacity. Expenditure under multi-bilateral and trust funds on the other hand continued to increase from US\$93.7 million in 2002 to US\$110.2 million in 2003 and to US\$122.7 million in 2004.

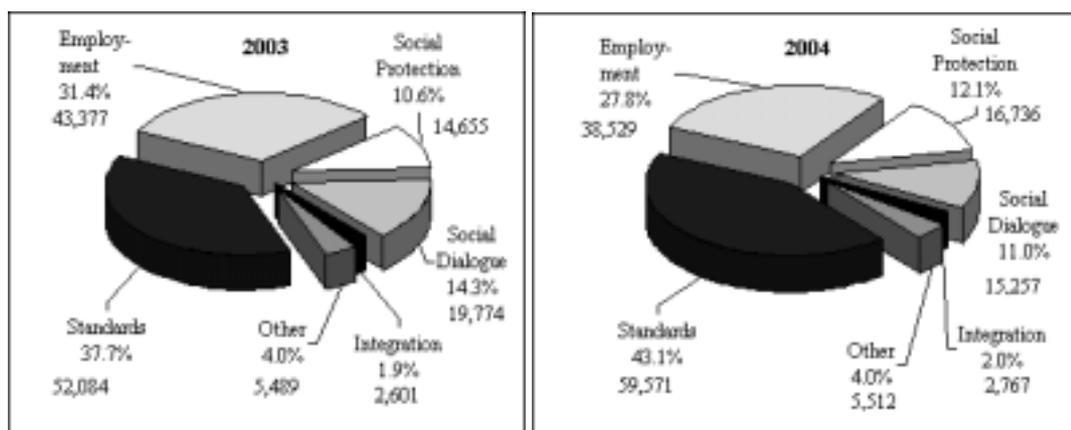
Chart 1. ILO technical cooperation expenditure, 2000-04 (by source of funds)



B. Sectoral breakdown of expenditure

3. Figure 1 provides a breakdown of expenditure for 2003 and 2004 by technical sectors. In 2004, the Standards and Fundamental Principles and Rights at Work Sector, had the highest expenditure, followed by the Employment Sector, Social Protection Sector and the Social Dialogue Sector. Since 2002, the Standards and Fundamental Principles and Rights at Work Sector has held this position and the upward trend continued with its share rising from 37.7 per cent in 2003 to 43.1 per cent in 2004. The Employment Sector decreased further from 31.4 per cent in 2003 to 27.8 per cent in 2004. While the percentage of expenditure for the Social Protection Sector went up slightly, that for the Social Dialogue Sector declined from 14.3 per cent in 2003 to 11 per cent in 2004.

Figure 1. Distribution of ILO technical cooperation expenditure by sector 2003-04



4. It is important to note that the increasing trend towards multidisciplinary and integrated policy approaches makes the distinction along lines of major technical sectors less meaningful. A case in point is expenditure under the large IPEC programme, listed under the Standards and Fundamental Principles and Rights at Work Sector, but containing significant elements relating to other sectors, including employment promotion and social protection. In other instances, many programmes centred on employment or social protection also involve elements, and consequently, expenditure, relating to social dialogue or standards.

C. Expenditure by type of assistance

5. As shown in Appendix II, in 2004, as in the previous year, 32 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 international experts (increased from 20.8 per cent in 2003 to 23.6 per cent in 2004), subcontracting (19.6 per cent), training, including fellowships, seminars, and in-service training (16.1 per cent), and equipment (2.4 per cent). It will be noted that expenditure on training, which had increased by some 46 per cent between 2002 and 2003, fell by 17 per cent in the year that followed.

D. Regional distribution

6. Appendix I(B) shows total expenditure by regions, and expenditure on interregional and global programmes. Without taking into account additional expenditure incurred in each region through the latter, the Asia and the Pacific region achieved the highest expenditure figure (24.2 per cent) followed by Africa (22.9 per cent), Americas (19.3 per cent), Europe

(5.2 per cent) and the Arab States (1.5 per cent). For the first time, Africa dropped to second place and one of the challenges ahead will be to expand the programme in this region. In terms of percentage changes, the Americas increased by 11 per cent while the Arab States and Europe declined by 28 per cent and 17.7 per cent respectively.

7. An important and increasing share of technical cooperation expenditure originated from projects of an interregional nature (26.9 per cent). A more accurate breakdown of total expenditure by regions should take into account the component coming from the interregional programmes. Although such a breakdown of interregional expenditure is not available, one can use the approvals figures of interregional projects as proxies. During 2003 (2004 breakdown is not available) approximately 35 per cent of the allocations were for projects of a global nature or core funding – of the remaining, Africa and Asia each accounted for 20 per cent, 17 per cent went to the Americas, 6 per cent to Europe and just over 1 per cent to the Arab States.
8. There are significant differences in regional distribution of activities by sector, reflecting regional and donor priorities. For example, expenditure on standards-related activities ranged from 67 per cent of the region's total expenditure in the Americas to 27 per cent in the Arab States. Expenditure on employment-related activities ranged from 54 per cent in the Arab States to 22 per cent in Europe. Social protection-related activities accounted for 23 per cent of Europe's total expenditure; the corresponding figure for the Arab States was 1.2 per cent. As for activities related to the Social Dialogue Sector, they represented between 15 per cent of total expenditure in the Arab States to 7 per cent in Asia and the Pacific.

E. Least developed countries

9. Appendix V shows that the least developed countries' share of total technical cooperation expenditure was 15.6 per cent in 2004 as compared to 15.9 per cent in 2003, 17.5 per cent in 2002, and 18.5 per cent in 2001. Approximately US\$10.6 million went to the least developed countries in Africa, US\$10.5 million to Asia and the Pacific, US\$0.3 million to the Arab States and US\$0.2 million to the Americas.

F. Approvals

10. Appendix VII(A) and (C) shows approvals by source of funds and technical field. Approvals in 2004 amounted to US\$152.4 million as compared to US\$150.8 million in the previous year. It is estimated that the corresponding figures for 2005 will be US\$160 million. Approvals from multi-bilateral, direct trust funds, international financial institutions, and non-state actors constituted around 94.5 per cent of total approvals, with approvals from United Nations partners amounting to 5.5 per cent.
11. As will be seen from Appendix VII(A), the United States continued to be the major donor contributing US\$52.8 million or 35 per cent of all approvals, followed by Norway (US\$12.8 million), the United Kingdom (US\$9.2 million) and the Netherlands (US\$8.4 million).
12. A breakdown of the 2004 approval figures by technical sector is shown in Appendix VII(C). The Standards and Fundamental Principles and Rights at Work Sector accounted for 48.4 per cent (US\$69.1 million) of all approvals followed by the Employment Sector with 29.9 per cent (US\$42.6 million), the Social Protection Sector, 12.5 per cent (US\$17.8 million), and the Social Dialogue Sector, 7.3 per cent (US\$10.4 million).

13. The table further shows that allocations in absolute terms declined over the last two years for all the sectors with the only exception of the Employment Sector which registered an increase of some US\$12 million, reversing a declining trend. This increase in allocations for expenditure by the Employment Sector should similarly translate into a rise in expenditure in the coming years.

G. Delivery rates

14. The overall delivery rate declined from 68.9 per cent in 2003 to 65.2 per cent in 2004 (Appendix I(C)). While the Americas managed to increase its delivery rate slightly, and the Arab States maintained its previous year's performance, delivery rates fell in the other regions. The delivery rate for Europe, which had increased from 71 per cent in 2002 to 83 per cent in 2003, fell back to 71 per cent in 2004. For Africa as well as Asia, delivery rates were 5 per cent less than those of the previous year.

II. Technical cooperation in the regions

15. This section sets up the basis for interactive discussions between members of the Committee and the regional directors who will make short presentations based on the information in this section. For each region, the information is presented under three main headings, namely, results of technical cooperation; lessons learned; and new developments and outlook for the future. The presentations reflect regional diversity – the key issues, challenges and levels of success vary accordingly.

A. Africa

Results of technical cooperation programmes and projects

16. During the period under review, 14 new ratifications of ILO's core Conventions had been registered by member States (Chad, Comoros, Djibouti, Sao Tome and Principe, Uganda), among which four for Convention No. 138 and three for Convention No. 182. ILO projects on follow-up to the Declaration continue to promote respect for fundamental principles and rights at work and to strengthen industrial relations in a number of countries (Benin, Botswana, Burkina Faso, Kenya, Lesotho, Niger, Nigeria, Malawi, Mali, Mauritania, Morocco, Senegal, United Republic of Tanzania, Uganda and Zambia).
17. IPEC programmes in the region continue to focus on strategically positioning child labour issues at the macro level in socio-economic development, capacity building, the strengthening of movements against child labour, and the provision of alternatives for children and their families. An increased number of large-scale, multi-country programmes targeting specific worst forms of child labour and six time-bound programmes (Ghana, Kenya, Madagascar, Senegal, South Africa, United Republic of Tanzania) are currently operational in Africa. IPEC's support to children in armed conflict in Central Africa allowed the reintegration of an estimated 3,840 children; whilst another 4,100 benefited from prevention measures. The project approach has also been mainstreamed in plans for national rehabilitation/reconstruction in Burundi, Congo, Democratic Republic of the Congo and Rwanda. National structures have been established or reinforced in several countries and an agreement has been signed between Mali and Senegal. Child labour is now part of the national statistics and the Poverty Reduction Strategy Paper (PRSP) in Senegal.

18. The African Union Extraordinary Summit on Employment and Poverty Alleviation in Africa, held in Ouagadougou in September 2004, placed the Decent Work Agenda and employment at the centre of socio-economic development and the fight against poverty. ILO interventions as a follow-up to the Summit, focused on the macroeconomic level working with labour ministries and social partners and other partners including other ministries, the United Nations system and the Bretton Woods institutions. One outcome of the ILO's support was the formulation of the employment segments of PRSPs and the reorientation of investments towards employment creation; reform of cooperative legislation and policy, establishment of labour market indicators, and local contractor development programmes. Support was provided to microfinance institutions, employment-intensive investment programmes (EIIPs) (western and southern Africa), and for dealing with crisis situations in the Great Lakes Region, Somalia and Côte d'Ivoire.
19. During the past two years, an estimated 50,000 entrepreneurs participated in Start and Improve Your Business (SIYB) in the south-eastern African region alone, resulting in approximately 55,000 jobs (based on independent impact assessments), at a cost far below international benchmarks. The Expand Your Business (EYB) programme trained more than 30 trainer specialists in Zambia and Zimbabwe and assisted more than 300 growth-oriented enterprises to develop and implement growth plans for their businesses.
20. Agencies for youth employment have been set up in Mali and Mauritania. A project in Mali focused on employment-intensive work in rural and urban areas for youth. Mauritania has adopted a national integrated programme for small and medium-sized enterprises (SMEs) directed at women entrepreneurs in particular using heavily indebted poor countries' (HIPC) funds
21. The staff capacity of the Ministry of Labour and Social Affairs in Ethiopia has been strengthened to pursue active labour market policies in the context of the national poverty reduction strategy.
22. Social security programmes in the region aim at strengthening and improving statutory schemes; supporting the development of community-based schemes; and establishing linkages between these two types of schemes, as well as with other public initiatives.
23. The launch of the Global Campaign on Social Security Coverage for All was carried out both in Kenya and Senegal with an integrated action plan for the extension of social protection through social dialogue being adopted in the latter. Guinea and Mauritania are just two of the countries where modernization of structures and social security services was carried out.
24. The European Union-funded programme aiming at the adoption of new policy frameworks and mechanisms for managing labour migration as an instrument for development in the context of increasing subregional integration focuses on activities in the Maghreb countries (Algeria, Libyan Arab Jamahiriya, Mauritania, Morocco, Tunisia), West African countries (Burkina Faso, Cape Verde, Gambia, Mali, Senegal) and East African countries (Kenya, United Republic of Tanzania, Uganda). Studies were either completed or are currently under review in 20 countries. The project reinforced stakeholders' capacity and helped consolidate regional commitment to social dialogue on migration.
25. The ILO has assisted governments, employers' and workers' organizations to back/support national efforts in preventing the spread and reducing the impact of HIV/AIDS. In Cameroon, 102 enterprises have their own HIV/AIDS action plans. Similar activities are envisaged in Angola, Burundi, Chad, Congo, Democratic Republic of the Congo and Gabon. Employers and trade unions now have such policies in Ethiopia.

26. The activities of programmes and projects like the Programme regional de promotion du dialogue social en Afrique francophone (PRODIAF), Strengthening labour relations in East Africa (SLAREA), Strengthening labour administration in southern Africa (SLASA), and Promoting democracy through fundamental principles and rights at work and tripartism (NIDEC) have served to strengthen the capacity of social partners to participate in national social dialogue.
27. With the support of ACTRAV and ACT/EMP, there has been continued close collaboration with national/regional workers' and employers' organizations with a view to enhancing their technical capacity to undertake policy analysis and to influence policy formulation to follow up on the key role they played in the Social Partners Forum and the African Union Summit.
28. A regional project entitled "Strengthening African trade unions' capacity to address gender inequality in the world of work through basic education and legal literacy" is being implemented with the aim of reinforcing national capacity to address gender inequality in the world of work.

Lessons learned

29. (i) Technical cooperation remains an invaluable tool for the operationalization of the decent work approach as demonstrated by its direct/indirect impacts on beneficiaries. This is reflected in enhanced capacities, improved revenues and improved mainstreaming of decent work into national development strategies for fighting poverty.

(ii) Given the current trend towards decentralization of funding for technical cooperation by donors, the ILO must make full use of its tripartite structure in advocating its value added, cutting-edge products and its multidimensional approach. Products such as *Success Africa* (a compendium of 30 success stories/best practices) produced for the African Union Extraordinary Summit on Employment and Poverty Alleviation are key in this respect.

(iii) Closer collaboration with development partners and other United Nations agencies, could help to ensure that the ILO's products are more widely used.

New developments related to technical cooperation and future outlook

30. (i) Poverty alleviation will remain the priority in the region, and the ILO will work with countries towards attainment of the Millennium Development Goals (MDGs) by 2015. The ILO should take advantage of the recent decisions by the G8 to cancel the multilateral debt of a large number of developing countries in Africa.

(ii) The decent work/employment component in the fight against poverty clearly came out in the African Union Extraordinary Summit (September 2004) as well as in the recent African Union Heads of State Summit of Sirte (July 2005). The African Union Summit placed employment and the ILO Decent Work Agenda at the highest political level. In the official documents adopted, Heads of States and Government committed themselves, among others, to placing employment at the centre of socio-economic policies, to promoting the ILO decent work development agenda, and to supporting and implementing the recommendations of the World Commission on the Social Dimension of Globalization. This needs to be fully realized, including through the allocation of national resources for follow-up action.

(iii) The ILO technical cooperation programmes in the region will focus on supporting the follow-up to the African Union Extraordinary Summit. The ILO will provide coordinated technical and financial assistance at national (for example local grass-roots projects/programmes, national policy formulation), subregional (including regional economic communities (RECs), workers' and employers' regional organizations, labour administration centres, etc.), and regional (including African Union, Labour and Social Affairs Commission) levels. Both regular budget and extra-budgetary resources should be further aligned to meet these objectives.

(iv) The development of decent work country programmes (DWCPs) will become particularly important as the main vehicle for programme implementation in the next biennium. The development of DWCPs will help to ensure that all technical cooperation activities, regardless of source of funds, form part of a coherent package of country-level services.

(v) Other thematic areas for the region will continue to be: support to member States to work towards ratification and to implement ratified Conventions; promotion of youth employment and women entrepreneurship, employability, local economic development, small business development, entrepreneurship development, cooperatives, labour market information systems as principal monitoring tools for economic development, extension of social protection including to the informal sector; HIV/AIDS, social dialogue and enhanced capacity of constituents (as well as targeted programmes with others who can help to advance ILO objectives including parliamentarians, the African Union Commission, African labour administration centres and regional economic communities).

B. Americas

Results of technical cooperation programmes and projects

31. During the 14th Session of the Inter-American Conference of Ministers of Labour (IACML), the labour ministers included in their action plan a section on the promotion and effective application of the ILO Declaration on Fundamental Principles and Rights at Work.
32. In Central America, following training activities on both international labour standards and labour relations, judges and magistrates now take into account the relevant provisions of ratified fundamental Conventions before giving judgements.
33. National workshops held in Buenos Aires, Lima, Brasilia and Tegucigalpa resulted in a document entitled "Strategy for the promotion of the ILO Declaration on Fundamental Principles and Rights at Work". It highlights issues to be considered in the application of the principles and rights and facilitates the development of tripartite national and regional strategies.
34. IPEC projects in a number of countries like Brazil, Honduras, Nicaragua and Paraguay, have supported the inclusion of child labour eradication in social and economic development plans, as well as in poverty reduction strategy programmes. The goal of eradicating child labour has also been reflected at the subregional level in commitments of MERCOSUR, the Andean Community of Nations (CAN) and the Central American Integration System (SICA); as well as in declarations and action plans adopted in Latin and Ibero-American conferences and summits.

- 35.** There have been substantive withdrawals of boys and girls from hazardous forms of work throughout the region, notably in the traditional mining sector in Bolivia and Peru, in agriculture, sexual exploitation and scavenging sectors in the Caribbean and Central America. In Paraguay the withdrawal was from domestic work and from commercial sexual exploitation in the border areas of Argentina, Brazil and Paraguay.
- 36.** In 2004 more than 35,000 boys and girls in the region were prevented from taking up dangerous forms of work or were withdrawn. It is estimated that the ILO's contribution has helped to rescue almost 125,000 boys and girls from hazardous forms of work since 2003. Legislative changes in various countries are being made with a view to preventing children from entering the world of work, especially in hazardous occupations. Modifications of penal codes are also being considered to ensure punishment for those breaking the law. Important legal changes have been made in Chile aimed at protecting children from commercial sexual exploitation. A new law on sexual exploitation was passed in Panama, whilst a law on commercial sexual exploitation has reached the Legislative Assembly and is likely to be approved shortly in Honduras. Commercial sexual exploitation of children is the subject of legislative proposals at the federal level as well as in three states of Mexico. The ILO has developed new computer software for the Attorney-General's Office, allowing it to detect child pornography rings on the Internet.
- 37.** In the Dominican Republic, legislation regarding hazardous forms of child labour has been approved. In Paraguay, the list of hazardous forms of child labour was approved by presidential decree in December 2004. Similar decrees are pending approval in the Bahamas, Costa Rica, Guatemala, Guyana and Trinidad and Tobago. Convention No. 138 was ratified by Paraguay and Trinidad and Tobago in 2004 and by Saint Kitts and Nevis in 2005.
- 38.** Action against forced labour has achieved important results in Brazil where it is estimated that some 10,200 people working under such conditions were rescued during 2003-05. During 2004, and in the framework of the National Plan for the Eradication of Forced Labour, 49 companies, in addition to 52 already "blacklisted" (in 2003), were subsequently sanctioned. In January 2005, an additional 65 companies were added to this list. Various agreements between enterprises and workers have been established targeting the elimination of slavery and forced labour. In Bolivia and Peru, inter-sector committees on forced labour were created following the launching of this year's Global Report on forced labour. In May 2005 Bolivia ratified the Forced Labour Convention, 1930 (No. 29).
- 39.** In the area of employment promotion, the technical cooperation programme was oriented towards improving the employability of the most vulnerable sectors in the labour market (women, young and indigenous people), promoting local development strategies and strengthening the capacity of workers of the informal economy.
- 40.** In the informal sector of Brazil, Ecuador and Mexico, the capacity of women to become self-employed and to set up small enterprises was strengthened. In Argentina, Bolivia, Honduras, Nicaragua, Peru and Uruguay, similar action was taken in the framework of the local development strategy with a view to improving the chances of women and youth to obtain decent work and to promote entrepreneurship. In the Andean and Central American countries entrepreneurship programmes were also offered to indigenous populations.
- 41.** Progress has been made in the area of youth employment in five countries, namely Argentina, Chile, Colombia, Guatemala and Uruguay, where ways of improving access to training programmes for unemployed youths have been developed. Through national and subregional workshops, teaching material on employment has been developed for young union members in Argentina, Brazil, Chile, Colombia, Paraguay, Peru, Uruguay and the Bolivarian Republic of Venezuela. In Bolivia, Honduras, Nicaragua and Peru, agreements

with the ministries of education allowed entrepreneurship training programmes for young people to be launched within the formal education system.

42. There has been progress in quantifying decent work in the region. Integrated and compatible systems (LACLIS) provide information using the decent work indicators. In Mexico, the Secretariat for Employment has expanded the statistical analysis of employment figures to incorporate decent work elements. In the Caribbean, a consolidated information system gives users comparable labour market statistics for the subregion.
43. In the field of social security and safety and health at work, important changes were made to the Regulations of Social Security Law in Honduras, extending social security coverage. New modalities were introduced providing social security to domestic, home, independent, cooperative and part-time workers. In Paraguay, the social security system has been extended to cover domestic workers. The ILO contributed to the actuarial study of the national social security system in Peru.
44. In Mexico, a programme for the training of trainers on work risk prevention was established at the Mexican Workers' Confederation (CTM), as well as a SafeWork policy on the application of safety and health at work systems. In Argentina, Brazil, Chile, Colombia, Paraguay, Peru, Uruguay and the Bolivarian Republic of Venezuela, 194 union members were trained on social safety and health at work. In April 2005, in Argentina, the Ministry of Labour, Employment and Social Safety, the Superintendent of Work Risks and the ILO signed the Statement on Health and Safety in the Workplace reflecting a commitment to implement the *ILO Guidelines on occupational safety and health management systems*.
45. Andean countries (Bolivia, Ecuador and Peru) have been strengthening the occupational safety and health capacities of their labour ministries since 2004.
46. New technical cooperation projects were implemented to strengthen social dialogue and tripartism and to support reform and the restructuring of labour administration in various countries. Based on reviews in eight countries (Ecuador, Jamaica, Nicaragua, Panama, Paraguay, Peru, Saint Lucia and Trinidad and Tobago), action plans have been initiated. In Ecuador, Nicaragua, Paraguay and Peru support was also provided for the implementation of these plans. These labour administration activities were carried out within the framework of a strategy of mutual cooperation. The report of this experience was an important input for the elaboration of the action plan of the 14th Session of the IACML.
47. The project "Strengthening institutional mechanisms for social dialogue" has led to a strategy for the strengthening of tripartite bodies working on employment issues in the region (Argentina, Brazil, Ecuador, Mexico and Peru). A National Council of Labour was established in Ecuador in 2004 with the support of the ILO.

Lessons learned

48. (i) To achieve the planned results, a clear strategy should be established to ensure the availability of resources and the political commitment of the constituents and stakeholders and to reach prior consensus regarding the desired results. This is key to achieving outcomes and sustainability.
- (ii) The expected results and time frame must realistically reflect the technical capacity of the stakeholders. If there are constraints on project duration, the objectives and expected outcome should be reviewed accordingly.

(iii) Regular and effective monitoring is necessary to ensure that the desired results are achieved. To ensure sustainability, constituents should take gradual ownership during the process of project implementation. To do so, they must have the necessary skills and tools for better planning, monitoring and management. This capacity should therefore be assessed at the project design stage and provided as part of the project activities. Effective delivery of services and support by the ILO depends on sound management.

(iv) A factor determining the impact and sustainability of a project is the commitment of stakeholders to project activities, including advocacy and dissemination of the products and experience. It is also desirable to encourage partnerships with public and private institutions, inter-agency projects and NGOs which can contribute to the achievement of the project objectives.

(v) Subregional projects have allowed the creation of synergies and economies of scale within the projects themselves as well as between other subregional ILO projects or those of other United Nations agencies. Operating at the subregional level has facilitated the pursuit of mutual cooperation strategies while taking into account the variations in the pace of development of the countries concerned.

(vi) The development and implementation of relevant and effective programmes and projects must be based on a process of consultation with constituents.

New approaches, strategies and future perspectives

49. (i) The development of DWCPs will be important in achieving greater focus on a limited number of priorities to maximize impact. The organization of subregional employment forums (MERCOSUR, CAN and SICA) has not only allowed the identification of priorities but has also served to secure from governments, employers and workers the commitment needed to pursue the set objectives.

(ii) The following priority areas have been identified: youth employment; working conditions of migrants; vulnerable groups within the labour market and their link with poverty reduction strategies; and extension of social security coverage and the continuous strengthening of social actors in order to make progress towards social dialogue.

C. Arab States

Results of technical cooperation programmes and projects

50. There have been further ratifications of new Conventions by member States during the period under review. Lebanon ratified four Conventions in 2004-05: the Working Environment (Air Pollution, Noise and Vibration) Convention, 1977 (No. 148), the Labour Administration Convention, 1978 (No. 150), the Occupational Safety and Health (Dock Work) Convention, 1979 (No. 152), and the Prevention of Major Industrial Accidents Convention, 1993 (No. 174). In Jordan, there were two ratifications: the Merchant Shipping (Minimum Standards) Convention, 1976 (No. 147), and the Seafarers' Identity Documents Convention (Revised), 2003 (No. 185). The Syrian Arab Republic recently ratified the Chemicals Convention, 1990 (No. 170).

51. Increased technical assistance has yielded notable results in the field of labour legislation relating to fundamental principles and rights at work. Newly formulated labour codes have been devised in Iraq, Qatar, Syrian Arab Republic and the United Arab Emirates. In

Kuwait, the Parliament has recently issued draft legislation giving women the right to vote. The programme of technical cooperation for reconstruction in Iraq included the development of a draft labour code which took into account ratified Conventions and fundamental principles and rights at work.

52. The political, economic and social role of women in society is being addressed through the ILO work programme in the Arab States. During the period under review, several Arab countries have elected women into parliament and governments. Human rights and women's empowerment have dominated the political agenda of certain countries. To a great extent, this is seen as a response to the opportunities and challenges of globalization through equality and a voice in the world of work. One ILO project implemented in this framework entitled "Strengthening the national machinery of women's advancement in Yemen", established a Directorate-General of Working Women to promote a gender and decent work agenda, and to advocate gender mainstreaming within public institutions. Training activities targeting women workers were extensively undertaken in the region.
53. In Yemen and Lebanon, the IPEC programme helped develop national policy and programme frameworks to combat child labour. A second phase of these national projects was recently launched and will constitute a platform for launching a time-bound programme for the elimination of child labour, the first in the Arab region. Jordan also launched an IPEC programme focusing on awareness raising, capacity building, and legislative reform at the national level. It is also encouraging to note that Oman and the United Arab Emirates are taking the necessary steps to eliminate child exploitation, particularly the trafficking of children as camel jockeys.
54. With ILO technical assistance, several Arab countries have undertaken employment policy reviews, ensuring they conform with international labour standards and fundamental principles and rights at work. The Yemeni tripartite partners endorsed the National Employment Agenda for Yemen together with a DWCP defined in line with the agreed country needs and priorities for technical cooperation. The ILO is implementing the capacity-building initiatives taken by the Ministry of Labour in Jordan with a view to generating employment and reducing poverty at the national level. Two initiatives were launched for the assessment and review of the regulatory and legislative framework for small and medium-sized enterprises in Lebanon and Saudi Arabia in collaboration with the employers' organizations.
55. A series of policy recommendations proposed by ILO multidisciplinary missions to Oman were well received by the national authority. Based on requests made by the Omani Government, the ILO provided further assistance in drawing up proposals on employment and skills development policies to be implemented with the full participation of the national stakeholders. A training centre targeting the handicraft sector was established in Jordan and is currently providing training to young women in the Arab region. A similar programme is being formulated for Lebanon. Community-based rehabilitation services were provided to countries of the region in order to generate greater employment opportunities for disabled people. Such programmes were implemented in Jordan and Oman, and vocational rehabilitation centres are currently operational in Nablus and Hebron in the occupied Arab territories.
56. An inter-agency United Nations initiative was launched for employment creation and income generation for agro-industries in south Lebanon, with a view to generating new socio-economic opportunities. This initiative illustrated the capacity of the United Nations agencies to work together to deliver effective technical assistance in a crisis-affected area. Expand Your Business (EYB) packages were adapted to the national context in Jordan, and are being pilot-tested in various countries. Some countries have expressed interest in promoting the role of small and medium-sized enterprises in their policy for the

employment of nationals. This has been particularly highlighted in the ILO “Subregional Seminar on Small Enterprise Development in the GCC States”, in which participating countries agreed on the importance of formulating policies that are conducive to SME development and stressed the need to include entrepreneurship at all educational levels.

57. Another ILO initiative involving the United Nations system and the international community was the International Employment Conference “Jobs for the Future of Iraq” held in Jordan in December 2004. The Conference adopted a declaration, as well as an action plan, which is presently being implemented through a range of technical advisory services and capacity-building activities. A capacity-building programme focusing on technical vocational and employment training was launched in Iraq in 2004.
58. In the occupied Arab territories and with financing from the ILO, the Palestinian Fund for Employment and Social Protection (the Fund) is now fully operational and under the management of the Palestinian Authority’s Board of Directors. Currently, three projects are being implemented within the framework of the Fund, including: “Support for Palestinian small and medium enterprise development: Emergency assistance to EMPRETEC Palestine”, “Emergency assistance to employment generation – Job placement programme”, and “Vocational graduates job placement”. The Fund is expected to respond to the growing emergency employment and employability needs of the Palestinian people.
59. A labour market information system was established within the Ministry of Labour of the Palestinian Authority to monitor the labour market and efficiently administer the unemployment benefit programmes, with Palestinians benefiting from ILO-funded training centres primarily targeting women and youth. ILO assistance was also provided to Yemen, Bahrain and Lebanon to improve labour market information systems. The ILO is also assisting with the development of a regional Arab labour market information database currently together with the United Nations Economic and Social Commission for Western Asia (ESCWA). Subregional capacity building in labour market information generation, dissemination and analysis will complement this initiative in 2005.
60. During the period under review technical assistance in the field of social security was provided in Bahrain, Iraq, Jordan, Lebanon, the occupied Arab territories and Yemen. The Lebanese Government is taking further steps to restructure its social security schemes; the Iraqi social security law is currently under review; a social security inquiry examining existing formal social protection schemes, a social public expenditure review, and community-based services in the formal sector is currently under way in Yemen; and technical assistance is being provided to Bahrain in the drafting of legislation on unemployment insurance.
61. ILO codes of practice, tools and documents have been used in Lebanon and the Syrian Arab Republic for the revision and creation of national legislation and programmes on occupational safety and health. The ILO also coordinated a programme for establishing regional occupational safety and health information centres with the Occupational Safety and Health Institute in the Syrian Arab Republic. The centres were developed with the aim of linking them to regional networks and a global information exchange system that could serve as the backbone for a global hazard alert system.
62. The ILO provided assistance in promoting social dialogue, as well as in strengthening the capacities of workers’ and employers’ organizations in countries of the region. In Yemen, a project aimed at promoting social dialogue, including the theme of gender mainstreaming was launched. Another project was launched in Jordan to strengthen the social dialogue process, the legal framework, and the capacities of institutions at national, sectoral and enterprise levels. In Jordan and Yemen, permanent employer and worker committees were

established to ensure continued social dialogue, with a balanced representation of social partners, on national development policies and programmes. Within the framework of the decent work pilot programme in Bahrain, efforts are under way to promote dialogue among the social partners on critical national issues related to labour market reform, the new labour law, wage policy, employment policies, social security systems, and economic reforms. At the subregional level, the executive bureau of countries of the Gulf Cooperation Council (GCC) committed to cooperate with the ILO in integrating institutional capacity building for effective social dialogue into their policy agenda, with full recognition of the need to support the roles of employers' and workers' organizations.

63. A small business advocacy, training and demand-driven services unit was established in the Federation of Palestinian Chambers of Commerce, Industry and Agriculture to promote entrepreneurship and reduce the soaring rate of unemployment. Employers' organizations in Kuwait, Oman, Qatar, Saudi Arabia and the United Arab Emirates have also taken progressive steps to create new support service units to improve and diversify existing training centres or facilities to provide advisory and training services to small and medium-sized enterprises. The representation of employers' organizations was extended to businesswomen in Oman, Qatar and the Syrian Arab Republic.
64. Following policy reforms, new women's committees were established in trade union organizations in Jordan, Kuwait, Saudi Arabia, Syrian Arab Republic and Yemen. Progress was made in amending labour laws to enable the establishment of workers' organizations in Bahrain, Saudi Arabia and the United Arab Emirates. The region also witnessed an increased number of collective agreements with trade unions, in particular in Yemen where a workers' education project is ongoing. In the occupied Arab territories, the ILO is implementing another workers' education project aimed at assisting trade unions in consolidating their structures and strengthening their capacities.

Lessons learned

65. (i) In order to ensure political support and programme sustainability, partnership with international, regional and local organizations should be strengthened. Particular attention should be paid to strengthening collaboration with the United Nations system, the World Bank, and the European Union. The promotion of social dialogue has also served to mobilize constituents and other national partners in developing and planning technical cooperation activities.
- (ii) Social partners need to be part of capacity-building initiatives designed to enable them to play a more effective role in policy-making and in influencing the national development agenda.
- (iii) In crisis situations, where immediate response is crucial, the ability to rapidly mobilize internal and external resources for unanticipated work is a major factor in determining the effectiveness and relevance of the ILO in post-crisis situations. Given its flexibility, the allocation of special resources has proved to be particularly useful in allowing the ILO not only to adapt to unexpected developments in the region and to the rapidly changing governments, but also to link up with development partners.

New developments and outlook for the future

66. (i) With a rising rate of ratification of international labour standards by countries of the region, legal reforms are pressing, and ILO technical assistance needs to focus on ensuring that national legislations and labour codes are in line with international labour standards and fundamental principles and rights at work.

(ii) A considerable challenge to most Arab countries is employment, and particularly youth employment. There is high demand for technical assistance on policy formulation and development of national action plans. Interest has been expressed, both at the country and regional levels, in the establishment of a youth employment network.

(iii) Member States also consider that social security should be given priority, particularly in view of the growth of the informal economy. In the Arab region, the prevalence of migrant workers in labour-receiving countries deserves special attention. In this respect, the ILO should focus on the development of sound migration policies, and the management and administration of migrant workers.

(iv) Several recent developments may have important implications for the future programme of the ILO, especially the need to focus on human rights-based approaches and democratization of employers' and workers' organizations and social dialogue. These developments include movement towards a democratization process (for example elections in Iraq, Lebanon, Saudi Arabia and the occupied Arab territories, legislative changes in Oman and Kuwait, and the formulation of human rights commissions in Qatar and the Syrian Arab Republic).

(v) The security situation in some countries of the region (particularly Iraq and the occupied Arab territories) presents a major challenge to project implementation.

D. Asia and the Pacific

Results of technical cooperation programmes and projects

- 67.** Technical assistance was provided to help member States, among other objectives, take steps that would allow them to ratify the fundamental Conventions. To prepare for the ratification of forced labour Conventions (No. 29 and No. 105) in Mongolia, the ILO conducted a forced labour assessment. The Conventions were subsequently ratified in March 2005.
- 68.** IPEC remains the largest technical cooperation programme in the region. Action against child labour, including in its worst forms, is being taken in Bangladesh, Cambodia, China, India, Indonesia, Lao People's Democratic Republic, Mongolia, Nepal, Pakistan, Philippines, Sri Lanka, Thailand and Viet Nam. The Lao People's Democratic Republic ratified both Convention No. 138 and No. 182 in June 2005. Thailand ratified Convention No. 138 in May 2004. The ratification of Convention No. 138 is anticipated in Pakistan. IPEC's child labour and child trafficking work in Cambodia received special recognition from the Government of Cambodia which awarded ILO specialists with a nation-building gold medal and certificate.
- 69.** The ILO has also been conducting research, awareness raising and advocacy to promote better understanding and implementation of core labour standards. In response to the request of the ASEAN Senior Labour Officials Meeting (SLOM) in May 2003, the ILO prepared an information note on ASEAN member States and international labour standards. This served both as a discussion opener at the ASEAN SLOM in May 2004 and as a basis for further consideration of the ratification of fundamental Conventions.
- 70.** A labour law network, financed by the Government of Japan, helped promote research and education on international labour standards and the ILO's fundamental principles among academics, judges, lawyers and parliamentarians in Asia. The network was strengthened through a series of national seminars to share experiences and good practices.

71. The China Employment Forum held in Beijing in April 2004 endorsed the centrality of the ILO's Global Employment Agenda. It emphasized employment as the key to livelihood and to sustained economic development and higher living standards. The Forum also highlighted the need to stimulate economic growth and improve labour markets with a view to expanding employment opportunities and enhancing employment quality.
72. In those countries where the PRSP process has taken place, such as Bangladesh, Cambodia, Indonesia, Lao People's Democratic Republic, Mongolia, Nepal, Pakistan, Sri Lanka and Viet Nam, the ILO has made technical contributions and promoted an integrated agenda for creating decent jobs.
73. In the informal economy, ILO programmes aimed at promoting decent employment especially among poor women workers. In the Philippines, ILO support has resulted in enhanced capacity of local government units to address informal economy concerns. In Cambodia, Mongolia and Thailand, the ILO has enhanced representation, voice, as well as market access of workers in the informal economy. Communities in Cambodia and Viet Nam have been supported in finding equal employment opportunities for women in their fight against poverty. In January 2005, the ILO was awarded a medal by the Viet Nam Women's Union in recognition of the ILO's contribution in promoting gender equality in the world of work.
74. A concerted effort has already been made to improve labour statistics and labour market information for the region. The ILO will publish an annual series of labour and social trends in Asia and the Pacific. A pilot project to improve data on 23 decent work indicators has also been launched.
75. Assistance was provided to Indonesia, Islamic Republic of Iran and Sri Lanka to develop national plans of action on youth employment. Indonesia launched its Youth Employment Action Plan in 2004. The technical cooperation project on youth employment, covering Indonesia, Sri Lanka and Viet Nam, provides a range of technical assistance, including a Start Your Business (SYB) programme and translation of other materials for use in vocational secondary schools.
76. Assistance was provided to constituents in developing new techniques for delivering skills training, especially for those in the informal economy and the poor and socially excluded. In India, vocational training services have been extended to poor women in urban slums. Institutional networking in technical and vocational education and training continued through the ILO Asian and Pacific Skills Development Programme (APSDEP).
77. The ILO is committed to promoting rights, training and employment access for people with disabilities. Mainstreamed projects now ensure that beneficiaries include people with disabilities. One such project on poverty alleviation in Cambodia was able to successfully increase the earning capacities and well-being of people with disabilities.
78. Policy advice and direct assistance was provided in response to various crisis situations. In the Solomon Islands, for example, a project introduced labour-based and employment-intensive approaches for community infrastructure rehabilitation. In response to earthquake and tsunami disasters in India, Indonesia, Sri Lanka and Thailand, the ILO has responded to labour market, employment and social protection needs; ILO projects, with contributions from a large number of donors and the United Nations Development Programme (UNDP), are now under way in the affected communities with the aim of helping restore the employment and livelihoods of people affected by the disaster. The ILO's input has been guided by standards and fundamental principles and rights at work in various ways, including early attention to the vulnerability of the affected population to child labour, discrimination and trafficking. In each country, ILO interventions are being

coordinated with the work of the local United Nations country team, as well as with other international and local organizations.

79. In Cambodia, Malaysia and Thailand, ILO technical assistance led to extended social security coverage in the formal sector. For informal economy workers, the ILO/STEP programme assessed the possibilities of providing micro health insurance schemes in Bangladesh, Nepal and the Philippines.
80. At the workplace level, the ILO's *Guidelines on Occupational Safety and Health Management Systems (ILO-OSH 2001)* have been playing an increasingly important role in helping workplaces to establish sustainable occupational safety and health (OSH) systems. Noteworthy successes are the Work Improvement in Neighbourhood Development Programme (WIND) and the Work Improvement in Small Enterprises (WISE) programme in Cambodia, Lao People's Democratic Republic, Mongolia, Thailand and Viet Nam.
81. The innovative Factory Improvement Programme (FIP) in Sri Lanka has been replicated in Viet Nam. Links between good management practices and good labour practices were highlighted under the FIP which covered essential topics such as productivity and quality, together with labour-related topics such as social dialogue, workers' rights, discrimination and safety and health.
82. The ILO's work on the fight against HIV/AIDS in the workplace and protection of rights of workers living with HIV/AIDS has been recognized in the region. The code of practice on HIV/AIDS has been translated into national languages and used as a guiding principle for workplace policy in Bangladesh, India, Indonesia, Nepal, Pakistan and Thailand. Thailand has adopted a national code of practice and developed a self-help handbook for managers on how to respond to HIV/AIDS. The regional project involving the private sector in the fight against HIV/AIDS has mobilized support from multinational companies and their supply chains to undertake training of trainers and company peer education.
83. ILO projects in Indonesia have encouraged the national police to initiate dialogue with industrial relations actors at different levels within the country. In Nepal, ILO efforts to promote social dialogue and tripartism have resulted in provisions on tripartism in the Labour Act. In the Philippines, tripartite social dialogue resulted in a social accord by the Government, major business organizations and prominent trade unions to address current economic and financial problems.
84. In Cambodia and India the ILO's technical cooperation programme provides assistance in strengthening labour administration and industrial relations systems. In India, the creation of *Lok Adalats* (people's courts) was introduced as an alternative dispute settlement system to achieve speedy settlement of cases and a reduction of the waiting period. A significant impact following the establishment of the Arbitration Council in Cambodia is reflected in the recent statistics from the Garment Manufacturers' Association of Cambodia (GMAC) which show a decrease in the number of strikes in the sector by 46.2 per cent. ILO intervention in Bangladesh has been instrumental in the unanimous adoption of the "EPZ Trade Union and Industrial Relations Bill, 2004", which will allow trade union rights in EPZs from 1 November 2006.

Lessons learned

85. (i) It is important to continue mainstreaming child labour concerns into national development frameworks, including PRSPs, Education For All (EFA) and MDGs. Community involvement in all stages of programme implementation is a key factor to success and impact on child labour elimination. Regarding the PRSP process, while impact

at policy formulation level has clearly been achieved, translating policy into implementation and monitoring remains a challenge.

(ii) It is important to ensure linkages between efforts to promote decent and productive work for young people and efforts to combat child labour.

(iii) In crisis situations, the ILO should work alongside humanitarian and relief organizations during the emergency phase to influence the overall recovery phase.

(iv) Social protection initiatives need complementarities between formal systems and community-based schemes.

(v) In the fight against HIV/AIDS through the world of work the ILO and its constituents can benefit from partnerships with others who can help to advance this objective.

(vi) Independent and strong tripartite constituents are vital for the development and improvement of social dialogue and industrial relations.

(vii) Increasing recognition of the urgent need to allow greater scope for workers' voice and representation in EPZs.

(viii) There is a need to work at both national and enterprise levels to ensure that macro policies and mechanisms can be translated into effective workplace bipartite dialogue.

New developments and outlook for the future

86. (i) The ILO needs to help strengthen labour-management relations at the workplace in order to improve the observance of core labour standards and working conditions.

(ii) Further assistance should be given to promote the ratification of core and priority Conventions.

(iii) Increasing need to combine sectoral, thematic and country-based approaches in the implementation of fundamental principles and rights at work.

(iv) Partnership with Japan and the Republic of Korea to support technical cooperation in the area of skills and employability will continue and efforts will be made to mobilize resources from other donors.

(v) Child labour and youth employment issues are likely to continue as key priorities in the region. There is urgent need to promote better functioning of labour markets that would help reorient the demand for labour away from children and towards youth.

(vi) Broadening of the legal framework focusing on extension of social protection for informal economy workers.

(vii) Strengthening of institutional structures and mechanisms of both sending and receiving countries of migrant workers as well as expansion of labour protection initiatives in subregional and interregional migration flows will become key regional priority.

(viii) Increasing requests by social partners on strategic planning including macroeconomic issues, impact of globalization, expanding representation and addressing the needs of informal economy workers, migrants, and women workers.

(ix) Interlinked issues such as child labour, HIV/AIDS, migration and working conditions will become increasingly important in broadening social partners' agendas.

(x) The need to increase attractiveness for foreign investors and to cope with a rapidly growing private sector is a key factor underlining the importance of sound and effective industrial relations.

(xi) Productivity, job quality and workplace relations will continue to be key areas for policy dialogue and action at national and enterprise level.

E. Europe

Results of technical cooperation programmes and projects

- 87.** National employment strategies and action plans (the National Employment Strategy (NES) for Azerbaijan has been adopted by the Council of Ministers and for Kazakhstan and Kyrgyzstan by the Prime Minister) have been adopted while regional strategies for pilot regions have been formulated and implemented with ILO technical assistance. In the implementation of the NES in Azerbaijan, the ILO evaluated and provided assistance with a view to improving the vocational training system, small business promotion policy and social protection in relation to employment.
- 88.** As follow-up action to the formulation of regional employment strategies, a range of practical pilot activities at the regional level have been successfully launched with a view to assisting in their implementation. Examples include: an environment study for establishment of SMEs in one region of Kyrgyzstan; employment-intensive road reconstruction and rehabilitation works in one region of Azerbaijan; training for rural economic empowerment in one region of Armenia; and assistance in establishing production cooperation between textile producers in the region of Lodz, Poland and investors in the Veneto region in Italy and the East Midlands region in the United Kingdom.
- 89.** In the framework of the NES, the Youth Employment Network initiative in Azerbaijan was successfully supported by the development of a youth employment action plan. The ILO school-to-work transition surveys have provided a knowledge base for formulating youth employment policies in Armenia, Azerbaijan and Kyrgyzstan.
- 90.** The ILO, in cooperation with the Council of Europe, provided strategic guidance and support in improving national employment policies and public employment services in the Stability Pact countries of South Eastern Europe within the Initiative on Cooperation on Employment (the so-called Bucharest Process). Assistance has, so far, been provided to Albania, Croatia, Republic of Moldova and Serbia and Montenegro; the other Stability Pact countries will follow.
- 91.** ILO assistance has helped improve national SME development policies, introduce the Know About Business (KAB) training package into the curricula of vocational schools and training centres, train young people in entrepreneurship and support their business start-ups and expansion in the CIS countries. This has translated into a greater and wider impact of ILO activities on youth entrepreneurship, youth business awareness, and promotion of self-employment as a career option for the young.
- 92.** ILO assistance has also led to amendments to national legislation and significant improvement in national OSH systems in the majority of CIS countries covered by the Moscow Office. In Bulgaria, the capacity to provide external OSH services to its members was developed in a pilot project for the Stara Zagora branch of the Bulgarian Industrialists' Association. The Association has since doubled its staff and multiplied its members using

its OSH services. ILO assistance has also strongly contributed to the creation and strengthening of the National Labour Inspection of Armenia and Serbia and Montenegro.

- 93.** ILO assistance has contributed to the design and adoption of the country migration concepts in the CIS countries; this is important for preparing labour migration legislation and policies. Awareness-raising campaigns to combat human trafficking and forced labour have led to the formulation and implementation of national legislation and migration policies.
- 94.** National action plans on HIV/AIDS and the world of work have been formulated in Kazakhstan, Kyrgyzstan and the Russian Federation. In line with the action plans, awareness-raising campaigns have been launched in these countries as well as in Armenia and Azerbaijan. A binding tripartite agreement on activities connected with HIV/AIDS prevention has been concluded in the Russian Federation. A model on the socio-economic consequences of HIV/AIDS for Ukraine has been developed.
- 95.** ILO assistance has helped to improve good governance in managing social security schemes, through capacity building of staff with a view to providing more efficient services to their clients. Focus in the new EU member countries has mainly been on pension financing and collection of contributions, while in the Stability Pact countries it has been on social services delivery.
- 96.** ILO assistance has led to the strengthening of the independent trade union movement in particular in Bulgaria, Romania and Serbia and Montenegro. It has increased the role of women in collective bargaining and trade union activity at all levels, resulting in the appointment of more women at high-level positions in trade unions. The ILO has helped trade union centres to unite, and to increase in strength and professionalism.
- 97.** The ILO has helped to develop stronger independent employers' associations, to establish legal recognition, building up a membership clientele and setting up new services (Bulgaria).
- 98.** On the basis of ILO assistance, employers' organizations, in a number of countries, managed to integrate gender concerns in programmes promoting entrepreneurship as well as providing business support services for women entrepreneurs.
- 99.** On the advice of the ILO, national labour codes and employment legislation in the CIS countries have been significantly amended. ILO comments, based on international labour standards and EC law, have been included in many articles on labour legislation recently drafted/subsequently adopted in Bulgaria, Romania, Serbia and Montenegro and Ukraine. The ILO provided special assistance to the formulation of an anti-discrimination law in Bulgaria.
- 100.** With ILO assistance, national and regional authorities have developed and implemented policies in Albania, Republic of Moldova, Romania, Russian Federation and Ukraine. which combat the worst forms of child labour and help working street children return to school.
- 101.** ILO advocacy and knowledge transfer has led to a greater and more influential involvement of social partners in drafting labour legislation and shaping employment policies and pension reforms in Serbia and Montenegro. Key Conventions, such as Convention No. 144, have been ratified by The former Yugoslav Republic of Macedonia and Serbia and Montenegro.

- 102.** The ILO has helped set up new institutions or systems which had not existed in the past and which are of special relevance to countries aspiring to EU membership as well as for post-conflict Balkan societies (Albania, Bosnia and Herzegovina, Bulgaria, Romania, Serbia and Montenegro) such as: tripartite labour tribunals, institutes for labour dispute settlement, tripartite economic and social councils, and wage guarantee funds (Ukraine).
- 103.** The gender strategy of the Russian Federation has been adopted and implemented with ILO assistance. National gender strategies have been adopted in Kazakhstan and Kyrgyzstan.
- 104.** The decent work indicators pilot survey has been implemented in Kazakhstan, one of the decent work pilot countries, permitting capacity building beyond traditional tripartite structures to the State Statistical Agency (SSA). The SSA is now equipped with the relevant know-how on the organization of larger national-scale decent work surveys which could be funded from national budget resources.
- 105.** In Romania, an adequate framework for microfinance activities has been put in place since the social finance project was implemented, and the importance of financial support for self-employment was acknowledged by the Government. Serbian railways will put in place financial support for its redundant workers. In Serbia and Montenegro, financial support and the recommendations made by the social finance project are integrated in the national action plan for SME development of the Ministry of Economy.
- 106.** In southern Serbia and Montenegro, two local economic development agencies (LEDAs) were set up, and a total of some 100 new jobs will be established when the LED projects are fully operational later this year. The reconciliation process and economic potential of the region have improved through strengthening the social dialogue and promoting the growth-oriented and competitive small and medium-sized enterprises by LEDAs in the Jablanica and Peinjski district.

Lessons learned

- 107.** (i) The continuity of technical cooperation activities, the overall success of technical cooperation projects and ILO assistance in general depend to a large extent on the ILO's presence in the country. The presence of an ILO office or a national correspondent in the country would assure that direct contact with the government and the social partners as well as local experts working on projects is guaranteed. In this way, problems which may arise can be promptly dealt with and constituents' priorities and concerns can be better reflected in project activities to further stimulate their interest and commitment. As national correspondents have proven to be highly cost-effective, EUROPE has appointed correspondents in Armenia and the Republic of Moldova.
- (ii) To achieve impact and sustainable outcomes, it is vital to establish ownership amongst the constituents. This implies involving them in priority-setting, implementation of activities, and monitoring of results. It also implies that constituents recognize their commitment, share responsibilities and become actively involved in follow-up to ILO assistance. Making use of cooperation agreements to promote decent work provides a useful framework to overcome these different constraints. Setting up networks with trained government officials or representatives of the social partners (such as the network of experts in labour law and labour relations) has proved successful in this regard.
- (iii) An integrated approach combining, for example, job creation through small business development with local economic development, improvement of working conditions and gender issues, shows the best results in terms of employment performance in general, higher employment of women and youth in particular, and better employment quality

generally. It also improves the cost-effectiveness of the limited human and financial resources available for the projects.

(iv) Multidisciplinary approaches (a principle underlying the structure of the subregional offices) have led to better responses to complex problems, such as the introduction of the debate on flexibility versus social protection in the labour market with the tripartite constituents, or addressing the needs of better access to the labour market for persons with disabilities in the context of disability pensions and vocational rehabilitation systems or integrated labour inspection.

(v) In order to achieve sustainable results, technical cooperation projects should be of several years' duration and the country should be encouraged to increasingly invest its own resources into the institutions, policies and activities established by technical cooperation projects. A good example of a multi-year project is the United States-funded Declaration project being implemented in the Ukraine in 2001 which will be funded by Germany in 2006-07.

(vi) The combination of providing knowledge and skills in specific technical areas for social partner organizations has proved to be efficient in strengthening their influence in shaping national policy reforms, e.g. occupational safety and health, pension reforms, drafting labour laws or employment policies.

(vii) The topics of the informal economy and youth employment are highly relevant in the CIS countries and "desired" by both national and international counterparts. National authorities in some CIS countries have established various governmental committees to measure the informal economy and its gradual formalization. In the Republic of Moldova, the trade unions adopted action plans to strengthen their representation in the informal economy in the agriculture and transport sectors. ILO activities in the informal economy, therefore, have been widely welcomed and supported by both the national and international communities. They include issues such as support to small business development, training and local economic development approaches related to community-based methodologies, community-based training, etc.

(viii) The ILO's readily available in-house technical expertise has largely facilitated the successful work undertaken on national employment frameworks. Project activities have benefited from timely and highly qualified interventions by technical specialists from both headquarters and the field, giving the ILO an advantage over some international organizations (Technical Assistance to the Commonwealth of Independent States (TACIS), etc.) which have been implementing projects in the field relying more or less exclusively on externally hired short-term technical consultants.

(ix) Operational projects targeting countries' and constituents' needs are better managed from the field, with technical support from headquarters units. Projects managed directly from headquarters may experience confusion with regard to responsibilities; they are more time-consuming and thus more costly. Decentralization must continue.

(x) A small regional office (3 Professionals; 3.5 General Service staff), working closely with headquarters units, and decentralizing responsibilities to the subregional offices and ILO Ankara has proven to be cost-effective in view of the overall budget available for the region.

New developments and the future outlook

- 108.** (i) A milestone for making the ILO's achievements visible was the Seventh European Regional Meeting in Budapest (February 2005). The constituents' conclusions set the

following priorities for future cooperation: combating youth unemployment, addressing the challenge of ageing societies and impact on pension financing, finding ways of combining flexibility of the labour market with reasonable employment and income protection for workers, managing migration, promoting equality and rights at work, reconciliation of work and family life, strengthening of labour administration, stimulation of employment and entrepreneurship, strengthening of social dialogue, tripartism and freedom of association. These themes will orient the ILO's work in the coming years.

(ii) A large volume of extra-budgetary technical cooperation resources continues to be essential for the region, in order to respond to the needs and demands of constituents. For the ILO, technical cooperation is one of the ILO's major means of action. Extra-budgetary technical cooperation allows for the provision of substantive technical assistance at the country level. This would not be possible with RB and RBTC funds only.

(iii) Strengthening the integration of the social partners into the formulation, implementation and monitoring of employment and labour policies at the national level will contribute to strengthening transparent and democratic structures in the social and economic fields.

(iv) An important tool for the future is the DWCP, which is based on decent work as a national goal, where strategic planning is used with the tripartite constituents allowing a comprehensive and coherent policy approach, greater transparency and efficiency of resource allocation (both multi-bilateral technical cooperation funds and RB), as well as monitoring and evaluation of impacts achieved. It would be worthwhile examining the feasibility of a donor country funding a DWCP.

(v) A more innovative resource mobilization strategy will be used in order to maintain and further expand the level of technical assistance at the country level. To this end ILO staff, in particular senior specialists and experts, should be better prepared to draft project proposals, manage technical cooperation projects and evaluate their impact. Greater service from CODEV will be required in this regard, including detailed and timely orientation concerning donor priorities and formats of cooperation. ILO offices in donor countries, especially the Brussels Liaison Office with the EU, also have an important role to play in this context.

(vi) The process of decentralization of technical cooperation projects will continue, alongside capacity building at the field office level, while headquarters units will provide analytical background and technical support.

(vii) A high priority for the future, specifically for SRO-Budapest and ILO Ankara, is to offer continued technical support to governments and the social partners in the EU accession process.

(viii) Contacts and cooperation with the World Bank and UNDP should be strengthened: at regional, subregional and country level; with the EU units in Brussels and their delegations in the countries; with the Stability Pact and Initiatives for Social Cohesion for South-East Europe; with the other members of the United Nations family.

F. Some common issues emerging from the regional presentations

109. The preceding sections have shown the rich variety of ILO technical cooperation activities across the regions, reflecting the diverse challenges faced by constituents. While the ILO has sought to respond effectively by tailoring interventions to meet the needs of its constituents, the technical cooperation strategy continues to evolve with respect to

achieving greater focus and emphasizing relevance, sustainability and impact. The cross-regional overview points to some common issues with important implications for managing the ILO's technical programme in the years to come.

- 110.** First, the presentations show that a sound technical cooperation programme must be based on effective tripartite participation and social dialogue. The promotion of tripartism and social dialogue permeates all regional programmes and has many dimensions. The review underscores the importance of effective involvement of constituents at all stages, from needs identification to programme development and implementation, to ensure project relevance and achievement of outcomes. Substantively, much of the ILO's work with the social partners has aimed to strengthen their capacity to analyse specific development challenges in the context of globalization and sectoral and enterprise restructuring. In the regional presentations it is evident that the technical cooperation programme was helpful in allowing social partners to participate more effectively in national dialogues and processes on those strategic issues. Such work needs to be strengthened. In this way technical cooperation is also instrumental in achieving greater ILO influence in shaping national and international policies and programmes that deliver and support decent work.
- 111.** Technical cooperation support for social dialogue and tripartism was also an important complement to initiatives to influence PRSPs. The technical cooperation programme has helped to ensure the effective participation of the social partners in the PRSP process enabling them to sensitize other development partners to their concerns. In many countries, the ILO's technical cooperation programme on the promotion of social dialogue and the strengthening of tripartite machinery and national legislation also effectively facilitated transition and democratic processes.
- 112.** Secondly, the technical cooperation programme provides increasing support for the ratification and application of international labour standards in the context of the integrated approach of the Decent Work Agenda and it is expected that this trend will continue. The ILO was called upon to assist member States in the revision of labour codes and other elements of national legislation to bring them into line with international norms. The programme for promoting tripartism and social dialogue served to build both commitment and capacity of constituents thereby creating a conducive environment and impetus for ratifications and application. IPEC is an outstanding example to demonstrate the supporting role of technical cooperation programmes in the ratification and application of Conventions Nos. 138 and 182. It also illustrates the importance of an integrated approach combining standards and fundamental principles and rights at work and employment with other dimensions such as occupational safety and health, labour inspection, social security and social dialogue.
- 113.** Thirdly, the regional overview also highlighted the ILO's work in rehabilitation and reconstruction in post-crisis situations. The ILO response in countries affected by the earthquake and tsunami, focusing strongly on employment and livelihoods, provides a good example of the relevance of the ILO in these situations. The ILO project on employment creation as part of major United Nations and international relief efforts in Iraq, and the ILO's work with former child soldiers are other examples.
- 114.** Fourth, the regional presentations refer to the increasing involvement of the ILO in PRSP processes, notably in Africa and Asia and to poverty reduction strategies in general. The ILO inputs at both policy and operational levels covered many technical fields. Such interventions have tended to focus on social protection and job creation for vulnerable groups and sectors, such as children, youth, women and the disabled and those working in the informal economy. It is expected that translating the Decent Work Agenda into operational strategies and programmes for poverty reduction will be a high priority in the years to come.

115. Fifth, the continuous expansion of the work of the ILO/AIDS programme reflects the growing awareness of the key role of the workplace – and consequently of the ILO and its constituents – in combating HIV/AIDS in and through the world of work.
116. Finally, all development partners have increasingly emphasized the importance of enhancing impact and ensuring the sustainability of technical cooperation activities. The lessons learned documented by the European region in particular, are instructive in this regard. They highlight the importance of process management to establish ownership, of integrated and multidisciplinary approaches to maximize impact, and the need to mobilize counterpart inputs during implementation to foster sustainability. The significance of a sound monitoring and evaluation system in effectively managing the ILO's technical cooperation programme is evident. The DWCPs, as an integral part of the results-based management system, incorporate these important elements. The development and implementation of DWCPs across the regions is expected to have far-reaching significance for the effectiveness, sustainability and impact of the ILO's technical cooperation programme

III. Resource mobilization strategy: Status of implementation

117. At its November 2004 session, the Governing Body requested the Office to implement a resource mobilization strategy as outlined in the report submitted to the Committee on Technical Cooperation, and to report regularly on the results achieved. What follows is a first progress report on the follow-up.
118. *Entering into partnership agreements with a growing number of donor agencies on the basis of multi-annual funding and decision-making mechanisms consistent with the ILO's own programming cycles and strategic priorities.* The ILO is in an advanced stage of negotiation for the renewal of its partnership programme with the United Kingdom (DFID), the Netherlands, France, Denmark and Norway. A one-year pilot partnership programme has been launched with Sweden, with the perspective of signing a larger four-year framework agreement in 2006. Negotiations have started with the Czech Republic with a view to developing a new multi-annual cooperation framework. Initial discussions have been held with Canada, Finland, Germany, Italy, Luxembourg, Republic of Korea, Portugal and Spain with a view to developing a longer term framework for cooperation with these donors. With the ILO's largest donor – USDOL – as well as with Belgium and Japan, there is no formal multi-annual framework. However, de facto, the quantitative and qualitative aspects of the partnership with the ILO have been relatively stable and predictable over the past years. In all cases, the ILO has proposed aligning the partnership programmes to the four-year Strategic Policy Framework cycle. However, it is not always possible to reconcile this with the donors' own budgeting cycles and administrative requirements.
119. *The implementation of the partnership agreement signed with the European Commission in 2004* has been challenging and the Office has been working closely with the Commission to identify the best ways of translating the agreement into operational collaboration at the country level. The agreement has promoted regular dialogue between the two institutions and has resulted in a substantial increase in the volume of funds approved by the Commission for ILO implementation through a variety of windows. Such cooperation is likely to become more systematic once the arrangements for operational collaboration are finalized.
120. *Public-private partnerships.* There is a need to design global thematic programmes, central to the Decent Work Agenda, and seek public-private funding for these. There is

considerable scope for direct funding from private enterprises, together with official aid agencies, in a number of areas. An example is the area of youth employment where such a formula has been elaborated and negotiated with a consortium of six Spanish multinationals and the Spanish aid agency benefiting disadvantaged youth in ten countries in the Americas region. Plans are under way to set up similar schemes benefiting other (sub)regions. A similar approach might be chosen for other central themes under the decent work paradigm.

- 121.** *Upgrading the capacity and commitment of ILO field offices to mobilize additional resources by negotiating with donor representatives at the local level.* The Partnership and Development Cooperation Department (PARDEV) has developed and disseminated guidelines on local resource mobilization and has provided guidance and advice to field offices on several fund-raising operations with local donor representatives. With DFID's support, a number of sensitization and training workshops have been implemented in the regions to link local resource mobilization to the development of DWCPs and the participation in national development frameworks. As a result, locally mobilized funds that represented some 15 per cent of the total in the period 2002-03, increased to 25 per cent in 2004 and are expected to increase further in 2005.
- 122.** *Streamlining the internal priority-setting and resource-allocation mechanism.* This recommendation is being gradually implemented as the negotiation or renewal of partnership agreements with different donors is concluded. A broad consensus has been built across the Office as to the need to improve and correct certain mechanisms of the early rounds of the TC-RAM process, while at the same time maintaining its emphasis on ensuring the relevance, effectiveness and transparency of project development, appraisal and selection.
- 123.** *Facilitating greater coordination among ILO donors by organizing periodic meetings with the donor community.* With DFID's support, an ILO donor workshop is being organized and scheduled to take place before the end of 2005 with a view to exchanging good practices and sharing the conclusions and recommendations of the recent evaluation of the partnership programmes with the United Kingdom and the Netherlands. This initial event is expected to trigger a process of harmonization of donor policies and practices vis-à-vis the ILO and enhance the policy dialogue between the ILO and its community of donors.
- 124.** *Supporting the development and submission of specific products and proposals tailored to employers' and workers' organizations and developing incentives for promoting tripartism across the technical cooperation programme.* Over the last year, ACTRAV and ACT/EMP have been systematically involved in the negotiation and review of donor programmes. In addition to supporting the submission of specific projects elaborated by ACTRAV and ACT/EMP and the employers' or workers' specialists in the field, the Office has sought to ensure that in the negotiation of new framework agreements with donors, resources be set aside to mainstream tripartism and the involvement of social partners across the programme. In addition, tripartism and relevance to the social partners has been introduced as one of the main criteria in the process of appraisal and selection of proposals for submission to donors.

IV. The ILO and recent developments in the United Nations system

- 125.** The process of reform of the United Nations system's operational activities for development accelerated in 2004-05, partly due to important changes in the international environment for development cooperation, and partly linked to and in continuation of the United Nations reform process initiated by the Secretary-General, Kofi Annan, in 1997.

- 126.** At the international level, the consensus emerging from the United Nations International Conference on Financing for Development in 2002 was confirmed at the High-Level Conference on Aid Effectiveness, held in Paris in early 2005. The Paris Declaration, adopted at the meeting, underlines the notion of a compact with mutual accountability between developing countries and donors for the effective utilization of aid resources through the creation of an enabling environment with increased accountability and transparency. The Declaration points to the necessity for donors to align their programmes with national strategic frameworks, and the leading role which governments must play in the coordination of aid. The high-level meeting also marks a distinct shift in the modalities of providing development assistance towards budget support and sector-wide approaches. The United Nations system, which is mainly concerned with technical assistance rather than financial transfers and investment projects, sees a distinct role for itself within this new paradigm, as a close partner working with national governments to help build their capacity to effectively lead the development planning process.
- 127.** Within the United Nations system, the series of reforms initiated by the Secretary-General, but also emerging from resolutions of the General Assembly, the Economic and Social Council, and discussions in the governing bodies of individual agencies, have been aimed at increasing coherence and unity of the operations of the diversified United Nations system. This has been in response to criticisms and concerns, expressed by both donor countries and recipients, that United Nations system operational activities appeared to be scattered over individual projects, managed by separate agencies, often competing and overlapping, poorly coordinated and with limited impact. Key elements in this direction have been the notion of a United Nations country team, with a United Nations Resident Coordinator as team leader, conceptually working within the framework provided by the Millennium Development Goals and more focused on common objectives.
- 128.** At the inter-agency level, the driving force behind these reforms has been the United Nations Development Group (UNDG), originally established by the United Nations Secretary-General as an executive committee of the United Nations funds and programmes concerned with development, as a means of forging greater operational unity, particularly at the country level. Over time, the UNDG has expanded to comprise all the major United Nations organizations and specialized agencies working in the development field, including the ILO.
- 129.** Within the UNDG and its inter-agency working groups and task forces, work has accelerated in recent years to develop common positions, guidelines and procedures across the whole range of operational aspects of managing development cooperation activities, from the programming arrangements to issues concerning simplification and harmonization of rules and procedures regarding procurement, contracting and common services. Among the most significant achievements have been agreements on the common ownership of the Resident Coordinator system, on its role and functioning, including development of an accountability framework for both the Resident Coordinator and other agency field office directors for the commonly agreed results and outcomes, and guidelines for a common programming framework: the Common Country Assessment (CCA) and the United Nations Development Assistance Framework (UNDAF), the CCA/UNDAF process, now being systematically applied across all countries.
- 130.** In its last triennial comprehensive policy review of operational activities for development during its fifty-ninth session in 2004, the United Nations General Assembly adopted an important resolution, No. 59/250, which gives further impetus to the thrust of previous reforms.
- 131.** To ensure policy coherence across the entire United Nations system, the resolution also calls for it to be brought to the attention of and discussed in the governing bodies of

individual United Nations agencies, and specifically requests these bodies to address the issues of funding, cost-effectiveness and efficiency and country-level capacity of field structures.

- 132.** The resolution sees the United Nations system as a unique resource for developing countries which should more effectively be made available to all developing countries, and geared to their achievement of the goals and commitments of the Millennium Declaration and the major international conferences. The activities of the United Nations system in individual countries should be more effectively and closely integrated with national plans and priorities and undertaken with the full participation of national authorities, under their leadership and participation.
- 133.** The resolution therefore stresses the full mobilization of the contributions of all entities of the United Nations system within a unified and country-led coordination framework, the CCA/UNDAF, which, in turn, should be aligned with national strategic plans and priorities, such as poverty reduction strategies, where they exist. While the CCA/UNDAF instrument has only been made mandatory through decisions of the executive boards of the United Nations funds and programmes, the resolution thus encourages all agencies to fully contribute to the CCA/UNDAF process and to orient their country-level activities within the agreed UNDAF outcomes. The recurrent message in the many detailed provisions of the resolution which deal with organizational and procedural issues is one of simplification and harmonization towards a more unified system, which focuses its attention on the specific development priorities of a given country and works more effectively together for common goals.
- 134.** The ILO is fully committed to United Nations system efforts to enhance effectiveness and coordination and is active in the relevant inter-agency committees and working groups. At the country level, the ILO, through its decentralized structures, participates fully in United Nations system coordination arrangements under the Resident Coordinator system, which, depending on the country situation, may allow the ILO to play a leading role in areas close to its mandate, for example chairing of a thematic working group. The new arrangements for closer coordination and common programming tools offer not only obvious advantages but also some challenges and constraints. Through effective participation in these arrangements, the ILO will aim not just to place the concerns of its constituents high on the agenda, including associating its constituents with the larger United Nations programme, but also to build partnerships and seek commitment from United Nations agency partners for the Decent Work Agenda. This is particularly important as the ILO is formulating integrated DWCPs, which should be seen as the ILO contribution to the UNDAF.
- 135.** It may be too early to fully gauge how these new, more centralized arrangements will affect conditions for managing the ILO's own technical cooperation programme. One obvious implication is that it will put the ILO's field-based structures to the test in terms of capacity, as they require intensive investments of time and resources across all developing countries. With the UNDAF focusing on a limited number of outcomes, the ILO should identify ways and means to ensure that its Decent Work Agenda receives adequate attention.
- 136.** This Agenda received support at the highest political level in September 2005 at the high-level plenary meeting of the General Assembly, which brought together over 150 Heads of State and Government. Paragraph 47 of the outcome resolution states:

Employment

We strongly support fair globalization and resolve to make the goals and productive employment and decent work for all, including for women, and young people, a central objective of our relevant national and international policies as well as our national

development strategies, including poverty reduction strategies, as part of our efforts to achieve the Millennium Development Goals. These measures should also encompass the elimination of the worst forms of child labour, as defined in the ILO Convention No. 182 and forced labour. We also resolve to ensure full respect for the fundamental principles and rights at work.

137. The outcome resolution also contains other references highlighting the importance of the ILO's mandate. This global commitment at the highest political level reflects worldwide support for the ILO's Decent Work Agenda as a whole. The ILO must now work to advance understanding of the significance of this statement, and in particular to ensure that full account is taken of it in efforts towards the internationally agreed development goals, including the Millennium Development Goals. Joint efforts by the ILO's tripartite constituency and the Office, targeted at building partnerships and coalitions with major development actors around the ILO strategic objectives, will be crucial in this regard. Success in building such partnerships and coalitions will be a major prerequisite of success in designing and implementing the DWCPs, and in ILO technical cooperation activities, including funding the ILO's operational programmes.

138. *The Committee on Technical Cooperation, having taken note of the analyses and information provided on the ILO's technical cooperation programme 2004-05 (GB.294/TC/1) may wish to invite the Governing Body to:*

- (a) invite the Director-General to actively encourage donors to increase extra-budgetary funding to complement the regular budget in support of the implementation of the Decent Work Agenda, and in particular to strengthen DWCPs in all regions through technical cooperation;*
- (b) further encourage the participation of tripartite constituents in technical cooperation programmes and activities;*
- (c) request the Office to continue its efforts to enhance coordination, efficiency and effectiveness of operational programmes by linking ILO DWCPs to the United Nations system and other multilateral development frameworks at country level (UNDAF, CCA, PRSPs, MDGs, etc.).*

Geneva, 18 October 2005.

Point for decision: Paragraph 138.

Appendix I

Expenditure on ILO technical cooperation programmes 2002-04 (excluding administrative expenditure) (in US\$'000)

A. By source of funding

| Source of funds | 2002 | | 2003 | | 2004 | | 2004/03 % change |
|---------------------------------------|---------|---------|---------|---------|---------|---------|---------------------|
| | US\$ | % share | US\$ | % share | US\$ | % share | |
| Extra-budgetary | | | | | | | |
| Multi-bilateral donor | 89 420 | 76.2 | 105 590 | 76.5 | 117 260 | 84.7 | 11.1 |
| Direct trust funds | 713 | 0.6 | 784 | 0.6 | 932 | 0.7 | 18.8 |
| Non-state actors ¹ | 1 531 | 1.3 | 1 918 | 1.4 | 1 443 | 1.0 | -24.8 |
| IFIs (banks) | 1 487 | 1.3 | 1 666 | 1.2 | 1 757 | 1.3 | 5.5 |
| United Nations | | | | | | | |
| UNDP | 8 480 | 7.2 | 6 672 | 4.8 | 2 222 | 1.6 | -66.7 |
| UNAIDS | 850 | 0.7 | 895 | 0.6 | 2 536 | 1.8 | 183.2 |
| UNFPA ² | 1 852 | 1.6 | 166 | 0.1 | | 0.0 | -100.0 |
| Other UN ³ | 2 662 | 2.3 | 1 735 | 1.3 | 1 792 | 1.3 | 3.3 |
| Subtotal United Nations | 13 843 | 11.8 | 9 468 | 6.9 | 6 550 | 4.7 | -30.8 |
| Other intergovernmental organizations | 543 | 0.5 | 255 | 0.2 | 1 305 | 0.9 | 411.5 |
| Total extra-budgetary | 107 537 | 91.6 | 119 681 | 86.7 | 129 246 | 93.4 | 8.0 |
| Regular budget (RBTC) | 9 846 | 8.4 | 18 300 | 13.3 | 9 124 | 6.6 | -50.1 |
| Total | 117 383 | 100.0 | 137 981 | 100.0 | 138 371 | 100.0 | 0.3 |

¹ Includes foundations, public institutions, social partners: trade unions, employers' associations, joint initiatives and private sector initiatives.

² United Nations Fund for Population Activities. ³ Includes UNCDF, UNDCP, UNESCO, UNHCR, UNHSF, UNIFEM, UNFIP, UNMIK, etc.

B. By geographical region

| Region | 2002 | | 2003 | | 2004 | | 2004/03 % change |
|-----------------------------------|---------|---------|---------|---------|---------|---------|---------------------|
| | US\$ | % share | US\$ | % share | US\$ | % share | |
| Africa | 27 911 | 23.8 | 32 246 | 23.4 | 31 686 | 22.9 | -1.7 |
| Asia and the Pacific ¹ | 26 699 | 22.7 | 30 938 | 22.4 | 33 515 | 24.2 | 8.3 |
| Americas | 19 726 | 16.8 | 24 013 | 17.4 | 26 705 | 19.3 | 11.2 |
| Arab States | 2 510 | 2.1 | 2 847 | 2.1 | 2 051 | 1.5 | -28.0 |
| Europe ² | 7 589 | 6.5 | 8 793 | 6.4 | 7 232 | 5.2 | -17.7 |
| Interregional and global | 32 948 | 28.1 | 39 143 | 28.4 | 37 182 | 26.9 | -5.0 |
| Total | 117 383 | 100.0 | 137 981 | 100.0 | 138 371 | 100.0 | 0.3 |

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

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

| Region | 2003 | | | | 2004 | | | |
|-----------------------------------|---------|---------|----------------------|--------------------|---------|---------|----------------------|--------------------|
| | Alloc. | Expend. | % share (expend.) | % delivery rate | Alloc. | Expend. | % share (expend.) | % delivery rate |
| Africa | 41 718 | 26 862 | 22.4 | 64.4 | 47 444 | 28 404 | 22.0 | 59.9 |
| Asia and the Pacific ¹ | 40 746 | 26 707 | 22.3 | 65.5 | 53 692 | 31 928 | 24.7 | 59.5 |
| Americas | 29 820 | 20 312 | 17.0 | 68.1 | 35 632 | 25 037 | 19.4 | 70.3 |
| Arab States | 2 904 | 1 613 | 1.3 | 55.5 | 2 690 | 1 496 | 1.2 | 55.6 |
| Europe ² | 9 416 | 7 808 | 6.5 | 82.9 | 9 752 | 6 917 | 5.4 | 70.9 |
| Interregional and global | 49 017 | 36 378 | 30.4 | 74.2 | 49 162 | 35 463 | 27.4 | 72.1 |
| Total | 173 621 | 119 681 | 100.0 | 68.9 | 198 371 | 129 246 | 100.0 | 65.2 |

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

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

| Field of activity | 2004 | | | |
|---|---------------|---------------|----------------------|--------------------|
| | Allocation | Expenditure | % share (expend.) | % delivery rate |
| Standards and fundamental principles and rights at work | | | | |
| International labour standards | | | | |
| Programme management | 391 | 213 | 0.2 | 54.4 |
| Social protection and labour conditions | 44 | 17 | 0.0 | 39.5 |
| Equality and employment | 691 | 378 | 0.3 | 54.7 |
| InFocus Programme on Promoting the Declaration | 11 771 | 7 628 | 5.9 | 64.8 |
| InFocus Programme on Child Labour | 77 485 | 50 493 | 39.1 | 65.2 |
| <i>Subtotal</i> | <i>90 383</i> | <i>58 730</i> | <i>45.4</i> | <i>65.0</i> |
| Employment | | | | |
| Executive director's office and common services | 569 | 289 | 0.2 | 50.8 |
| Employment strategy | 6 814 | 3 857 | 3.0 | 56.6 |
| Recovery and reconstruction | | | | |
| Programme management | 524 | 175 | 0.1 | 33.4 |
| Employment-intensive investment | 10 912 | 7 614 | 5.9 | 69.8 |
| InFocus Programme on Crisis Response and Reconstruction | 5 492 | 2 881 | 2.2 | 52.5 |
| InFocus Programme on Skills Knowledge and Employability | 7 905 | 5 150 | 4.0 | 65.1 |
| Job creation and enterprise development | | | | |
| Programme management | 579 | 329 | 0.3 | 56.9 |
| InFocus Programme on Boosting Employment through Small Enterprise Development | 12 346 | 8 895 | 6.9 | 72.1 |
| Cooperatives | 3 527 | 1 742 | 1.3 | 49.4 |
| Management and corporate citizenship | 2 745 | 1 392 | 1.1 | 50.7 |

| Field of activity | 2004 | | | |
|--|----------------|----------------|-------------------|-----------------|
| | Allocation | Expenditure | % share (expend.) | % delivery rate |
| Multinational enterprises | 1 477 | 934 | 0.7 | 63.3 |
| Social finance unit | 1 775 | 1 375 | 1.1 | 77.5 |
| <i>Subtotal</i> | <i>54 663</i> | <i>34 633</i> | <i>26.8</i> | <i>63.4</i> |
| Social protection | | | | |
| InFocus Programme on Socio-Economic Security | 1 174 | 940 | 0.7 | 80.0 |
| InFocus Programme on Safety and Health at Work and the Environment | 2 048 | 1 265 | 1.0 | 61.7 |
| Conditions of work and employment programme | 833 | 484 | 0.4 | 58.1 |
| International migration | 1 356 | 858 | 0.7 | 63.2 |
| International occupational safety and health information | 76 | 71 | 0.1 | 93.5 |
| ILO programme on HIV/AIDS and the world of work | 9 184 | 6 026 | 4.7 | 65.6 |
| Social security | 9 065 | 6 201 | 4.8 | 68.4 |
| <i>Subtotal</i> | <i>23 737</i> | <i>15 844</i> | <i>12.3</i> | <i>66.7</i> |
| Social dialogue | | | | |
| Executive director's office and common services | 254 | 159 | 0.1 | 62.8 |
| Employers' activities | 947 | 821 | 0.6 | 86.7 |
| Workers' activities | 3 655 | 2 024 | 1.6 | 55.4 |
| InFocus Programme on Social Dialogue, Labour Law and Labour Administration | 12 517 | 8 448 | 6.5 | 67.5 |
| Sectoral activities | 1 076 | 695 | 0.5 | 64.6 |
| <i>Subtotal</i> | <i>18 449</i> | <i>12 148</i> | <i>9.4</i> | <i>65.8</i> |
| Policy integration | | | | |
| Policy integration | 2 612 | 1 786 | 1.4 | 68.4 |
| National policy group | 442 | 347 | 0.3 | 78.6 |
| International policy group | 402 | 253 | 0.2 | 63.0 |
| Bureau of statistics | 114 | 59 | 0.0 | 51.5 |
| <i>Subtotal</i> | <i>3 571</i> | <i>2 445</i> | <i>1.9</i> | <i>68.5</i> |
| Cross-cutting activities | | | | |
| ILO Turin Centre | 954 | 838 | 0.6 | 87.8 |
| Communications | 56 | 26 | 0.0 | 46.0 |
| International Institute for Labour Studies | 108 | 40 | 0.0 | 37.2 |
| Gender equality | 1 154 | 900 | 0.7 | 78.0 |
| <i>Subtotal</i> | <i>2 273</i> | <i>1 804</i> | <i>1.4</i> | <i>79.4</i> |
| Miscellaneous ¹ | 5 296 | 3 642 | 2.8 | 68.8 |
| Total ILO technical cooperation programmes in 2004 | 198 371 | 129 246 | 100.0 | 65.2 |

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

Appendix II

ILO technical cooperation expenditure by type of assistance/input, 2003-04 (excluding administrative expenditure) (in US\$'000)

| Type of assistance/input | 2003 | | 2004 | | 2004/03 % change |
|------------------------------|---------|---------|---------|---------|---------------------|
| | US\$ | % share | US\$ | % share | |
| Experts | 28 750 | 20.8 | 32 644 | 23.6 | 13.5 |
| Other personnel ¹ | 43 732 | 31.7 | 44 871 | 32.4 | 2.6 |
| Training ² | 26 789 | 19.4 | 22 219 | 16.1 | -17.1 |
| Equipment | 2 771 | 2.0 | 3 296 | 2.4 | 18.9 |
| Subcontracting | 25 717 | 18.6 | 27 174 | 19.6 | 5.7 |
| Miscellaneous | 10 221 | 7.4 | 8 167 | 5.9 | -20.1 |
| Total | 137 981 | 100.0 | 138 371 | 100.0 | 0.3 |

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

ILO technical cooperation expenditure in 2004, by field of activity and source of funds (excluding administrative expenditure) (in US\$'000)

| Field of activity | 2004 | | | |
|---|----------------|--------------|---------------|---------------|
| | Regular budget | UN system | Trust funds | Total |
| Standards and fundamental principles and rights at work | | | | |
| International labour standards | | | | |
| Programme management | 593 | – | 213 | 806 |
| Social protection and labour conditions | 13 | – | 17 | 30 |
| Freedom of association | 72 | – | – | 72 |
| Equality and employment | 11 | – | 378 | 389 |
| InFocus Programme on Promoting the Declaration | 31 | – | 7 628 | 7 660 |
| InFocus Programme on Child Labour | 122 | 235 | 50 258 | 50 615 |
| <i>Subtotal</i> | <i>841</i> | <i>235</i> | <i>58 495</i> | <i>59 571</i> |
| Employment | | | | |
| Executive director's office and common services | 1 133 | 37 | 252 | 1 422 |
| Employment strategy | 1 097 | 174 | 3 683 | 4 953 |
| Recovery and reconstruction | | | | |
| Programme management | 13 | 57 | 118 | 188 |
| Employment-intensive investment | 16 | 286 | 7 328 | 7 630 |
| InFocus Programme on Crisis Response and Reconstruction | 159 | 24 | 2 857 | 3 041 |
| InFocus Programme on Skills, Knowledge and Employability | 1 194 | 1 238 | 3 912 | 6 344 |
| Job creation and enterprise development | | | | |
| Programme management | 170 | – | 329 | 499 |
| InFocus Programme on Boosting Employment through Small Enterprise Development | 34 | 190 | 8 705 | 8 929 |
| Cooperatives | 5 | 94 | 1 648 | 1 747 |
| Management and corporate citizenship | – | 560 | 832 | 1 392 |
| Multinational enterprises | 48 | – | 934 | 982 |
| Social finance unit | 27 | 41 | 1 334 | 1 402 |
| <i>Subtotal</i> | <i>3 895</i> | <i>2 701</i> | <i>31 932</i> | <i>38 529</i> |
| Social protection | | | | |
| Executive director's office and common services | 25 | – | – | 25 |
| InFocus Programme on Socio-Economic Security | 19 | 37 | 903 | 959 |
| Labour protection | | | | |
| Programme management | 314 | – | – | 314 |
| InFocus Programme on Safety and Health at Work and the Environment | 39 | 408 | 857 | 1 304 |
| Conditions of work and employment programme | 25 | – | 484 | 509 |
| International migration | 50 | 19 | 839 | 908 |

| Field of activity | 2004 | | | |
|--|----------------|--------------|----------------|----------------|
| | Regular budget | UN system | Trust funds | Total |
| Occupational safety and health information services | – | – | 71 | 71 |
| HIV/AIDS and the world of work | 43 | 2 618 | 3 409 | 6 069 |
| Social security | 377 | 432 | 5 768 | 6 578 |
| <i>Subtotal</i> | <i>892</i> | <i>3 513</i> | <i>12 331</i> | <i>16 736</i> |
| Social dialogue | | | | |
| Executive director's office and common services | – | – | 159 | 159 |
| Employers' activities | 850 | – | 821 | 1 671 |
| Workers' activities | 1 825 | 7 | 2 016 | 3 849 |
| InFocus Programme on Social Dialogue, Labour Law and Labour Administration | 339 | 2 | 8 446 | 8 787 |
| Sectoral activities | 96 | – | 695 | 791 |
| <i>Subtotal</i> | <i>3 109</i> | <i>10</i> | <i>12 138</i> | <i>15 257</i> |
| Policy integration | | | | |
| Policy integration | 228 | – | 1 786 | 2 014 |
| National policy group | 70 | – | 347 | 417 |
| International policy group | – | – | 253 | 253 |
| Statistical development and analyses | 24 | – | – | 24 |
| Bureau of statistics | – | 59 | – | 59 |
| <i>Subtotal</i> | <i>321</i> | <i>59</i> | <i>2 387</i> | <i>2 767</i> |
| Cross-cutting activities | | | | |
| ILO Turin Centre | – | – | 838 | 838 |
| Communications | – | – | 26 | 26 |
| International Institute for Labour Studies | – | – | 40 | 40 |
| Gender equality | 60 | – | 900 | 960 |
| <i>Subtotal</i> | <i>60</i> | <i>0</i> | <i>1 804</i> | <i>1 864</i> |
| Miscellaneous ¹ | 5 | 32 | 3 610 | 3 648 |
| Total ILO technical cooperation programmes in 2004 | 9 124 | 6 550 | 122 697 | 138 371 |
| Total ILO technical cooperation programmes in 2003 | 18 300 | 9 468 | 110 213 | 137 981 |

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 2004 (excluding administrative expenditure) (in US\$'000)

Negative figures indicate previous year adjustments. Due to rounding off, some totals may appear incorrect and under 500 appears as zero.

| Country or territory | Regular budget | UN system | Trust funds | Total |
|----------------------------------|----------------|-----------|-------------|--------|
| Africa | | | | |
| Africa regional | 1 641 | 235 | 15 588 | 17 464 |
| West Africa regional | 9 | – | – | 9 |
| Algeria | 50 | – | 43 | 93 |
| Benin | 53 | –1 | 278 | 330 |
| Botswana | 29 | – | – | 29 |
| Burkina Faso | 11 | 8 | 139 | 158 |
| Burundi | 7 | – | – | 7 |
| Cameroon | 62 | – | 36 | 98 |
| Cape Verde | 33 | – | – | 33 |
| Chad | – | 20 | – | 20 |
| Comoros | 6 | 69 | – | 75 |
| Congo | 15 | – | 7 | 22 |
| Côte d'Ivoire | 46 | 12 | 45 | 102 |
| Democratic Republic of the Congo | 43 | – | 33 | 76 |
| Egypt | 65 | – | 20 | 86 |
| Eritrea | 20 | 24 | 42 | 86 |
| Ethiopia | 309 | – | 321 | 630 |
| Gabon | 9 | – | 222 | 232 |
| Gambia | – | 238 | – | 238 |
| Ghana | 64 | – | 433 | 498 |
| Guinea | 37 | 31 | – | 68 |
| Guinea-Bissau | 24 | 0 | – | 24 |
| Kenya | 45 | 47 | 188 | 280 |
| Lesotho | 1 | 15 | 40 | 56 |
| Liberia | 8 | – | – | 8 |
| Libyan Arab Jamahiriya | 7 | – | – | 7 |
| Madagascar | 79 | – | 1 834 | 1 912 |
| Malawi | 30 | – | 5 | 35 |
| Mali | 15 | 4 | 261 | 279 |
| Mauritania | 35 | 63 | – | 98 |
| Mauritius | 46 | 0 | – | 45 |
| Morocco | 3 | – | 734 | 737 |

| Country or territory | Regular budget | UN system | Trust funds | Total |
|--|----------------|--------------|---------------|---------------|
| Mozambique | 10 | 41 | – | 51 |
| Namibia | 7 | – | – | 7 |
| Niger | 23 | – | 550 | 573 |
| Nigeria | 63 | – | 289 | 352 |
| Rwanda | 11 | – | 12 | 22 |
| Sao Tome and Principe | – | 115 | – | 115 |
| Senegal | 120 | 560 | 502 | 1 182 |
| Seychelles | 16 | – | – | 16 |
| Sierra Leone | 8 | – | – | 8 |
| Somalia | 12 | – | 556 | 568 |
| South Africa | 2 | 44 | 790 | 836 |
| Sudan | 24 | 151 | – | 175 |
| Swaziland | 21 | – | – | 21 |
| Tanzania, United Republic of | 36 | – | 2 024 | 2 060 |
| Togo | 17 | –11 | 171 | 176 |
| Tunisia | 29 | – | – | 29 |
| Uganda | 16 | – | 755 | 772 |
| Zambia | 39 | –6 | 710 | 743 |
| Zimbabwe | 28 | – | 116 | 144 |
| <i>Total Africa</i> | <i>3 283</i> | <i>1 659</i> | <i>26 745</i> | <i>31 686</i> |
| Asia and the Pacific | | | | |
| Regional | 492 | 541 | 8 689 | 9 722 |
| Afghanistan | 5 | 19 | 1 765 | 1 789 |
| Bangladesh | 62 | 469 | 3 301 | 3 832 |
| Cambodia | 23 | – | 2 151 | 2 174 |
| China | 238 | 48 | 1 217 | 1 504 |
| Fiji | 23 | – | – | 23 |
| India | 213 | 17 | 2 150 | 2 380 |
| Indonesia | 90 | 37 | 1 935 | 2 063 |
| Iran, Islamic Republic of | –4 | – | – | –4 |
| Japan | – | – | 4 | 4 |
| Kiribati | 5 | – | – | 5 |
| Korea, Democratic People's Republic of | 4 | – | – | 4 |
| Korea, Republic of | 6 | – | – | 6 |
| Lao People's Democratic Republic | 21 | – | 607 | 629 |
| Malaysia | 11 | 100 | 8 | 120 |
| Mongolia | 63 | – | 344 | 407 |
| Nepal | 42 | – | 1 886 | 1 928 |
| Pakistan | 44 | 7 | 1 972 | 2 024 |
| Papua New Guinea | 1 | 16 | 213 | 230 |
| Philippines | 104 | 78 | 715 | 897 |

| Country or territory | Regular budget | UN system | Trust funds | Total |
|-------------------------------------|----------------|--------------|---------------|---------------|
| Samoa | – | 15 | – | 15 |
| Solomon Islands | 6 | 100 | – | 107 |
| Sri Lanka | 62 | – | 1 485 | 1 547 |
| Thailand | 33 | 6 | 599 | 638 |
| Timor-Leste, Democratic Republic of | 13 | 39 | 77 | 128 |
| Tonga | – | 15 | – | 15 |
| Viet Nam | 29 | – | 1 302 | 1 331 |
| <i>Total Asia and the Pacific</i> | <i>1 586</i> | <i>1 508</i> | <i>30 420</i> | <i>33 515</i> |
| Americas | | | | |
| Inter-American regional | 668 | – | 11 057 | 11 724 |
| Latin American regional | 110 | – | – | 110 |
| Central American regional | 24 | – | 265 | 289 |
| Antigua and Barbuda | – | – | 20 | 20 |
| Argentina | 68 | – | 1 483 | 1 551 |
| Aruba | – | – | 24 | 24 |
| Bahamas | 2 | – | – | 2 |
| Barbados | 3 | – | 12 | 15 |
| Belize | – | – | 114 | 114 |
| Bolivia | 32 | 686 | – | 718 |
| Brazil | 105 | – | 2 070 | 2 174 |
| British Virgin Islands | – | – | 27 | 27 |
| Caribbean Islands | 118 | – | – | 118 |
| Chile | 48 | – | 288 | 337 |
| Colombia | 20 | 3 | 939 | 962 |
| Costa Rica | 22 | – | 660 | 682 |
| Cuba | 29 | – | – | 29 |
| Dominica | – | – | 8 | 8 |
| Dominican Republic | – | – | 1 128 | 1 128 |
| Ecuador | 30 | – | 301 | 331 |
| El Salvador | 18 | – | 2 652 | 2 670 |
| Grenada | – | – | 17 | 17 |
| Guatemala | 17 | – | 752 | 769 |
| Guyana | – | – | 83 | 83 |
| Haiti | 39 | –6 | 202 | 235 |
| Honduras | 9 | – | 335 | 344 |
| Jamaica | 16 | – | 108 | 124 |
| Mexico | 98 | – | 666 | 764 |
| Nicaragua | 1 | – | 650 | 650 |
| Panama | 1 | – | 205 | 206 |
| Paraguay | 28 | – | – | 28 |
| Peru | 75 | – | 161 | 235 |

| Country or territory | Regular budget | UN system | Trust funds | Total |
|--|----------------|------------|---------------|---------------|
| Saint Kitts and Nevis | – | – | 16 | 16 |
| Saint Lucia | – | – | 27 | 27 |
| Suriname | 21 | – | – | 21 |
| Trinidad and Tobago | 2 | – | – | 2 |
| Uruguay | 41 | – | 85 | 127 |
| Venezuela, Bolivarian Republic of | 26 | – | – | 26 |
| <i>Total Americas</i> | <i>1 667</i> | <i>682</i> | <i>24 355</i> | <i>26 705</i> |
| Arab States, Middle East | | | | |
| Regional | 400 | 3 | 129 | 532 |
| Occupied Arab territories | 12 | – | –8 | 4 |
| Bahrain | 30 | – | – | 30 |
| Iraq | 67 | 122 | 140 | 329 |
| Jordan | 2 | 77 | 686 | 765 |
| Kuwait | 2 | – | 18 | 20 |
| Lebanon | 10 | – | 10 | 19 |
| Oman | 2 | – | 15 | 16 |
| Saudi Arabia | 8 | – | – | 8 |
| Syrian Arab Republic | 13 | – | – | 13 |
| United Arab Emirates | 0 | – | – | 0 |
| Yemen | 9 | 40 | 265 | 314 |
| <i>Total Arab States</i> | <i>555</i> | <i>242</i> | <i>1 254</i> | <i>2 051</i> |
| Europe | | | | |
| Regional | 147 | – | 3 811 | 3 959 |
| Albania | 1 | – | 30 | 31 |
| Azerbaijan | 7 | 19 | – | 25 |
| Belarus | – | – | 217 | 217 |
| Bosnia and Herzegovina | 3 | – | 39 | 42 |
| Bulgaria | 6 | – | 57 | 63 |
| Cyprus | – | – | 20 | 20 |
| Georgia | 0 | – | – | 0 |
| Hungary | 5 | – | 149 | 154 |
| Italy | – | – | 8 | 8 |
| Kazakhstan | 2 | – | – | 2 |
| Kyrgyzstan | 7 | – | – | 7 |
| Latvia | – | – | 48 | 48 |
| Lithuania | 1 | – | – | 1 |
| Luxembourg | – | – | 34 | 34 |
| Macedonia, The former Yugoslav Republic of | 2 | – | – | 2 |
| Moldova, Republic of | 17 | – | – | 17 |
| Poland | 22 | – | – | 22 |

| Country or territory | Regular budget | UN system | Trust funds | Total |
|----------------------------|----------------|--------------|----------------|----------------|
| Portugal | – | – | 8 | 8 |
| Romania | 3 | – | – | 3 |
| Russian Federation | 55 | 52 | 478 | 585 |
| Serbia and Montenegro | 15 | – | 698 | 713 |
| Slovakia | 6 | – | – | 6 |
| Slovenia | 2 | – | – | 2 |
| Tajikistan | – | – | 60 | 60 |
| Turkey | 5 | – | 587 | 592 |
| Ukraine | 3 | 47 | 493 | 543 |
| Uzbekistan | 7 | – | 63 | 69 |
| <i>Total Europe</i> | <i>315</i> | <i>118</i> | <i>6 800</i> | <i>7 232</i> |
| <i>Total interregional</i> | <i>1 719</i> | <i>2 341</i> | <i>33 122</i> | <i>37 182</i> |
| Total | 9 124 | 6 550 | 122 697 | 138 371 |

Appendix V

ILO technical cooperation activities in the LDCs, 2004: Expenditure by geographical region and by source of funding (excluding administrative expenditure) (in US\$'000)

| Region | ILO regular budget | UN system | Trust funds | Total 2004 | Total 2003 |
|------------------------|--------------------|--------------|---------------|---------------|---------------|
| Africa | 1 025 | 1 321 | 8 233 | 10 579 | 11 939 |
| Americas | 39 | -6 | 202 | 235 | 623 |
| Asia and the Pacific | 165 | 603 | 9 710 | 10 479 | 9 101 |
| Arab States | 9 | 40 | 265 | 314 | 233 |
| Total | 1 238 | 1 959 | 18 410 | 21 607 | 21 896 |
| ILO global expenditure | 9 124 | 6 550 | 122 697 | 138 371 | 137 981 |
| Share of LDCs (%) | 13.6 | 29.9 | 15.0 | 15.6 | 15.9 |

The least developed countries in 2004 for each region are as follows:

| | |
|-----------------------|--|
| Africa: | Angola, Benin, Burkina Faso, Burundi, Cape Verde, Central African Republic, Chad, Comoros, Democratic Republic of the Congo, Djibouti, Equatorial Guinea, Eritrea, Ethiopia, Gambia, Guinea, Guinea-Bissau, Lesotho, Liberia, Madagascar, Malawi, Mali, Mauritania, Mozambique, Niger, Rwanda, Sao Tome and Principe, Senegal, Sierra Leone, Somalia, Sudan, Togo, United Republic of Tanzania, Uganda and Zambia. |
| Americas: | Haiti. |
| Asia and the Pacific: | Afghanistan, Bangladesh, Bhutan, Cambodia, Kiribati, Lao People's Democratic Republic, Maldives, Myanmar, Nepal, Samoa, Solomon Islands, Tuvalu and Vanuatu. |
| Arab States | Yemen. |

Appendix VI

Nationality of experts and associate experts

| | 2003 | | 2004 | |
|------------------------|---------|-------------------|---------|-------------------|
| | Experts | Associate experts | Experts | Associate experts |
| Albanian | – | – | 2 | – |
| Algerian | 1 | – | 1 | 1 |
| Argentine | 4 | – | 5 | – |
| Australian | 6 | – | 6 | – |
| Bangladeshi | 2 | – | 3 | – |
| Barbadian | – | – | 1 | – |
| Belgian | 9 | 1 | 9 | 1 |
| Beninese | – | – | 2 | – |
| Botswana | 1 | – | 1 | – |
| Brazilian | 5 | – | 10 | – |
| British | 31 | – | 31 | – |
| Bulgarian | 2 | – | – | – |
| Burkina Faso | 3 | – | 3 | – |
| Burundi | 1 | – | 1 | – |
| Cambodian | – | 2 | 7 | – |
| Cameroonian | 2 | – | 3 | – |
| Canadian | 14 | – | 16 | – |
| Chilean | 2 | – | 2 | – |
| Chinese | 6 | – | 6 | – |
| Colombian | 2 | – | 2 | – |
| Costa Rican | 2 | – | 5 | – |
| Croatian | 1 | – | 1 | – |
| Dem. Rep. of the Congo | 1 | – | 1 | – |
| Danish | 6 | 5 | 8 | 2 |
| Ecuadorian | – | 1 | 2 | – |
| Egyptian | 2 | – | 2 | – |
| Ethiopian | 1 | – | 2 | – |
| Fiji | – | 1 | 1 | 1 |
| Filipino | 8 | – | 6 | – |
| Finnish | 1 | 1 | 1 | 1 |
| French | 38 | 4 | 40 | 4 |
| Georgian | 1 | – | 1 | – |
| German | 11 | 4 | 15 | 5 |
| Ghanaian | 3 | – | 4 | – |
| Guinean | – | – | 1 | – |
| Indian | 13 | – | 14 | – |

| | 2003 | | 2004 | |
|--------------------|---------|-------------------|---------|-------------------|
| | Experts | Associate experts | Experts | Associate experts |
| Indonesian | – | 1 | 3 | – |
| Iranian | 2 | – | 2 | – |
| Irish | 4 | 1 | 4 | 1 |
| Israeli | 1 | – | 1 | – |
| Italian | 17 | 7 | 14 | 5 |
| Ivorian | 1 | – | 3 | – |
| Jamaican | 1 | – | 1 | – |
| Japanese | 4 | 7 | 9 | 9 |
| Jordanian | 1 | – | 2 | – |
| Kenyan | 1 | – | 3 | – |
| Kyrgyz | – | 1 | – | 1 |
| Lao | – | – | 1 | – |
| Lebanese | 2 | – | 1 | – |
| Malawian | 1 | – | 1 | – |
| Malaysian | 1 | – | 1 | – |
| Maldivian | – | – | 1 | – |
| Mauritian | 1 | – | 1 | – |
| Mexican | 1 | – | 2 | – |
| Mongolian | 1 | – | 2 | – |
| Nepalese | 2 | – | 3 | – |
| Netherlands | 23 | 8 | 19 | 7 |
| New Zealander | 2 | – | 3 | – |
| Nicaraguan | 1 | – | – | – |
| Niger | – | – | 2 | – |
| Nigerian | 1 | – | 4 | – |
| Norwegian | 5 | 3 | 5 | 4 |
| Pakistani | 4 | – | 2 | – |
| Panamanian | – | – | 1 | – |
| Peruvian | 10 | – | 11 | – |
| Polish | 1 | – | 1 | – |
| Portuguese | 2 | 2 | 4 | 2 |
| Rep. of Korea | 2 | 1 | 4 | – |
| Romanian | – | – | 4 | – |
| Russian Federation | 1 | – | 3 | – |
| Rwandan | 1 | – | 1 | – |
| Salvadorian | 2 | – | 3 | – |
| Senegalese | 1 | 3 | 3 | 2 |
| Sierra Leonean | 1 | – | 1 | – |
| Slovene | 1 | – | – | – |
| South African | 2 | – | 5 | – |

| | 2003 | | 2004 | |
|---------------------|------------|-------------------|------------|-------------------|
| | Experts | Associate experts | Experts | Associate experts |
| Spanish | 9 | 1 | 16 | – |
| Sri Lankan | 2 | – | 2 | – |
| Swedish | 6 | 5 | 5 | 6 |
| Swiss | 6 | 1 | 8 | – |
| Tanzanian | 1 | – | 5 | – |
| Thai | 6 | – | 5 | – |
| Togolese | – | 1 | 2 | 1 |
| Trinidad and Tobago | 3 | – | 5 | – |
| Tunisian | 1 | – | 1 | – |
| Turkish | 3 | – | 6 | – |
| USA | 22 | – | 22 | – |
| Ugandan | – | – | 1 | – |
| Ukrainian | 1 | – | 3 | – |
| Uzbek | – | 1 | – | 1 |
| Vietnamese | – | 4 | 5 | – |
| Zimbabwean | 3 | – | 3 | – |
| Total | 343 | 66 | 435 | 54 |

Appendix VII

A. Approvals by donor, 2003-04 (US\$'000)

| Donors | 2003 | 2004 |
|----------------------------------|----------------|----------------|
| Multi-bilateral donors | | |
| United States | 67 900 | 52 802 |
| Netherlands | 2 587 | 8 357 |
| United Kingdom | 14 069 | 9 193 |
| Italy | 12 012 | 5 438 |
| Norway | 1 039 | 12 788 |
| Sweden | 2 183 | 3 146 |
| France | 2 790 | 5 600 |
| Denmark | 3 010 | 7 689 |
| Germany | 3 369 | 3 666 |
| Spain | 5 008 | 2 282 |
| Ireland | 1 811 | 7 252 |
| Japan | 3 212 | 2 616 |
| Switzerland | 3 173 | 1 |
| Canada | 2 953 | 2 655 |
| Belgium | 2 178 | 2 288 |
| Portugal | 2 274 | 420 |
| Luxembourg | 0 | 273 |
| Flanders | 868 | 1 011 |
| Finland | 430 | 1 219 |
| Australia | 44 | 798 |
| Panama | 250 | 0 |
| Republic of Korea | 500 | 184 |
| Austria | 150 | 0 |
| Multi donors | 235 | 0 |
| Kuwait | 0 | 104 |
| Poland | 0 | 20 |
| Czech Republic | 0 | 36 |
| <i>Subtotal multi-bi donors</i> | <i>132 044</i> | <i>129 838</i> |
| <i>Direct trust funds</i> | <i>1 163</i> | <i>6 053</i> |
| Non-state actors | | |
| Foundations | 648 | 0 |
| Public institutions | 0 | 635 |
| Social partners | 1 020 | 1 335 |
| Private sector initiatives | 157 | 144 |
| Others | 61 | 6 |
| <i>Subtotal non-state actors</i> | <i>1 886</i> | <i>2 120</i> |

| Donors | 2003 | 2004 |
|---|----------------|----------------|
| <i>International financial institutions</i> | 1 725 | 372 |
| United Nations | | |
| UNDP | 2 799 | 8 276 |
| UNDG Iraq Trust Fund | 0 | 321 |
| UNAIDS | 5 734 | 1 490 |
| UNFPA | 15 | 0 |
| UNHSF | 1 179 | 0 |
| UNFIP | 86 | 190 |
| UNHCR | 12 | 139 |
| <i>Subtotal United Nations</i> | 9 826 | 10 416 |
| <i>Other intergovernmental organizations (including EU)</i> | 4 183 | 3 571 |
| Total donors | 150 826 | 152 371 |

B. Expenditure by donor, 2003-04 (US\$'000)

| Donors | 2003 | 2004 |
|-------------------------------|--------|--------|
| Multi-bilateral donors | | |
| United States | 38 192 | 48 070 |
| Netherlands | 15 117 | 11 910 |
| United Kingdom | 8 691 | 9 340 |
| Italy | 5 902 | 7 331 |
| Norway | 6 746 | 5 619 |
| Sweden | 4 082 | 5 092 |
| Germany | 3 400 | 3 667 |
| France | 4 287 | 3 538 |
| Spain | 2 106 | 2 882 |
| Denmark | 3 832 | 2 814 |
| Japan | 2 405 | 2 580 |
| Belgium | 1 837 | 2 463 |
| Switzerland | 1 497 | 2 445 |
| Canada | 1 581 | 2 253 |
| Ireland | 1 284 | 1 845 |
| Portugal | 1 290 | 1 452 |
| Luxembourg | 908 | 1 011 |
| Flanders | 486 | 969 |
| Finland | 867 | 712 |
| Republic of Korea | 460 | 403 |
| Australia | 100 | 352 |
| Panama | 269 | 271 |
| Multi donors | 52 | 168 |
| Austria | 196 | 55 |

| Donors | 2003 | 2004 |
|---|----------------|----------------|
| Kuwait | 0 | 18 |
| Czech Republic | 0 | 10 |
| United Arab Emirates | 0 | -8 |
| Nordic Development Fund | 4 | 0 |
| <i>Subtotal multi-bi donors</i> | <i>105 590</i> | <i>117 260</i> |
| <i>Direct trust funds</i> | <i>784</i> | <i>932</i> |
| Non-state actors | | |
| Foundations | 256 | 338 |
| Public institutions | 0 | 185 |
| Social partners | 614 | 710 |
| Private sector initiatives | 5 | 136 |
| Others | 1 042 | 74 |
| <i>Subtotal non-state actors</i> | <i>1 918</i> | <i>1 443</i> |
| <i>International financial institutions</i> | <i>1 666</i> | <i>1 757</i> |
| United Nations | | |
| UNDP | 6 672 | 2 222 |
| UNDP Iraq Trust Fund | 0 | 79 |
| UNDG Trust Fund | 0 | 37 |
| UNAIDS | 895 | 2 536 |
| UNCDF | 329 | 124 |
| UNDCP | 789 | 979 |
| UNESCO | 17 | 3 |
| UNFPA | 166 | 0 |
| UNHCR | 2 | 55 |
| UNHSF | 54 | 220 |
| UNIFEM | 15 | 0 |
| UNFIP | 510 | 165 |
| UNMIK | 20 | 0 |
| UNV | 0 | 15 |
| IFAD | 0 | 115 |
| <i>Subtotal United Nations</i> | <i>9 468</i> | <i>6 550</i> |
| <i>Other intergovernmental organizations (including EU)</i> | <i>255</i> | <i>1 305</i> |
| Total donors | 119 681 | 129 246 |

C. Approvals by technical field (all sources of funds) 2001-04 (US\$'000)

| Technical field | 2001 | | 2002 | | 2003 | | 2004 | |
|---|----------------|--------------|----------------|--------------|----------------|--------------|----------------|--------------|
| | \$ | % share |
| Standards and fundamental principles and rights at work | 76 675 | 53.4 | 85 598 | 54.9 | 77 699 | 51.5 | 69 053 | 48.4 |
| Employment | 36 537 | 25.5 | 36 817 | 23.6 | 30 998 | 20.6 | 42 605 | 29.9 |
| Social protection | 9 860 | 6.9 | 19 119 | 12.3 | 27 853 | 18.5 | 17 833 | 12.5 |
| Social dialogue | 15 825 | 11.0 | 11 223 | 7.2 | 11 844 | 7.9 | 10 419 | 7.3 |
| Integration | 1 372 | 1.0 | 1 236 | 0.8 | 160 | 0.1 | 904 | 0.6 |
| Others | 3 185 | 2.2 | 1 960 | 1.3 | 2 272 | 1.5 | 1 897 | 1.3 |
| <i>Total</i> | <i>143 454</i> | <i>100.0</i> | <i>155 954</i> | <i>100.0</i> | <i>150 826</i> | <i>100.0</i> | <i>142 712</i> | <i>100.0</i> |
| Miscellaneous ¹ | 11 118 | – | 20 460 | – | – | – | 9 659 | – |
| Grand total | 154 572 | – | 176 414 | – | 150 826 | – | 152 371 | – |

¹ "Miscellaneous" corresponds to the amount approved for the United Kingdom in 2001, for France, Italy, Netherlands and the United States in 2002 and for Denmark, Flanders, Netherlands and Norway in 2004 not yet distributed by technical field.