

**FOR INFORMATION**

THIRTEENTH ITEM ON THE AGENDA

**ILO programme implementation
2004-05***Contents*

| | <i>Page</i> |
|--|-------------|
| Abbreviations | iii |
| Overview | v |
| Global developments..... | 1 |
| The regions in review | 1 |
| Strategic Objective No. 1: Promote and realize standards and fundamental principles and rights at work..... | 6 |
| Lessons learned..... | 9 |
| Strategic Objective No. 2: Create greater opportunities for women and men to secure decent employment and income..... | 18 |
| Strategic Objective No. 3: Enhance the coverage and effectiveness of social protection for all..... | 26 |
| Strategic Objective No. 4: Strengthen tripartism and social dialogue | 34 |
| InFocus Programme evaluations | 51 |
| Shared policy objectives..... | 52 |
| Governance, support and management..... | 62 |
| <i>Appendix</i> | |
| ILO programme implementation: Use of 2000-01 surplus funds..... | 69 |

Abbreviations

| | |
|----------|--|
| APEC | Asia Pacific Economic Cooperation |
| ASEAN | Association of South-East Asian Nations |
| AU | African Union |
| BDS | Business Development Services |
| CAFTA | Central American Free Trade Agreement |
| CAN | Andean Community |
| CREP | Country Review of Employment Policy |
| DWCPs | decent work country programmes |
| DWPP | Decent Work Pilot Programme |
| EAC | East African Community |
| ECCAS | Economic Community of Central African States |
| ECLAC | Economic Commission for Latin America and the Caribbean |
| ECOSOC | United Nations Economic and Social Council |
| ECOWAS | Economic Community of West African States |
| EPZ(s) | export processing zone(s) |
| EU | European Union |
| FAO | Food and Agriculture Organization |
| FTAA | Free Trade Area of the Americas |
| IADB | Inter-American Development Bank |
| IFAD | International Fund for Agricultural Development |
| IMF | International Monetary Fund |
| IPEC | International Programme on the Elimination of Child Labour |
| IRIS | Integrated Resource Information System |
| IT | Information Technology |
| KILM | Key Indicators of the Labour Market |
| MDGs | Millennium Development Goals |
| MERCOSUR | Common Market of the Southern Cone |
| NEPAD | New Partnership for Africa's Development |
| OAS | Organization of American States |
| OECD | Organisation for Economic Co-operation and Development |
| OSH | occupational safety and health |
| PRSPs | Poverty Reduction Strategy Papers |
| RBM | results-based management |
| SAARC | South Asian Association for Regional Cooperation |
| SADC | Southern African Development Community |
| SICA | Central American Integration System |

| | |
|--------|---|
| SMEs | small and medium-sized enterprises |
| SEED | Small Enterprise Development programme |
| SIYB | Start and Improve Your Business |
| STEP | Strategies and Tools against Social Exclusion and Poverty Programme |
| UNDAF | United Nations Development Assistance Framework |
| UNDESA | United Nations Department of Economic and Social Affairs |
| UNDG | United Nations Development Group |
| UNDP | United Nations Development Programme |
| UNCTAD | United Nations Conference on Trade and Development |
| UNHCR | United Nations High Commissioner for Refugees |
| UNIDO | United Nations Industrial Development Organization |
| UNSD | United Nations Statistics Division |
| UNIFEM | United Nations Development Fund for Women |
| VNR | video news release |
| WB | World Bank |
| WIND | Work Improvement in Neighbourhood Development |
| WISCON | Work Improvement in Small Construction Sites |
| WISE | Work Improvement in Small Enterprises |
| WISH | Work Improvement for Safe Home |
| WMCW | World Movement of Christian Workers |
| WTO | World Trade Organization |

Overview

Third biennial report on programme implementation

ILO programme implementation 2004-05 reports on the results achieved in implementing the Decent Work Agenda against the indicators and targets of the programme and budget approved by the Governing Body. This is the third biennial report on programme implementation assessing actual performance against stated strategies and expected results. The report provides the Governing Body with the information necessary to review the work of the Office in delivering products and services to constituents, and that of the Organization as a whole in achieving the results set for it.

The report illustrates how the values and principles of the ILO, embodied in international labour standards and tripartism and reflected in the Decent Work Agenda, have formed a practical response to the realities of people, workers, families and entrepreneurs in local and national societies and regional and global communities. During the biennium, broad political support was voiced by diverse opinion leaders from countries in all regions. This confirmed decent work as a universal aspiration of people in all societies, faced with the opportunities and challenges of globalization. Wide recognition was given to ILO values and principles as building blocks of policy responses.

Results-based performance measurement

In 2004-05, the ILO consolidated its work around the four strategic dimensions of decent work. The deepening of results-based management has led to greater focus of ILO work, as reflected in the outcomes accompanied by specific indicators and targets that were introduced in the programme and budget. Each strategic objective detailed a decent work approach, leading to more intense collaboration across sectors and between field offices and headquarters. Decent work country programmes (DWCPs) have been introduced as a new dimension of the programming process.

The use of funds from the 2000-01 surplus is detailed in the body of the report. The 2000-01 surplus funds are accounted for separately, but have followed the same results-based planning and performance measurement. The surplus funds have supplemented ILO action in areas of high demand from constituents, foremost in the regions. They have allowed the ILO to respond swiftly to requests for assistance in rehabilitating and reconstructing communities devastated by natural disasters. A detailed listing of projects and funds allocation is provided as an annex.

A “no-growth” budget

The ILO's Programme and Budget in 2004-05 amounted to US\$529,590,000. In constant prices this is equal to the budget for 2002-03. The regular budget was complemented by an estimated US\$284 million in extra-budgetary funds for technical cooperation and an estimated US\$17 million expended under the 2000-01 surplus. A total of US\$831 million was spent by the ILO to meet the objectives of the programme and budget. In relative terms and on an annual basis, this is equivalent to 51 per cent of the 2005 budget of the City of Geneva, 0.7 per cent of the 2005 budget of the United States Department of Labor, or 29.7 per cent of the biennial resources available to the World Health Organization.

Achieving the Strategic Policy Framework for 2002-05

Decent work is the basis of coherent and workable policies

This report concludes the period of the Strategic Policy Framework for 2002-05 with the main objective of “Consolidating the Decent Work Agenda”. Decent work is now recognized as a basis for coherent and workable local, national and global policies.

The Strategic Policy Framework called for simultaneous action at several levels:

Mapping out the concept of decent work

In publications, public statements and reports, the ILO has positioned decent work, with its relative and absolute components, as a widely shared policy objective. The ILO has detailed the conceptual and practical underpinnings of an integrated policy approach. In high-level policy advice and in technical cooperation demonstration projects, it has established the value of an approach combining, flexibly according to circumstances, rights at work and social dialogue with employment and social protection.

Developing integration and coherence across the ILO

Procedures and systems have been introduced to strengthen collaboration across technical sectors and between field offices and headquarters units. The ILO has developed analytical approaches, methods and tools to sharpen internal policy and enhance operational coherence. This has involved developing decent work solutions from within rights at work, employment, social protection and social dialogue. For instance, comprehensive but practical decent work solutions have been applied to the challenges of poverty, forced labour and child labour, gender discrimination, the informal economy, small enterprise development and local development.

Building decent work into policies for the global economy

A broad coalition supports decent work

The Millennium Development Goals (MDGs) underpin the development strategy of the international community. Decent work increasingly underpins the MDG strategy. The World Summit of the United Nations adopted in September 2005 an outcome statement that resolved to make the goals of full and productive employment and decent work for all, including for women and young people, a central objective of relevant national and international policies and of national development strategies, including poverty reduction strategies, as part of the efforts to achieve the MDGs. This rejoins the message of the World Commission on the Social Dimension of Globalization established by the ILO, on a fair globalization providing opportunities for all and making decent work a global goal. Similar commitments have been adopted by the 2004 African Union Extraordinary Summit on Employment and Poverty Alleviation, by the European Commission, and by the 2005 Summit of the Americas. This broad support is paving the way to placing decent work at the centre of global and national policies.

Decent work country programmes**Putting decent work into practice at the national level**

The greater part of the ILO programme, as shown in this report, is carried out in countries, in close collaboration with governments and representative organizations of employers and workers. The ILO has introduced DWCPs as a framework for action and management tool for an effective and coherent ILO programme of assistance. Increasingly, all ILO assistance to a country is reflected in this programme. Country programmes facilitate direct tripartite participation in programme design and implementation. They enable ILO constituents to more effectively contribute to national development efforts, poverty reduction strategies and common United Nations programmes. Country programmes support closer collaboration between field offices and headquarters units.

Strengthening institutional capacities

The Strategic Policy Framework identified the need to strengthen institutional capacities in several areas, namely management, regional services, knowledge, statistics for decent work, gender equality, external communications, partnerships, human resources and information technology. The results achieved under each of these headings are described in this report.

Internal management reforms

The internal management reform initiated six years ago has been intensified and strengthened in support of better and more efficient services to constituents. To that effect, all administrative and support services have been brought under one management authority. Strategic management and results-based management have been further developed and implemented. An independent evaluation provided additional guidance for continued improvements. Administrative procedures in the management of human resources have been thoroughly reviewed and made more efficient. Gender balance among staff has improved notably. Resources for management training have been increased. Information systems have been entirely overhauled with the successful introduction of an integrated system operating all major resource transactions. Initial achievements recorded in the report suggest better quality and more efficient services overall and the need for continued consolidation. The visibility of ILO messages has increased significantly, with far greater depth and breadth in the coverage of ILO messages.

This report is organized around the four strategic objectives, and includes regional overviews as well as results for shared policy objectives, and for the governance, management and support functions. In each section, a graph measures the results achieved against the targets that were set for each indicator. Where a target had more than one component, the graph reflects the unweighted arithmetic average of all target components. More detailed results and descriptive information are provided in the subsequent portions of each section.

Global, regional and strategic objective highlights

Decent work to achieve Millennium Development Goals

The message of the World Commission on the Social Dimension of Globalization established by the ILO and launched in February 2004, is being heard. In 2004 and in 2005, the United Nations General Assembly called for a fair globalization providing decent work opportunities for all. There is now wide recognition of the opportunities and adjustment costs linked to greater trade openness. This is matched by numerous calls for placing decent work at the centre of national and global millennium development strategies. As noted by the United Nations Secretary-General “the best anti-poverty programme is employment and the best road to economic empowerment and social well-being lies in decent work”.

The ILO was active in a number of major conferences in all regions that singled out decent work as the best compass for policies addressing the widespread aspiration for a better life. This reinforced the relevance of international, regional, national and tripartite partnerships in the implementation of the Decent Work Agenda.

Africa

Working out of poverty

Employment and social protection for poverty reduction formed the backbone of the regional programme in Africa. The ILO has worked with constituents at the regional, subregional and national levels, in providing policy advice and support to specific projects. Major attention was given to preparing for the African Union Extraordinary Summit on Employment and Poverty Reduction in Africa, held in Ouagadougou in September 2004, and to its follow-up. The Summit defined a programme of action, which the ILO has been instrumental in assisting constituents to implement. ILO support led to including a world of work component in national HIV/AIDS campaigns.

Americas

Regional consensus on decent work

Decent work has been strongly positioned as one of the most important factors in country-level policy development in Latin America and the Caribbean. The Fourth Summit of the Americas (November 2005) resulted in a consensus on decent work as a major development strategy. DWCPs are operating at different stages throughout the region. The ILO continued to promote international labour standards and tripartism, as well as to foster policy integration towards development with enterprise and employment creation. Strong commitment has been given, backed by national programmes, to progress in eliminating forced and child labour. Economic integration opened new opportunities for applying labour standards.

Arab States

Applying fundamental principles and rights at work

Gradual trade opening and democratization have brought greater attention to fundamental principles and rights at work and social dialogue. Twelve member States introduced important changes in their policies and legislation in order to realize fundamental principles and rights at work. This has prompted requests for ILO technical cooperation. The programme of technical cooperation for the occupied Arab territories was intensified including new vocational training centres and programmes for small enterprises, emergency employment creation and placement services for skilled youth. An ambitious

More integrated programmes

programme of collaboration with Iraq was launched, resulting in the adoption of a plan of action for promoting employment.

Asia and Pacific

A top priority in the Asia and Pacific programme has been employment and poverty reduction, including in countries registering rapid economic growth. Assistance to overcome the consequences of shifting trade patterns has featured prominently. Major – and often pioneering programmes – have focused on issues ranging from freedom of association, child labour, forced labour and social dialogue to entrepreneurship development and skill training, working conditions and the extension of social protection. Integrated programmes have been carried out on poverty reduction, the informal economy and gender equity. The programme also reflected the emergence of workplace action against HIV/AIDS as a growing priority. The dramatic impact of natural disasters led to a rapid response to contribute to the reconstruction process through work-related initiatives. The Asia and Pacific region has been a leader in developing national plans for decent work setting the framework for ILO DWCPs.

Flexible and secure labour markets**Europe and Central Asia**

Freedom of association and social dialogue, employment and labour market policy, occupational safety and health, pension reform and targeted social assistance formed the mainstay of the ILO programme in Europe and Central Asia. Emphasis was given to exchanges of experience and lessons among countries in the region. Country assistance aimed to build the capacities of tripartite constituents to carry out fundamental reforms in keeping with ILO principles. The Seventh European Regional Meeting held in Budapest in February 2005, provided a major platform to review progress and identify future directions in ILO assistance.

Strong pace of ratification**Strategic Objective No. 1: Promote and realize standards and fundamental principles and rights at work**

A steady rate of ratifications of fundamental Conventions continued during the biennium, in parallel to technical cooperation that helped constituents apply the fundamental principles and rights, whether they have ratified or not the relevant instruments. Two-thirds of member States (116 out of 178 member States) have now ratified all eight fundamental Conventions and 147 member States have ratified at least one Convention in each of the four categories of fundamental principles and rights.

The promotion of fundamental and other Convention ratification, combined with technical cooperation for their application, is the underlying strategy, and has included high-level policy advice, demonstration projects for time-bound and cost-effective solutions and advocacy of the rights and standards concerned.

The Committee of Experts noted more improvements than expected in the application of ratified Conventions and there was increased tripartite participation in the supervisory process itself. The high number of ratified Conventions continued to stretch the capacity of the supervisory process, however, and highlighted the need to focus mechanisms to ensure their full application.

The targets for 11 of the 17 indicators were met or exceeded.

*Employment and entrepreneurship through small enterprises***Strategic Objective No. 2: Create greater opportunities for women and men to secure decent employment and income**

Employment and entrepreneurship has remained at the forefront of policy concerns at the International Labour Conference and in member States. In many countries, small but efficient, enterprises and cooperatives provided a means to more employment-intensive economic growth. The ILO disseminated a large number of good practice initiatives, such as business training for small entrepreneurs, skills upgrading of informal economy workers, local economic development and cooperatives, and small enterprise access to financing and public and private infrastructure investment tenders. The ILO also developed new tools to support small enterprises and employers' organizations, as well as women and youth entrepreneurs.

The ILO also successfully demonstrated the role of employment and social protection programmes in rehabilitating and rebuilding communities devastated by natural disasters.

The targets for five of the seven indicators were met or exceeded.

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

Strategies to expand social coverage saw concrete applications during the biennium, confirming the Global Campaign commitment. A significant number of countries used ILO advice and cooperation to expand coverage, either by reforming existing social security systems, or by establishing new, mostly community-based, schemes. With ILO assistance, the governance of many national social security schemes was substantially upgraded. Social security is now recognized as a major means to combat poverty and raise the quality of employment.

The Global Strategy on Occupational Safety and Health adopted in 2003 has been actively implemented by the Office and consequently resulted in the ratification and implementation of relevant safety and health instruments and the formulation of national policies and programmes.

Low-cost and practical solutions at the workplace

The ILO actively promoted low-cost and effective means to better protect workers. Cost-effective and practical solutions, such as the WIND, WISE and WISCON programmes helped to improve working conditions, particularly in occupational safety and health, in small enterprises. Low-cost information tools, such as the "Behaviour Communication Toolkit for the Workplace", were developed to inform workers about HIV/AIDS.

Equal treatment of migrant workers

The conclusions of the general discussion on migrant workers at the ILC in 2004, agreed in a resolution adopted by consensus, provided for the implementation by the ILO and its constituents of a plan of action on migrant workers, the first element of which is a non-binding multilateral framework for a rights-based approach to labour migration.

The targets for six of the seven indicators were met or exceeded.

Support to employers' and workers' organizations**Strategic Objective No. 4: Strengthen tripartism and social dialogue**

The ILO provided strong support to workers' and employers' organizations, many of which improved their services and took new initiatives to expand their membership. New tripartite institutions were established or strengthened in 23 member States. In 30 member States the capacity of employers' and workers' organizations to influence national policies and programmes was significantly improved.

Through social dialogue, ILO programmes have provided opportunities for employers' and workers' organizations to take part in economic and social policy consultations and negotiations, ranging from pension and labour legislation reforms to poverty reduction strategies, labour market policies and regional integration processes. In many countries, labour legislation revisions in accordance with ILO labour standards led to greater tripartite consultation. The follow-up to the 2002 International Labour Conference resolution concerning tripartism and social dialogue also continued to shape ILO policy, through programmes in five pilot countries. Sectoral activities have shifted focus to country programmes and major progress was made towards modernizing maritime standards.

The targets for 20 of the 23 indicators were met or exceeded.

Gender-sensitive technical support**Shared policy objectives**

Gender equality and gender sensitivity were an increasingly explicit feature in ILO technical interventions. The ILO expanded its use of gender audit methodology, introduced gender budgets in programmes in 31 countries and established the Gender Equality Partnership Fund to assist national policy development.

Participation in PRSPs and national development frameworks

Frameworks for integrated national policies and programmes to promote decent work and poverty reduction advanced through the Decent Work Pilot Programme (DWPP) and through support to poverty reduction strategies. Likewise, DWCPs proved instrumental in shaping United Nations country programmes and national MDG strategies. In over a third of the 60 countries engaged in a poverty reduction strategy supported by the Bretton Woods institutions, tripartite participation and consultations are now a reality as a result of ILO support to employers' and workers' organizations. The Decent Work Agenda also gained ground through subregional institutions and close working relationships with international agencies.

Training with the Turin Centre

Some 20,000 participants benefited from training through the ILO International Training Centre. The Centre's share of bi- and tripartite activities grew to 20 per cent in 2005. The International Institute of Labour Studies focused on projects related to migration and social dialogue.

ILO in the media

There has been widespread media coverage of ILO themes, conveying ILO principles and approaches to public opinion in many countries. This increasing level of exposure is also recorded in the rise in worldwide use of ILO internet pages.

The targets for nine of the 14 indicators were met or exceeded.

Investing in human resources**Governance, support and management**

A number of measures have been taken during the biennium to strengthen internal management processes. Results-based management techniques were used to provide governance organs with more detailed and transparent information.

The management of human resources has been thoroughly reviewed. During the biennium, greater emphasis was placed on the responsibility and accountability of ILO managers. Structured training for over 100 managers has been held under the management and leadership development programme. A dedicated effort was made to recruit highly qualified young staff members. The rebalancing of the grade structure continued, vacant positions were filled more rapidly and the representation of women at higher grades improved significantly. These issues formed part of the Human Resources Strategy presented to the Governing Body in November 2005 and the detailed discussions that took place have provided a clear mandate for future action. Implementation of the strategy is now the priority.

A new integrated resource information system

The biennium witnessed a complete overhaul of major information technology systems with the April 2005 introduction of an Integrated Resource Information System (IRIS) at headquarters and the closing of the previous 30-year-old mainframe system. What started as an IRIS project in its active phase in March 2001 was, at the end of 2005, fully operational and integrated into established procedures. Most applications operate satisfactorily; a few require further adaptations. A significant training effort was undertaken in conjunction with the introduction of IRIS. The costs of introducing IRIS proved to be higher than initially estimated. Nevertheless, the speed of adaptation was relatively fast. The benefits from IRIS, following a long incubation period, are now starting to materialize. The new Information and Communications Technology Subcommittee allows the Governing Body to oversee future strategic decisions. A new IRIS functionality, implementation planning, was integrated into the strategic management module to facilitate country-level and programme and budget planning for 2006-07.

Accommodation and security

ILO buildings and accommodation play an important role in the implementation of the Office's programme. In selected areas, construction of new ILO premises has been deemed the best option. In others, relocation has been preferred, either for security concerns or for reasons of cost. In all ILO offices, expenditure on security has increased sharply, including attention to occupational safety and health at work. A detailed estimate of the renovation works required for the building in Geneva is being prepared for the Governing Body in 2006 as a basis for discussion of a longer term strategy.

Consolidating administrative structure

Significant consolidation of administrative and organizational structures has taken place during the biennium with a view to clarifying lines of authority, reducing the number of management layers and units, and increasing overall performance. Examples include the Management and Administrative Sector, the Declaration Department, the Employment Sector, the Social Security Department, the Communications Department and the Social Dialogue, Labour Law and Labour Administration Department. This trend will continue.

An evaluation of results-based management was carried out in 2005 by the United Nations Joint Inspection Unit. Overall, the evaluators commended the ILO for the progress achieved to date in introducing programming and budgeting based on results. The evaluation listed ten recommendations for the ILO to pursue in order to strengthen this approach.

The Relations, Meetings and Services Department developed a detailed service policy and tested a system for the electronic distribution of documents.

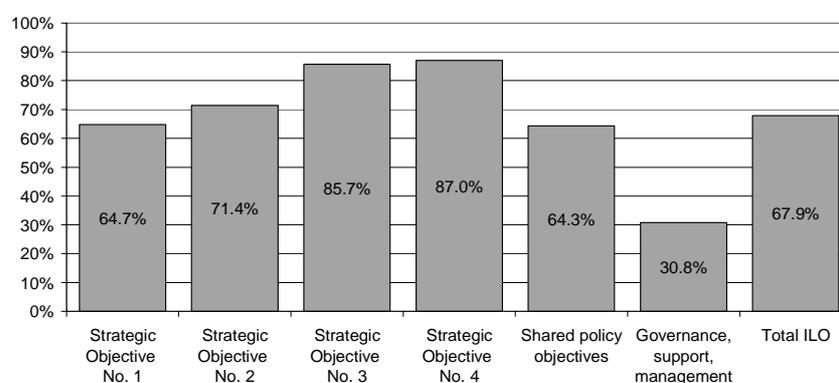
Of the 13 indicators, the targets for four were met and the results for four others met from 43 to 59 per cent of the target. Action was delayed for three indicators and no measurement was possible for two additional targets, reducing the overall average.

Overview of target performance

Measuring performance against targets

Of the 81 targets that were set in the Programme and Budget for 2004-05, 55 targets (67.9 per cent) were met as shown in the graph below (see “total ILO” column). Targets that achieved a minimum of 97 per cent of their goal were considered to have been met. The percentage in each column reflects the number of targets that met 97 or more per cent of their goal over all the targets set for each strategic objective. Quantifiable results could not be determined for two targets and they have not been counted in any of the results listed below.

Performance measurement of targets (in percentages)



Refining indicators

Results should be viewed with caution, as they are more accurate for the indicators that were more quantitative and precise in nature (such as those measuring the number of ratifications). Noticeable overshoots of targets occurred in indicators and targets that were more qualitative, were too broadly worded or whose targets were too low. In all, 26 per cent of targets were exceeded by 50 per cent or more. This percentage does not include targets where one component of a target was significantly overshoot, but where the overall average was lower.

In other instances the indicators and targets were excessively ambitious. This was particularly the case for the first targets and indicators established for shared policy objectives and for the governance, support and management functions.

The formulation of indicators and appropriate targets is an evolutionary process that improves with experience. In a number of cases the indicators and targets will have to be reviewed, particularly where less “tangible” results are being measured.

The introduction of the IRIS system impacted performance in some departments, sometimes placing high demands on available resources.

The way forward: Lessons from the biennium

Trust of constituents is lifeline of Organization

Successive programmes and budgets build on the lessons of each biennium’s experience. Useful lessons for further improvements can be drawn from the experience of the 2004-05 biennium. A number of these are identified here.

The trust constituents place in the Organization is less amenable to measurement, but is frequently mentioned. The ILO is perceived as non-partisan, respectful of the diversity of opinions, non-imposing and responding to the concerns of constituents. This trust is the lifeline of the Organization. It lies at the root of the many successes recorded. It would be worth exploring how this could be explicitly measured.

Tangible results

Tangible results at a significant scale are achieved when the following three elements are combined: active engagement of tripartite constituents, the confidence of donors, and technically robust programmes designed and implemented with the expertise of the Office. Such programmes tend to promote a major policy objective, such as the elimination of forced labour, in combination with global, regional and country advocacy, and concrete technical collaborations that test practical solutions. At the same time, relatively low-cost interventions, such as advice on reforming a labour code, can have far reaching consequences.

In 2004-05, technical and regional programmes have significantly concentrated their activities on a reduced number of domains. This was accompanied by administrative reorganization and a sharper focus on solving problems. The trend is likely to continue, enabling the ILO to allocate a greater share of total resources to programmes successfully demonstrating comprehensive and practical solutions to major problems of the world of work in different country contexts.

A more balanced technical cooperation programme

At the same time, a better balance is required in technical cooperation programmes funded through extra-budgetary resources. A welcome increase in expenditure has been noted in recent years in support of fundamental principles and rights at work. Special efforts are needed to mobilize resources in other areas of the ILO programme, particularly in employment and social protection. This implies raising the quality of the proposals prepared and broadening the range of potential donors. In addition dedicated efforts are required to better integrate social dialogue in all projects.

The 2004-05 biennium displays numerous examples of an integrated decent work approach in which two or more dimensions are concurrently engaged. This is foremost the case with the combined application of social dialogue and international labour standards, on the one hand, and employment and social protection, on the other. There are many examples where employment and social protection policies are tackled through the participation of the social partners in keeping with ILO standards. In many ways, the ILO is concretely demonstrating the virtues of tripartism. This “tripartism in action” needs to be more widely known and understood.

The introduction of DWCPs has made a promising contribution to managing ILO resources to achieve results. Clearly, formulating the results that are expected to be achieved in each country will provide far greater focus on the priorities and outcomes identified in the programme and budget. Country programmes contribute to more focused cooperation between external offices and headquarters units. They also facilitate greater integration of ILO means of action.

ILO research, through the International Institute for Labour Studies and other units, is a major means of action. Procedures have been put into place to uphold the quality of ILO research, which is at its best when forming an integral part of the technical solutions that the ILO is promoting. Similarly, increasing attention is being given to capacity building in member States. The Turin Centre has been instrumental in this endeavour.

As evidenced in this report, continued attention must be given to the formulation of precise indicators and targets that clearly convey results achieved rather than activities and outputs. This is a difficult yet important task. Refinements have been introduced in the past and will continue as the ILO learns from experience.

The new IRIS system is gradually providing the Office with the means to report both financially and technically on the results achieved. Greater analysis of higher quality information will lead to improved management and governance decisions.

The value of independent assessments of the strategic achievements and orientations of ILO programmes has been demonstrated. In November 2005, the Governing Body adopted strategic orientations for the evaluation of ILO programmes. This is being put into practice in order to instil a culture of systematic evaluation throughout ILO programmes and responsibilities.

***Achieving scale and impact
requires strategic
orientations***

The ILO is mandated to promote the Decent Work Agenda. Through cooperation, the ILO has advocated and demonstrated the feasibility of economic and social reforms based on the principles embodied in international labour standards and in tripartism. When these principles are upheld by technical expertise, a concentrated set of technical programmes, strong integration of means of action and the mobilization of extra-budgetary resources, practical ILO solutions achieve genuine impact.

Reaching the goal of decent work for all is an immense challenge. Millions of women and men are in poverty, in child labour, in forced labour, without free and representative organizations, lacking social protection and the victims of occupational diseases and accidents.

More and better jobs – decent work – has been universally recognized as the right response. This is a challenge for the whole international community as well as the ILO. Our actions over the last period have yielded results, as shown in the implementation report. Furthermore, the efforts made to develop dialogue, cooperation and partnerships at national, regional and global levels, hold much promise for the future.

Geneva, February 2006.

Global developments

1. The role of decent work as a global goal achieved high-level support at the 2005 World Summit of the United Nations General Assembly. The Summit adopted an extensive outcome document which delineated a large number of commitments on key issues. Paragraph 47 of the document explicitly referenced ILO employment goals, expressing strong support for fair globalization, full and productive employment and decent work for all. These were identified as central objectives of national and international development strategies and as part of efforts to achieve the Millennium Development Goals (MDGs). The outcome document further notes that “these measures should encompass the elimination of the worst forms of child labour, as defined in International Labour Organization Convention No. 182 and forced labour” and resolves to ensure full respect for the fundamental principles and rights at work.
2. The World Commission on the Social Dimension of Globalization released its report on 24 February 2004. The report received extensive support during the United Nations General Assembly and follow-up is ongoing in many countries through policy dialogue and national action plans.
3. Major conferences took place during the biennium. These included the Seventh European Regional Meeting in Budapest, the Extraordinary Summit of the African Union (AU) on Employment Promotion and Poverty Alleviation in Africa and the Fourth Summit of the Americas. These events reinforced the relevance of international, national and tripartite partnerships and the Decent Work Agenda in the implementation of sustainable development, human rights and poverty reduction goals.

The regions in review

Africa

4. Socio-political crises, instability and a post-crisis volatile environment caused challenges in several African countries. The crisis in Côte d’Ivoire continued to disrupt services to all countries in the subregion covered by the ILO’s office in Abidjan. However, a move towards greater regional and subregional integration, as well as greater stability in Central Africa and Sudan, led to increased opportunities for collaboration and requests for ILO services.
5. The AU Head of States and Governments’ Summit on Employment Promotion and Poverty Alleviation (Ouagadougou, September 2004) was a major event that positioned the Decent Work Agenda prominently on both the African and the global policy landscape. The conference reinforced the legitimacy among United Nations agencies of the ILO’s role and contribution in this area. 2000-01 surplus funds were used to assist social partners to prepare for the Summit, to coordinate a regional response to the Summit’s decisions, and to take on new work items that addressed its outcomes.
6. In Central Africa, poverty reduction and post-crisis strategies were key priorities. For instance, Chad prepared a post-Summit national action plan, Gabon made employment a national priority and the Democratic Republic of the Congo issued a presidential decree for the development of an employment creation programme (PROCER). In western Africa, Mali created a youth employment promotion agency, Senegal adopted a national plan on social dialogue and social protection and Mauritania adopted a national strategy for small and medium-sized enterprise (SME) promotion with a focus on women. In southern

Africa, a major youth employment conference established key areas for ILO support in nine countries.

7. The development of decent work country programmes (DWCPs) is at different stages throughout the region. Decent work pilot programmes are under way in Ghana and Morocco, and a programme developed for Ethiopia is focusing on the cotton and textiles sector. As an initial step towards DWCPs, the ILO concentrated on three thematic areas in three selected countries (youth employment in Mali, women's entrepreneurship in Mauritania and the extension of social protection in Senegal), and provided programming support to Burundi, the Democratic Republic of the Congo and Chad.
8. Increased ILO cooperation with regional and subregional institutions reinforced the social dimension of regional integration and the priority given to employment in Poverty Reduction Strategy Paper (PRSP) and MDG strategies. Because of weak institutional environments and scarce ILO resources, the reinforcement of labour administrations was somewhat limited. The integration of gender concerns in all ILO programmes was also a challenge, though there were positive achievements related to women's entrepreneurship, microcredit and the informal economy.
9. Funds from the 2000-01 surplus contributed to a variety of ILO strategic priorities. In southern African countries, funds were used to improve crisis response and preparedness, producing national strategies for the reduction of vulnerability to drought and famine. Training and reintegration programmes for ex-combatants were funded or expanded in Angola, the Democratic Republic of the Congo, Burundi, Sierra Leone and Guinea-Bissau. In terms of the informal economy, the 2000-01 surplus funded studies to identify obstacles to the formation of workers' organizations in this area and worked with unions to implement strategies to address this. The ILO also worked with employers' organizations to further the establishment of business linkages between formal and informal enterprises; 2000-01 surplus funds also allowed for more workshops and training including, in the informal economy, to promote best practices with regard to HIV/AIDS in the workplace.

Americas

10. Regional and subregional integration processes in Latin America continued to make progress through MERCOSUR (Common Market of the Southern Cone), SICA (Central American Integration System) and CAN (the Andean Community), while several countries shifted priorities due to sudden changes in government, causing delays in ILO work. In some countries (in Central America, Colombia, Dominican Republic, Ecuador and Peru), negotiations surrounding the ratification of free trade agreements, such as CAFTA, created new opportunities and renewed interest in technical cooperation to bring national policies in line with fundamental Conventions.
11. Decent work has been strongly positioned as one of the most important factors in country-level policy development in Latin America and the Caribbean. Through participation in employment conferences held by subregional integration institutions such as MERCOSUR (2004), CAN (2004) and SICA (2005) and through the organization and participation in the "Hemispheric Workshop on Decent Work and Fair Globalization", ILO proposals reached a wider and, in some cases, higher-level audience. As a result, the Fourth Summit of the Americas (November 2005), which included presidents from OAS (Organization of American States) countries, concentrated on decent work as a major development strategy.
12. Important achievements were also made towards the eradication of forced labour and child labour. Modelled on Brazil's highly successful programme to combat forced labour, Peru and Bolivia began implementing direct actions, through inter-sector government

commissions, action plans or ministerial Conventions, for the eradication of forced labour. In the area of child labour, over 55,000 children and adolescents were removed from the worst forms of child labour and, in many cases, received training, education or other services. These programmes were particularly active in Brazil, Central America, Chile, Jamaica, Mexico and Paraguay. ILO methodologies and support also contributed to improving legislative frameworks and institutions to address child labour in Barbados, Ecuador, Colombia and Peru.

13. Barbados, Grenada, Jamaica, Saint Lucia and Trinidad and Tobago produced national reports based on KILM productivity indicators following successful capacity-building activities. Many countries started work on national employment reports in preparation for the Caribbean Employment Forum, due to be held in 2006. A United States Department of Labor-funded programme showed how management/labour cooperation could be effective in increasing productivity and securing better observance of fundamental principles and rights at work. National policies on HIV/AIDS and the workplace were drafted in Barbados, Belize and Guyana.
14. DWCPs are operating at different stages throughout the region, although the availability of human resources and experts in certain areas posed challenges in meeting objectives. Argentina's DWCP has been fully operational since the end of 2004, while in Peru a plan was presented to the Ministry of Labour and Employment Promotion and to the National Employment Council. The creation of decent work indicators in Mexico was a significant achievement and will be used as an implementation tool in establishing national policies.
15. Access to funds from the 2000-01 surplus allowed the ILO to expand initiatives to promote the decent work and assist marginalized groups in the region. In Latin America, gender analysis on employment and poverty alleviation policies (Argentina, Chile, Paraguay and Uruguay), the informal economy (Latin America) and employment indicators (Chile) helped to integrate gender concerns into decent work national programmes. In Argentina, programmes helped to extend social protection to the groups which are worst affected by the crisis and trained officials involved in negotiating national wage policies.

Arab States

16. Political turmoil and a lack of employment opportunities, particularly for youth and women, continued to be challenges to implementing the Decent Work Agenda. However, in several countries (such as in most of the Gulf countries) political changes led to a greater demand for ILO expertise and fruitful interventions in the areas of legislative reforms, social dialogue, and workers' and employers' representation.
17. Significant progress was made with regard to international labour standards. Twelve member States introduced important changes in their policies and legislation in order to realize fundamental principles and rights at work. Progress in eliminating child labour occurred through a time-bound programme in Lebanon and Yemen and the adoption of a national policy and programme framework to combat child labour in both countries. In Yemen, the ILO worked with the Ministry of Social Affairs to advance women's employment. This included the establishment of a media strategy, training programmes and research.
18. Efforts were made to foster an entrepreneurship culture among youth, through the development of packages on business management training materials in Arabic. Work on national policy reform, related to enterprise development, was initiated in Lebanon and Saudi Arabia. In Lebanon, 2000-01 surplus funds were used to implement an inter-agency project on the development of SMEs in the agro-industrial sector.

19. In Iraq, the ILO established a technical cooperation framework with the Ministry of Labour and Social Affairs as well as employers' and workers' organizations. The formation of a task force to promote employment during the recovery period gave the ILO a physical presence in the area, enhancing its ability to engage social partners and mobilize resources from the UNDG (United Nations Development Group) Trust Fund and bilateral donors.
20. Implementation of country programming continued in Bahrain. Some of the programme's results included improvements to social development policy and reforms to vocational education and vocational rehabilitation. The programme also promoted national dialogue on critical issues related to labour reform, employment policies, social security and economic reform.
21. Post-crisis response required the rapid mobilization of resources to meet immediate needs. The availability of 2000-01 surplus funds allowed the ILO to act more effectively in crisis areas. In Iraq, 2000-01 surplus funds contributed to technical cooperation programmes for post-crisis reconstruction and the establishment of a national council. Funding assisted with an International Employment Conference in Jordan, that resulted in a Declaration and Action Plan. In the occupied Palestinian territory, funds were used to establish new vocational training centres and three programmes addressing SME development, emergency assistance in employment creation and job placement for vocational graduates. The capacity of the Palestinian General Federation of Trade Unions was strengthened to enable them to better participate in debate over policy issues related to the future of the occupied Palestinian territory.

Asia and the Pacific

22. Natural disasters in several countries resulted in massive loss of lives and livelihoods, rendering them more vulnerable to other forms of crisis. They also had a serious impact on ILO programmes in the region. India and China saw huge economic growth yet unemployment and underemployment remained a formidable challenge. In China, conversion of the state sector was a major contributor to unemployment. Political disturbances (such as in Nepal and Sri Lanka), as well as changes in administration (Cambodia, India, Indonesia, Mongolia and Sri Lanka) have slowed programme implementation on occasion.
23. In several countries, the ILO's Decent Work Agenda has been integrated as a central objective of macroeconomic and social policies. Employment has been of the highest priority and, increasingly, the role of decent work in reducing poverty has been recognized. Improving the situation of workers in the informal economy was a widespread priority. ILO programmes included the promotion of decent employment among poor women workers in India and enhancement of the capacity of local government units to address informal economy concerns in the Philippines. Skills training programmes based on community-based methodologies were implemented, for example, in Pakistan.
24. While employment was a central concern, the regional programme also reflected priorities in other areas of the Decent Work Agenda, including occupational safety and health, such as in China and workplace action against HIV/AIDS in Cambodia, China, India, Indonesia, the Pacific, Sri Lanka and Thailand.
25. In Cambodia, the ILO continued its innovative approach to monitoring working conditions in factories through the "Better Factories Cambodia" programme. It has successfully helped the country's garment industry adjust to the phasing out of the Multi-fibre Arrangement (MFA) quotas in early 2005. While many other countries lost their

competitiveness, the volume and value of Cambodia's United States exports have increased. Using national and international labour standards helped to improve working conditions and productivity and, in so doing, played a role in reducing poverty in one of the world's poorest countries.

26. The region continued to feature centrally in the ILO's activities against child labour and forced labour. A major aim has been to work with all stakeholders to mainstream child labour into national action. The preventive approach of the Mekong Subregional Project to Combat Trafficking in Children and Women has been gaining policy acceptance.
27. A major effort was made to assist Pacific island countries to bring their labour legislation in line with their international commitments (Fiji, Kiribati, Marshall Islands, Papua New Guinea and Vanuatu). This exercise also allowed other issues, such as occupational safety and health, to be pursued. Social security assistance was provided in Fiji, Kiribati, Samoa, Solomon Islands, Tonga and Vanuatu.
28. The ILO developed a gender mainstreaming strategy (GEMS) for the Asia-Pacific region and completed gender audits in Indonesia, Sri Lanka and Pakistan.
29. Acting on the conclusions of the Thirteenth Asian Regional Meeting held in August 2001, many countries developed national plans of action for decent work, which have set the framework for the DWCPs. The latter are the ILO's time-bound and resourced contribution to national decent work goals and plans. The pace of programming has varied, but where DWCPs are more advanced (such as in Indonesia, Pakistan, Philippines and Sri Lanka) their effectiveness in establishing shared objectives and priorities through social dialogue at the national level has been evident. Country programming in the region has sought to connect with the multilateral frameworks and processes for follow-up to the Millennium Summit and achieving the MDGs.
30. Some funds from the 2000-01 surplus were diverted to assist countries recovering from the tsunami. For example, in Indonesia, the ILO established four emergency employment service centres and implemented training courses in concrete and masonry work. In Afghanistan, funds contributed to technical cooperation projects involved in the creation and expansion of employment centres, the improvement of microcredit capacities, and strategy papers on rural and urban enterprise development.

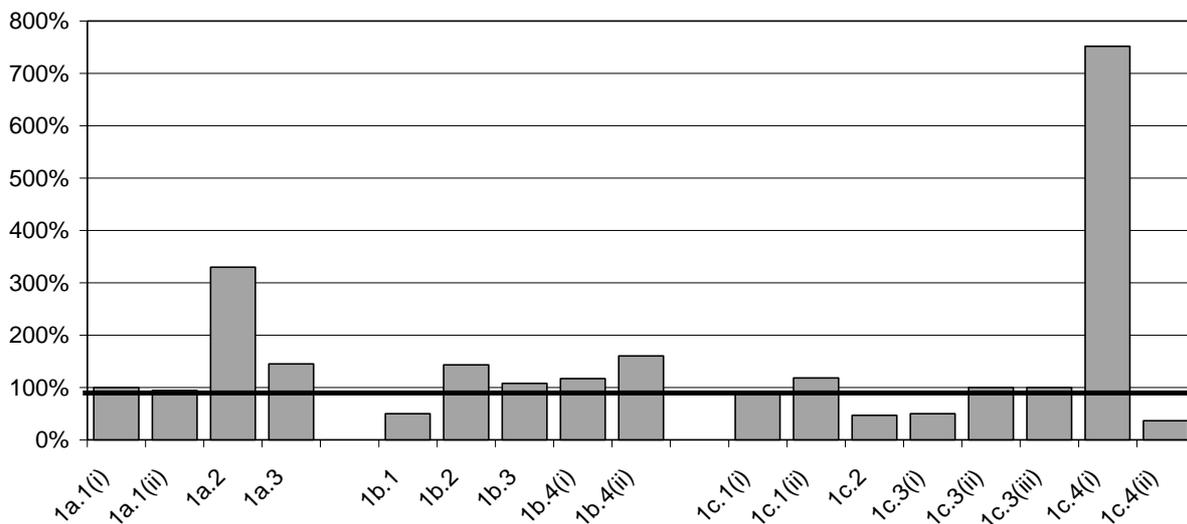
Europe and Central Asia

31. The 2004 expansion of the European Union by ten countries marked a major change in the region and ILO attention began shifting towards south-east Europe, Eastern Europe and Central Asia. While the ILO responded to requests for increased services from new governments in Ukraine and Romania, unrest in Kosovo, The former Yugoslav Republic of Macedonia and Kyrgyzstan caused interruptions to ILO work. Serious complaints of violations of freedom of association were registered in the Republic of Moldova and Ukraine, and the ILO continued to provide significant assistance to independent trade unions in Belarus.
32. A major milestone was the Seventh European Regional Meeting in Budapest in 2005, which brought a high visibility to ILO achievements and partnerships. The conference brought together over 700 delegates from member States in Europe and Central Asia and established future priorities for the region. These included: combating youth employment, addressing the impact of ageing societies and pension financing, combining the flexibilization of the labour market with social protection measures for workers, and managing migration.

33. Country programming continued to move forward. The ILO developed draft DWCP papers for five countries (Albania, Bulgaria, Bosnia and Herzegovina, Romania and Ukraine), concluded technical cooperation programmes with Armenia and Uzbekistan, and signed a Memorandum of Understanding with the Russian Federation and Kazakhstan. In general, the programme contributed to a more integrated and results-oriented approach and better resource planning between field offices and headquarters.
34. In many cases, ILO programmes benefited from the expertise of new EU member States in transposing good practices to other countries and from the mobilization of a considerable amount of extra-budgetary resources. A practical, flexible approach was necessary to respond to changing political climates and emerging needs.
35. Through funds from the 2000-01 surplus, the Office continued its support to Belarusian trade unions, providing assistance in securing workers' representation and in developing organizational capacities. Through research, policy advice and capacity building, the ILO also helped the tripartite constituency in Bulgaria, Croatia, Hungary, Lithuania and Poland to better balance labour market flexibility, employment and income security. 2000-01 surplus funds also added to initiatives to promote women's entrepreneurship (Azerbaijan and Georgia), employment and local economic development (Russian Federation) and to developing approaches to youth employment in the informal economy through entrepreneurial training (Kyrgyzstan, Tajikistan, Uzbekistan).

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

Percentage of targets reached: Fundamental principles and rights



36. The 2004-05 biennium continued with a strong rate of Convention ratification; two-thirds of member States (116 out of 178 member States) have now ratified all eight fundamental Conventions and 147 member States have ratified at least one Convention in each of the four categories of fundamental principles and rights. This continued increase highlighted a

greater need for effective supervisory processes and promotional activities to ensure the implementation of Conventions.

37. Recognition of the ILO's role in setting global standards in the world of work has grown along with increasing concerns about the social and economic impacts of globalization. This was evidenced by the inclusion of ILO standards and rights in world-level discussions, and growing interest in the ILO's work on corporate social responsibility. At a national level, the ILO country programmes dealt more prominently with issues identified by the standards supervisory mechanism and the Declaration follow-up.

Highlights

38. Action for the elimination of child labour has again been an outstanding area of progress. Sustained political support produced a total of 156 ratifications of the Worst Forms of Child Labour Convention, 1999 (No. 182) by the end of 2005, as well as (140) ratifications of the Minimum Age Convention, 1973 (No. 138). As a follow-up to this, first examinations of article 22 reports were completed, often identifying problems requiring IPEC's technical cooperation capacity.
39. The Declaration and Action Plan of the October 2005 Fourth Summit of the Americas demonstrated the results of ILO support in the region. Within the context of the Declaration follow-up, the ILO has worked to strengthen labour administration and legal compliance, and five countries adopted tripartite national action plans to implement fundamental principles and rights. The Summit set goals related to the elimination of discrimination and the strengthening of social dialogue, as well as for the eradication of forced labour by 2010 and child labour by 2020.
40. Governments reported more improvements than expected in the application of ratified Conventions and there was increased participation by employers' and workers' organizations in the supervisory process itself. In 2004, 533 comments were received from employers' (70) or workers' (463) organizations, compared with 297 comments in 2003 and 400 in 2002.

Preventing the trafficking of girls and young women in China

In China, girls and young women who leave their home communities in search of work in larger centres can find themselves exploited by traffickers. The ILO's child labour programme in China is supporting local efforts to address the trafficking of girls and young women that starts with this kind of work-related migration.

In Yunnan Province, 135 school headmasters and 332 teachers in four townships received training on gender equality and trafficking prevention. In turn, they trained more than 14,000 students in their schools. This led to the creation of 48 volunteer publicity teams of students who worked with their communities on local trafficking and gender equality issues.

Follow-up evidence gathered in the four participating townships showed that:

- unplanned migration dropped by 17.4 per cent in the four townships and by 8.1 per cent in the entire county;
- more than 1,000 girls under the age of 17 returned to school;
- female school enrolment rates increased;
- parents were increasingly likely to call police if they learned about attempts at trafficking;
- training on trafficking prevention and relevant laws is now a compulsory subject in local primary and secondary schools;
- there was greater awareness of the dangers of unplanned migration.

These impacts have led to the expansion of the project to other parts of Yunnan.

Strategies

41. The yearly Global Report and subsequent Governing Body discussion was used as a process to identify and better understand areas – such as freedom of association and collective bargaining or discrimination in employment and occupation – where more national political support is required and recent financial backing from donors has at best been modest. Strategies focused more on the problems related to the application of Conventions that were signalled by the supervisory machinery. For example, in Togo, the identification of obstacles impeding the implementation of fundamental Conventions resulted in studies and an action plan that supported Togo in its adoption of a law against the trafficking of children.
42. In response to the recommendations of the Declaration Expert-Advisers and subsequent decisions of the Governing Body relating to annual reporting under the Declaration follow-up, the Office worked with member States to establish country-level baselines and identify problems that could be solved in a time-bound fashion. While the ratification of Conventions remains an important milestone, the use of baselines is a more incremental approach. The approach involves assessments of a member State's current situation and determining what progress can be achieved pending ratification. For instance, the ILO worked with China to promote collective bargaining processes and is assisting Samoa, the Democratic Republic of Timor-Leste and Vanuatu to establish baselines and fix attainable goals.
43. IPEC's direct action programmes shifted their focus to upstream policy advice, globally positioning child labour concerns as priorities for member States and development organizations. This has involved assessment and monitoring, country analysis, strengthening institutional capacities and providing assistance for the development and implementation of national policies. IPEC advice and support helped to ensure the inclusion of child labour concerns in Zambia, where they were integrated into its PRSP, and in Bulgaria, where they were incorporated in the Joint Inclusion Memorandum between the European Union and Bulgaria.
44. The IPEC programme continued its decentralization, which it combined with an ongoing evaluation process that recorded successful projects and good practices. In addition to increasing knowledge sharing and networks between member States, this practice increased donor confidence and encouraged global mobilization of support through the MDGs, the PRSP process, Education for All programmes, and other programmes.
45. As part of a renewed emphasis on outreach and technical assistance, the structure of the International Labour Standards Department was streamlined, which increased efficiencies in handling article 22 reports on ratified Conventions. Efforts were made to increase the understanding and visibility of the ILO's normative role, through web site improvements and new publications, such as *The rules of the game*, which provided a clear, entry-level description of the supervisory process.

Work to free trade unionists leads to broader changes

In May 2004, the ILO carried out a direct contacts mission in Guatemala to assist the Government in overcoming obstacles to the full implementation, in law and in practice, of the freedom of association Conventions Nos. 87 and 98. The supervisory bodies were concerned with the detention of two trade union leaders. The mission visited them in prison and met with the relevant courts to inform them of the recommendations of the ILO supervisory bodies. In August 2004, the courts dismissed the charges brought against the trade union leaders and they were released. The Government has now promised to protect trade unionists subjected to death threats and aggression and has agreed to open dialogue with social partners with a view to full implementation of these fundamental Conventions.

Lessons learned

46. The strong political support of constituents and the financial support of donors greatly influenced the extent to which the Office has been able to actively promote international labour standards and fundamental principles and rights at work. The Declaration follow-up process has clarified certain aspects of this. Within the ILO, and elsewhere in the multilateral system, consensus regarding the central importance of the principles of the 1998 Declaration strengthened perceptibly. However, the degree of proactive, concrete mobilization among member States and donors varied by region and by the category of principles and rights.
47. DWCPs were the logical vehicle for further progress, given the experience gained both under the Declaration follow-up and more widely by the standard-setting and supervisory modes of action of the ILO. In order for these programmes to be successful, an understanding of the content of international labour standards and the Declaration and of the value of a rights-based approach to development has to be better anchored within the Office and convincingly set out among tripartite constituents. This process needs to include the embracing of up-to-date labour standards and to take advantage of newly-designed IRIS functionalities.
48. Along with technical assistance and the promotion of standards, the ILO must continue to stress respect for the legal obligations which member States have accepted. This involves reliance on the Committee of Experts to identify problems, while persuading, inciting and eventually working with the three partners to identify and implement solutions.
49. The availability of funds from the 2000-01 surplus allowed the ILO to maintain action on forced labour in Myanmar, to modify and update databases (such as the APPLIS database), and to support the Conference discussion on migration for employment. Additionally, several technical assistance missions to promote freedom of association standards and principles yielded results (such as in Turkey) that were recognized as cases of progress by the supervisory bodies.

Equal treatment for social security in Turkey

Unlike Turkish nationals, foreign workers in Turkey were not automatically covered by long-term social insurance and many were unaware of their rights in this area. In its supervision of the Equality of Treatment (Social Security) Convention, 1962 (No. 118), and supported by the Turkish Trade Unions (TURK-IS) and Confederation of Employer Associations, the Committee of Experts repeatedly raised the need for the compulsory inclusion of non-nationals under the same conditions as Turkish nationals. Turkey has now amended its legislation to ensure the equal treatment and mandatory coverage of non-national workers. This was recognized in 2004 by the Committee of Experts as a case of satisfaction.

Operational objective 1a: Standards and fundamental principles and rights at work – ILO member States give effect to the principles and rights concerning freedom of association and collective bargaining and the elimination of forced labour, child labour and discrimination in employment and occupation

| Performance indicators | Targets | Outcomes |
|--|------------------------------------|--|
| 1a.1. Member States that have ratified either: | Two-thirds of member States (116). | Two-thirds of member States (117 member States out of 178, or 65 per cent). |
| (i) all eight fundamental Conventions; or | | Additional 18 member States that ratified during the biennium: Azerbaijan, Bolivia, Chad, Colombia, Comoros, |

| Performance indicators | Targets | Outcomes |
|--|--------------------|---|
| | | Djibouti, Israel, Kyrgyzstan, Mauritius, Mongolia, Paraguay, Philippines, Saint Kitts and Nevis, Sao Tome and Principe, Tajikistan, Trinidad and Tobago, Uganda, Bolivarian Republic of Venezuela. <i>(The 2002-03 target was 87 member States and the result was 99.)</i> |
| (ii) at least one Convention in each of the four categories of fundamental principles and rights. | 155 member States. | 147 member States (all 117 member States falling under (i) above, plus another 30). Five member States ratified a Convention in an additional category during the biennium (last category ratified): Comoros (child labour), Djibouti (child labour), Mongolia (forced labour), Sao Tome and Principe (forced labour, child labour), Uganda (discrimination). <i>(The 2002-03 target was 135 member States and the result was 142.)</i> |
| 1a.2. Member States introduce significant changes in their policies, legislation or institutions in order to realize fundamental principles and rights at work, as indicated in annual reports or Global Reports under the follow-up to the Declaration. | Ten member States. | 33 member States: Armenia, Bahrain, Bolivia, Brazil, Bulgaria, Colombia, Czech Republic, Democratic Republic of the Congo, Ecuador, Estonia, Gabon, Germany, Japan, Jordan, Indonesia, Kenya, Kiribati, Korea, Lesotho, Madagascar, Namibia, Oman, Philippines, Qatar, Russian Federation, Rwanda, Serbia and Montenegro, Suriname, Thailand, Uganda, United Arab Emirates, United Kingdom, United Republic of Tanzania. Examples include: <ul style="list-style-type: none"> ■ a new law against the trafficking of children (Gabon); ■ a course on labour rights developed and included in the curriculum of the National Police Academy and police training schools (Indonesia); ■ amendments to labour laws to bring collective bargaining provisions into conformity with the stipulations of Conventions Nos. 87 and 98 (Serbia and Montenegro). <i>(This is a revised indicator. The target for a similar target in 2002-03 was 20 member States and the result was 14.)</i> |
| 1a.3. Member States that have begun implementation of gender-sensitive technical cooperation that specifically addresses needs or problems identified in reports submitted under the Declaration, the introduction by the ILO Declaration Expert-Advisers and plans of action adopted by the Governing Body. | 20 member States. | 31 member States: Albania, Bangladesh, Bosnia and Herzegovina, Botswana, Brazil, Bulgaria, China, Costa Rica, Croatia, Ghana, India, Indonesia, Kenya, Kyrgyzstan, Lesotho, Republic of Moldova, Namibia, Nicaragua, Nigeria, Pakistan, Philippines, Romania, Russian Federation, Serbia and Montenegro, Swaziland, Tajikistan, United Republic of Tanzania, The former Yugoslav Republic of Macedonia, Uganda, Ukraine, Yemen. Examples include: <ul style="list-style-type: none"> ■ a project to prevent forced labour and trafficking in Indonesia and the Philippines by increasing links between domestic workers' organizations, trade unions and migrant workers' organizations; ■ support for the development of a national policy for racial equality in Brazil that includes affirmative action measures and addresses the gender dimensions of racial discrimination; ■ the design and use of gender- and culturally-sensitive communications materials in Botswana, Lesotho, Malawi, Namibia, Swaziland and Zambia as a means to combat |

| Performance indicators | Targets | Outcomes |
|------------------------|---------|---|
| | | gender inequality, increase compliance with national labour laws and improve labour-management relations. |
| | | <i>(The target for 2002-03 was 20 member States and the result was 19.)</i> |

Operational objective 1b: Child labour – Child labour is progressively eliminated through capacity building and strengthening of the worldwide movement against child labour, with priority given to the urgent elimination of child labour in its worst forms and the provision of alternatives for children and families

| Performance indicators | Targets | Outcomes |
|--|------------------------------|--|
| 1b.1. Member States that ratify the Minimum Age Convention, 1973 (No. 138). | 20 additional member States. | Ten additional member States: Chad, Comoros, Djibouti, Lao People's Democratic Republic, Oman, Paraguay, Saint Kitts and Nevis, Sao Tome and Principe, Thailand, Trinidad and Tobago. <i>(The 2002-03 target was 30 additional ratifications and the result was 15 additional ratifications.)</i> |
| 1b.2. Member States that use methodologies, approaches and information developed and produced either by the ILO or with ILO support, concerning: global trends and measurement of child labour, research on the causes and consequences of child labour; good practices and models of intervention to combat child labour; and guidelines and training packages. | 30 additional member States. | 43 additional member States: Argentina, Bangladesh, Belize, Benin, Bolivia, Brazil, Burkina Faso, Cambodia, Chile, Colombia, Costa Rica, Côte d'Ivoire, Dominican Republic, Ecuador, El Salvador, Ethiopia, Ghana, Guatemala, Guyana, Honduras, Indonesia, Lebanon, Mali, Mongolia, Morocco, Nepal, Nicaragua, Nigeria, Pakistan, Panama, Paraguay, Peru, Philippines, Rwanda, Senegal, South Africa, Sri Lanka, United Republic of Tanzania, Togo, Turkey, Uganda, Uruguay, Zambia. Examples include: <ul style="list-style-type: none"> ■ Paraguay included the list of hazardous jobs into its National Plan for the Eradication of Child Labour and used ILO manuals to train school supervisors on the prevention of the sexual exploitation of children; ■ Uganda used several ILO reports on child labour as a base for national policy formulation; ■ Pakistan carried out baseline research in the areas of glass bangle making, deep sea fishing, tanneries, coalmining and rag-picking and developed information toolkits on child rights and child labour; ■ Brazil trained 36 teachers in the use of an educational kit and distributed 2,500 copies of the toolkit to schools. <i>(The 2002-03 target for a slightly different indicator was 32 additional member States and the result was 25.)</i> |
| 1b.3. Member States that have drawn on ILO support to make significant progress in applying Conventions Nos. 138 and 182 as reflected in the implementation of at least two interventions | 40 member States. | 43 member States: Albania, Benin, Bangladesh, Burkina Faso, Brazil, Cambodia, Chile, Colombia, Costa Rica, Côte d'Ivoire, Democratic Republic of the Congo, Dominican Republic, Ecuador, El Salvador, India, Indonesia, Ghana, Guatemala, Honduras, Kenya, Lesotho, Madagascar, Mali, Mexico, Morocco, Nepal, Nicaragua, Nigeria, Pakistan, Panama, Philippines, Paraguay, Romania, Senegal, Sri Lanka, Togo, Trinidad and Tobago, Turkey, Uganda, Ukraine, United Republic of Tanzania, Viet Nam, Zambia. |

| Performance indicators | Targets | Outcomes |
|--|---------------------|---|
| associated with time-bound programmes. | | <i>(The 2002-03 target for a similar indicator was 20 additional member States and the result was 18.)</i> |
| 1b.4(i). Children who benefit from ILO action in particular in regard to the worst forms of child labour and the girl child, as reflected by those benefiting directly from pilot projects executed by the ILO. | 300,000 children. | 350,047 children (as of September 2005). Regional distribution of children benefiting directly from ILO projects: Asia (51 per cent), Africa (28 per cent), Americas (18 per cent), Arab States and Europe (3 per cent). <i>(Figures will be updated at the end of the biennium.)</i> <i>(See 1b.4(ii) for information on the 2002-03 target.)</i> |
| 1b.4(ii). Children who benefit from ILO action in particular in regard to the worst forms of child labour and the girl child, as reflected by those indirectly benefiting from initiatives executed by other development partners (member States, organizations and other agencies) as a result of ILO support and advocacy. | 1 million children. | 1,600,000 children (as of September 2005). Regional distribution of children who were indirect beneficiaries: Americas (32 per cent), Africa (28 per cent), Asia (27 per cent), Europe, Central Asia and Arab States (13 per cent). <i>(The indicator for 2002-03 did not distinguish between children benefiting directly and indirectly from ILO action. The target was 1 million children and the result was 1,200,000.)</i> |

Operational objective 1c: Normative action – International labour standards and the standards supervisory process influence legislation and policies of member States for achieving decent work and international development goals

| Performance indicators | Targets | Outcomes |
|--|---|---|
| 1c.1. Cases in which member States improve the application of standards. | (i) 350 cases of improvement noted by Committee of Experts. | 108 cases of satisfaction and 556 cases of interest. 108 cases of satisfaction (2004 and 2005): Freedom of association, collective bargaining and industrial relations (Nos. 87, 98, 135, 151, 154): Australia, Argentina, Botswana, Brazil, Burkina Faso, Burundi, Guatemala, Lesotho, Lithuania, Luxembourg, Mauritania, Morocco, Netherlands, New Zealand, Nicaragua, Peru, Portugal, Romania, Singapore, Sudan, Trinidad and Tobago, Turkey, United Kingdom, United Republic of Tanzania, Yemen. Forced labour (No. 29): Benin, Botswana, Côte d'Ivoire, Democratic Republic of the Congo, New Zealand, Thailand, United Kingdom (Gibraltar). Elimination of child labour and protection of children and young persons (Nos. 138, 182): France, Gabon, Morocco, Turkey, United Arab Emirates. Equality of opportunity and treatment (Nos. 100, 111): Bosnia and Herzegovina, Burkina Faso, Greece, Malta, Republic of Korea, Poland, Rwanda, Slovenia, Turkey, Zimbabwe. |

| Performance indicators | Targets | Outcomes |
|------------------------|---------|---|
| | | <p>Labour administration and inspection (Nos. 63, 81, 129, 150, 160): Argentina, Austria, Benin, Botswana, Brazil, Bulgaria, China (Hong Kong), France, France (Polynesia), Gabon, Greece, Guatemala, Latvia, Madagascar, Malawi, New Zealand, Viet Nam.</p> |
| | | <p>Employment policy and promotion (No. 88): Ireland, Peru.</p> |
| | | <p>Employment security (No. 158): Turkey</p> |
| | | <p>Wages (Nos. 131, 173): Botswana, Madagascar, Uruguay.</p> |
| | | <p>Working time (No. 1): Comoros, Syrian Arab Republic.</p> |
| | | <p>Occupational safety and health (Nos. 62, 115, 120, 139, 155, 162, 174): Belgium, Czech Republic, El Salvador, France, Germany, Guatemala, Japan, Lebanon, Lesotho, Netherlands, Norway, Uruguay.</p> |
| | | <p>Social security (Nos. 19, 118): France (Polynesia), Libyan Arab Jamahiriya, Turkey.</p> |
| | | <p>Social policy (No. 82): United Kingdom (Bermuda).</p> |
| | | <p>Seafarers (Nos. 8, 22, 23, 53, 108, 147): Estonia, Italy, Jamaica, Mauritania, Portugal, United Kingdom. 556 cases of interest (2004 and 2005):</p> |
| | | <p>Freedom of association, collective bargaining and industrial relations (Nos. 87, 98, 135): Albania, Australia, Belgium, Bosnia and Herzegovina, Botswana, Canada, Chile, China (Macau), Colombia, Costa Rica, Cyprus, Czech Republic, Estonia, Ethiopia, Equatorial Guinea, Fiji, Ghana, Honduras, Iceland, Indonesia, Kenya, Kuwait, Lebanon, Lesotho, Mali, Mauritius, Netherlands (Antilles), Nicaragua, Nigeria, Norway, Peru, Poland, Romania, Russian Federation, Rwanda, Serbia and Montenegro, Slovenia, Sri Lanka, Swaziland, Trinidad and Tobago, Turkey, Ukraine, United Kingdom, United Kingdom (Isle of Man), United Republic of Tanzania, Bolivarian Republic of Venezuela.</p> |
| | | <p>Forced labour (Nos. 29, 105): Brazil, Burundi, Chile, Czech Republic, Dominican Republic, France, India, Jordan, Mauritania, Pakistan, Russian Federation.</p> |
| | | <p>Elimination of child labour and protection of children and young persons (Nos. 123, 138, 182): Angola, Argentina, Austria, Bahamas, Bangladesh, Barbados, Belgium, Belize, Benin, Bolivia, Brazil, Bulgaria, Burkina Faso, Burundi, Chile, China (Hong Kong), China (Macau), Colombia, Costa Rica, Croatia, Denmark, Djibouti, Dominican Republic, Ecuador, Egypt, El Salvador, Finland, France, Ghana, Guatemala, Honduras, Hungary, Indonesia, Islamic Republic of Iran, Italy, Jamaica, Japan, Jordan, Kazakhstan, Kenya, Republic of Korea, Kuwait, Lebanon, Lesotho, Luxembourg, Madagascar, Mali, Mauritius, Morocco, Netherlands, New Zealand, Nicaragua, Norway, Malawi, Mauritania, Mexico, Mongolia, Morocco, Papua New</p> |

| Performance indicators | Targets | Outcomes |
|------------------------|---------|---|
| | | Guinea, Peru, Philippines, Portugal, Romania, Russian Federation, Saudi Arabia, Serbia and Montenegro, Slovakia, Slovenia, South Africa, Spain, Sri Lanka, Syrian Arab Republic, Swaziland, United Republic of Tanzania, Thailand, Turkey, United Arab Emirates, United Kingdom, United States, Uruguay, Viet Nam, Yemen, Zimbabwe. |
| | | Equality of opportunity and treatment (Nos. 100, 111): Algeria, Austria, Azerbaijan, Bahamas, Belarus, Bulgaria, Burkina Faso, Cuba, Cyprus, Czech Republic, Democratic Republic of the Congo, Egypt, Finland, France, Hungary, Iceland, Japan, Kenya, Republic of Korea, Kuwait, Kyrgyzstan, Latvia, Lebanon, Lithuania, Luxembourg, Madagascar, Malta, Mauritania, Mauritius, Mexico, Republic of Moldova, Morocco, Namibia, Nepal, Netherlands, New Zealand, Nicaragua, Norway, Pakistan, Panama, Papua New Guinea, Peru, Poland, Portugal, Qatar, Romania, Rwanda, Slovakia, Slovenia, South Africa, Spain, Sweden, Switzerland, Syrian Arab Republic, United Republic of Tanzania, Trinidad and Tobago, Turkey, Ukraine, United Kingdom, Uruguay, Bolivarian Republic of Venezuela, Viet Nam, Zimbabwe. |
| | | Tripartite consultation (No. 144): Brazil, Guatemala, Japan. |
| | | Labour administration and inspection (Nos. 63, 81, 85, 129, 150, 160): Algeria, Angola, Australia, Bangladesh, Benin, Bolivia, Brazil, Bulgaria, Canada, Chile, China (Hong Kong), China (Macau), Colombia, Costa Rica, Croatia, Cuba, Cyprus, Dominican Republic, Egypt, El Salvador, Fiji, Finland, France, France (Guiana), France (Polynesia), France (New Caledonia), France (St. Pierre and Miquelon), Gabon, Germany, Greece, Guatemala, Honduras, India, Ireland, Italy, Jordan, Kazakhstan, Latvia, Luxembourg, Madagascar, Malawi, Mali, Peru, Qatar, Romania, Suriname, Swaziland, United Republic of Tanzania, Yemen. |
| | | Employment policy and promotion (Nos. 88, 159): Algeria, Argentina, Bahamas, Canada, Croatia, Lithuania, Republic of Moldova, New Zealand, Nicaragua, Panama, Philippines, Portugal, Spain, Trinidad and Tobago, United Kingdom, Uruguay. |
| | | Vocational guidance and training (No. 142): Brazil, Hungary. |
| | | Employment security (No. 158): Latvia. |
| | | Working time (Nos. 1, 14, 30, 89, 101, 171): Cyprus, Ghana, India, Lebanon, Mauritania, Morocco, Netherlands (Aruba), Russian Federation, United Republic of Tanzania (Tanganyika), Yemen. |
| | | Occupational safety and health (Nos. 13, 45, 62, 115, 119, 120, 127, 136, 139, 148, 161, 162, 167): Azerbaijan, Belarus, Benin, Botswana, Brazil, Burkina Faso, Canada, China (Macau), Colombia, Croatia, Cuba, Cyprus, Czech Republic, Denmark, Egypt, Estonia, Ethiopia, Finland, France, France (New Caledonia), Greece, Hungary, |

| Performance indicators | Targets | Outcomes |
|--|---|---|
| | | <p>Iceland, India, Ireland, Italy, Japan, Latvia, Lebanon, Malta, Republic of Moldova, Mexico, Nicaragua, Norway, Poland, Portugal, San Marino, Serbia and Montenegro, Slovakia, Slovenia, South Africa, Spain, Sweden, Switzerland, Syrian Arab Republic, Thailand, Turkey, United Kingdom (Jersey), United Republic of Tanzania, United States, Uruguay, Zambia, Zimbabwe.</p> <p>Social security (Nos. 17, 18, 42, 102, 130): France, Germany, Lebanon, Libyan Arab Jamahiriya, Peru, Sao Tome and Principe, Syrian Arab Republic, United Kingdom (Guernsey).</p> <p>Maternity protection (No. 103): Chile, Equatorial Guinea, Germany, Ghana, Libyan Arab Jamahiriya, Sri Lanka.</p> <p>Migrant workers (No. 97): Belize, China (Hong Kong).</p> <p>Seafarers (Nos. 8, 68, 71): Argentina, Brazil, Bulgaria, Croatia, Estonia, Fiji, Finland, France, France (Guiana), France (Southern and Antarctic Territories), France (Guadeloupe), France (Martinique), France (New Caledonia), France (Réunion), France (St. Pierre and Miquelon), Guatemala, Italy, Norway, Peru, Portugal, United Kingdom, United Kingdom (Guernsey).</p> <p>Specific categories of workers (Nos. 149, 172, 177): Belgium, Cyprus, Finland, Ghana, Netherlands, Portugal, Uruguay.</p> <p>Fishers (No. 112): Australia.</p> <p>Indigenous and tribal peoples (Nos. 107, 169): Bolivia, Colombia, Guatemala, India, Mexico, Peru.</p> <p><i>(This is a revised indicator.)</i></p> |
| | (ii) 50 cases of improvement noted by the Committee on Freedom of Association. | <p>59 cases of improvement noted in 31 member States: Argentina (six cases), Bulgaria, Bosnia and Herzegovina, Canada (four cases), Chile (five cases), Colombia (six cases), Ecuador, El Salvador, Fiji, The former Yugoslav Republic, Republic of Macedonia, Guatemala (five cases), Honduras (two cases), Japan, Kenya, Korea, Lithuania, Mauritius (three cases), Mexico, Morocco (two cases), Nicaragua, Niger, Pakistan, Panama, Peru (three cases), Serbia and Montenegro, South Africa, Sri Lanka (two cases), Thailand, Uganda, Uruguay (two cases).</p> |
| 1c.2. Increased account taken of international labour standards in international development assistance. | All PRSPs to which the ILO contributes refer to international labour standards. | <p>Out of 15 PRSPs, the PRSPs of seven member States referred to international labour standards: Cape Verde, Democratic Republic of the Congo, Honduras, Mali, Pakistan, United Republic of Tanzania, Yemen.</p> <p><i>(This is a new indicator.)</i></p> |
| 1c.3. Improved effectiveness of service to ILO policy-making bodies in relation to standards policy. | (i) The supervisory bodies complete reviews of their work methods. | <p>The Committee of Experts on the Application of Conventions and Recommendations and the ILC Committee on the Application of Standards have made some progress in their review.</p> <p>Results include:</p> <ul style="list-style-type: none"> ■ adjustments have been made to Conference |

| Performance indicators | Targets | Outcomes |
|---|--|---|
| | | <p>Committee procedures that allow member States additional time to prepare for discussion and give the Chairperson more time to consult other Officers of the Committee before conclusions are submitted for adoption;</p> <ul style="list-style-type: none"> ■ the Conference Committee has decided to give greater emphasis to cases of serious failure to fulfil reporting and other standards-related activities. <p>The Conference Committee and the Committee of Experts will continue to examine further improvements with a view to addressing some of the concerns expressed.</p> <p><i>(This is a new indicator.)</i></p> <p>(ii) Progress made in the review of standards-related activities is in line with the time frame decided by the Governing Body.</p> <p>(iii) The results of the review are given increased effect by all parts of the ILO.</p> <p>As a result of the review, the Office's promotion of standards has been more focused on up-to-date Conventions and Recommendations.</p> <p>Three technical departments have implemented the integrated approach approved by the Governing Body in November 2000. This has led to three general discussions concerning occupational safety and health (OSH), migrant workers and the promotion of youth employment. All three discussions have resulted in comprehensive plans of action.</p> <p>The manual for drafting ILO instruments was presented to the Governing Body at its 292nd Session (March 2005) and is expected to be used throughout the Office.</p> <p>The grouping of standards by subject matter for the purposes of article 22 reports has increased the extent to which comments of the Committee of Experts are taken into account by other departments.</p> |
| <p>1c.4. Increased use of international labour standards information resources by constituents and the public and in training on human rights and other work.</p> | <p>(i) 100,000 average visits per month to international labour standards (ILS) databases.</p> | <p>758,000 average visits per month.</p> <p>ILOLEX: 252,000 single user queries per month.</p> <p>NATLEX: 506,000 average single user queries per month.</p> <p><i>(Note: User queries are a better indicator of user interest than hits.)</i></p> <p><i>(This is a new indicator.)</i></p> |

| Performance indicators | Targets | Outcomes |
|------------------------|--|---|
| | (ii) 30 documented cases of integration of ILS information resources in training programmes, seminars, web sites and publications. | <p>11 member States: Argentina, Brazil, Colombia, Costa Rica, Cuba, El Salvador, Indonesia, Mali, Mexico, Pakistan, Tunisia.</p> <p>Examples:</p> <ul style="list-style-type: none"> ■ In Argentina, the University of Buenos Aires, with the support of the Turin Centre and the ILO Office in Argentina, teaches a yearly course on international labour standards designed for members of the teaching profession. ■ Pakistan introduced a module on forced and bonded labour in regular training courses for civil servants, public officials, police and judiciary workers. <p>The ILO also notes that:</p> <ul style="list-style-type: none"> ■ ILOLEX and NATLEX are cross-listed in over 10,000 university, NGO, government and research sites; ■ over 29,000 CD-ROMS and documents on international labour standards were distributed for use in ILO seminars in Africa, Asia and the Americas. <p><i>(This is a new indicator.)</i></p> |

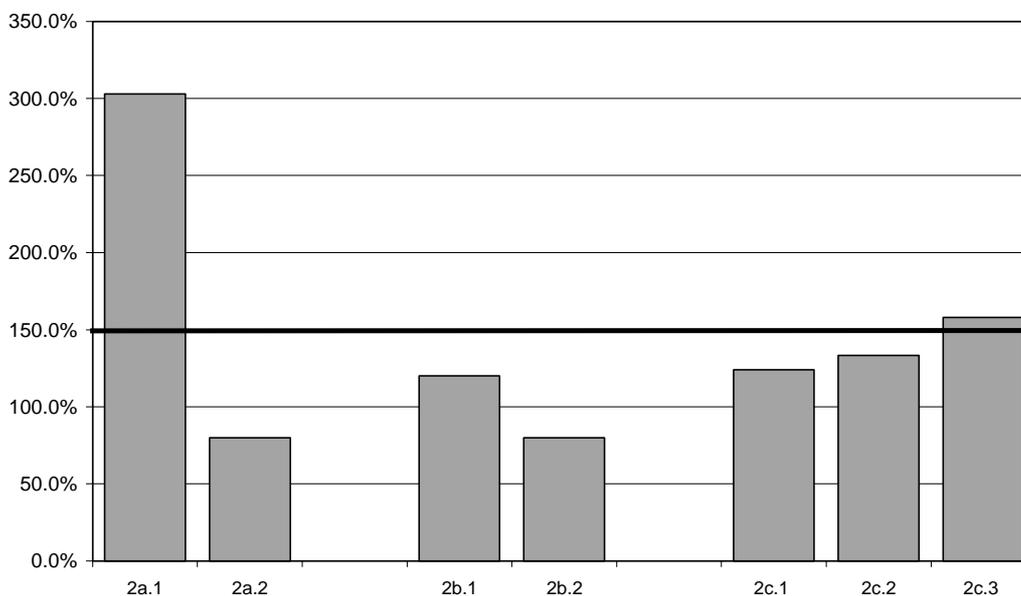
Moving forward on child labour in Lebanon and Yemen

Lebanon and Yemen have taken significant steps, with ILO assistance, to implement the Worst Forms of Child Labour Convention, 1999 (No. 182). Technical cooperation and assistance paved the way for a government-endorsed national policy and programme framework to combat child labour in each country. Results include:

- Yemen is now the first country in the Arab region with a national education strategy for universal basic education that includes a special component devoted to children at risk as well as working children.
- A new information base on child labour is being used to support a range of interventions in Lebanon, Yemen and Jordan.
- Capacity-building and awareness-raising work is enabling tripartite constituents to act more effectively on child labour issues.
- Development of a child monitoring system.
- Amendment of national legislation concerning compulsory education and the minimum age of working children.
- New skills development services for young people, both male and female, between the ages of 14 and 17.

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

Percentage of targets reached: Employment



50. The creation of employment is increasingly recognized, at the highest levels, as an important means to combat poverty. Employment issues covered a range of areas, including promoting greater labour market participation of disadvantaged groups, developing practical tools for enterprises, improving skills development and fostering the integration of crisis and employment-intensive approaches in policies and programmes. The ILO also continued to assist tripartite constituents to improve national training policies and programmes.

Highlights

- 51.** In November 2005, tripartite delegations from three countries (Argentina, Ghana and the Philippines) reported to the Employment and Social Policy Committee of the Governing Body on progress made in applying the Global Employment Agenda.
- 52.** The ILO responded quickly in countries affected by the tsunami, providing assistance in India, Indonesia, Seychelles, Somalia, Sri Lanka and Thailand. Through coordination with labour ministries, ministries of planning, local authorities, entrepreneurs and workers' organizations, and several major international agencies, ILO recommendations for infrastructure rehabilitation and restoration of livelihood were incorporated into reconstruction strategies. While ILO strategies aimed to address employment for the post-reconstruction period, the ILO also provided some training services related to enterprise development, construction and basic skills.
- 53.** Two International Labour Conference (ILC) outcomes reinforced ILO employment objectives. In 2004, the Conference adopted the Human Resources Development

Recommendation, 2004 (No. 195). A resolution on youth employment, adopted in 2005, endorsed an ILO action plan to promote decent work for youth based on knowledge building, advocacy and technical assistance.

54. The importance of employment as a tool to combat poverty was recognized at high-level events, such as the Extraordinary Summit of Heads of State and Government of the African Union on Employment and Poverty Alleviation in Africa, held in Ouagadougou, Burkina Faso, in September 2004, and at the United Nations World Summit in New York in September 2005.
55. The “Training for Rural Economic Empowerment (TREE)” project provided skills training to 1,100 women, disenfranchised youth and people with disabilities in Pakistan. Based on the project’s achievements, the Government of Pakistan began implementation of a nationwide skills development programme that will train 300,000 young people using the TREE methodology.
56. Through collaboration between the IFP/SKILLS and WEDGE programmes, the ILO successfully developed and tested strategies to promote entrepreneurship among women with disabilities in Ethiopia. In cooperation with local organizations, 500 women affected by disabilities received training in small business skills. The women were supported in setting up small businesses and ten disabled women became business skills trainers. The programme has now been expanded to other regions of Ethiopia, as well as to Kenya, Uganda, United Republic of Tanzania and Zambia.
57. The *World Employment Report 2004-05: Employment, productivity and poverty reduction*, issued in 2005, examined the relationship between employment creation, productivity growth and poverty reduction.
58. Cooperative legislation continued to progress through the implementation of the Promotion of Cooperatives Recommendation, 2002 (No. 193) in national policies and laws. A Memorandum of Understanding (February 2004) between the International Cooperative Alliance (ICA) and the ILO paved the way for the launch of the global campaign, “Cooperating out of Poverty”, which promoted and strengthened the cooperative form of enterprise as a poverty-reduction tool.

Alternative employment creation in Bolivia

Bolivia's Cochabamba region has been a centre of coca production. As part of its drug control policy, the Government of Bolivia is developing economic alternatives for the communities in the region and for people who would otherwise have few skills and opportunities. The use of ILO-designed training methodologies, cooperation with communities and with the other projects and institutions working in the region led to the introduction of skills and business training to meet economic development objectives. Three technical training centres were created and 39 computer laboratories were organized, bringing nearly 300 computers to schools in the region. 17,000 young people improved their employment opportunities through the training. An initial survey found that more than 3,000 young people were already in the labour market or had improved employment, and identified 95 new enterprises and improvements to another 48 businesses.

Strategies

59. Employment policy support was driven by the Global Employment Agenda, which served as a framework to advance national employment strategies. The ILO aimed to embed decent work in poverty reduction and development strategies in a number of countries; ILO recommendations were included in national employment policies in eight member States and over a hundred countries made use of ILO knowledge in a range of areas. In Asia and Africa, the ILO provided support to ten member States to improve their legislation to increase employment opportunities for people with disabilities.

- 60.** In response to a 2004 evaluation, InFocus Programme (skills) strategies changed significantly. Efforts were made to move away from the dispersion of work items across multiple, often weakly integrated, activities and towards fewer but better defined work items. Priorities shifted to create a better balance between three broad thematic areas: new development in training policies and systems, skills and poverty reduction in the informal economy (with a strong focus on youth employment) and the management and reform of training policies and systems. A formal peer-review process of work items was instituted to help maintain quality and ensure linkages across programme activities.
- 61.** The ILO increased cooperation with international organizations, development finance institutions, national authorities and social partners to effectively maximize available resources. The availability of extra-budgetary funds enabled the ILO to deliver more comprehensive tools and approaches in its technical work, which in turn attracted new partners, such as the African Development Bank and UNHCR. A partnership with the Committee for the Promotion and Advancement of Cooperatives (COPAC) and the International Cooperative Alliance (ICA) was instrumental in promoting the Promotion of Cooperatives Recommendation, 2002 (No. 193), which has now been used in over 60 countries for cooperative policy and law-making. This would have been impossible to achieve using only the ILO's regular resources.
- 62.** Through new programmes and tools, the ILO improved its support to SMEs and employers' organizations, as well as women and youth entrepreneurs. Initiatives included the development of an assessment guide to help women entrepreneurs expand their businesses in Ethiopia, Kenya, United Republic of Tanzania and Uganda and the creation of an electronic resource to foster better inclusion of SMEs in employers' organizations. Through the Small Enterprise Development (SEED) programme and the Turin Centre, the ILO trained 600 teachers from 20 countries in a Know About Business programme designed to promote youth entrepreneurship in schools.
- 63.** The SEED programme consolidated and expanded its work on business development services (BDS) and shifted to a more integrated approach to small enterprise development. The new Expand Your Business programme was launched in five countries (Jordan, Sri Lanka, Uganda, Zambia, Zimbabwe) and the Start and Improve Your Business (SIYB) programme was expanded.
- 64.** Crisis work and employment-intensive investment programmes began moving towards a more strategic approach aimed at exerting higher policy-level influence, such as evaluating the impacts of public investment programmes. In Latin America and francophone Africa, the ILO carried out training that was directed at partners who could support national ILO employment programmes.

Tsunami response in Aceh

The Indonesian province of Banda Aceh was the worst hit by the Indian Ocean earthquake and tsunami in December 2004. In conjunction with other partners, the ILO provided vocational training to women in Calang, Banda Aceh, Meulaboh and Aceh Besar. This included sewing courses and a 5-day training course that taught women how to produce tiles for use in the construction industry. As skilled tile-makers, a group of three women will be able to produce around 300 to 500 tiles per day, and will earn an income of Rp.300,000 (US\$31.50) per person per day. The training was followed by a ten-day business management training course. From May to October 2005, 363 women received vocational training and an association of block-making instructors was established to continue providing training courses.

Lessons learned

65. The enhancement of networks and partnerships among local, national and international actors was particularly useful in the ILO's support for the design and implementation of effective employment policies and programmes. With growing requests for assistance from member States there is a need to improve analytical tools and training materials, such as in the promotion of the ILO's local economic development approach.
66. An integrated, multidisciplinary approach that worked within national frameworks was an important component in achieving results. This was evidenced, for example, by cooperation on employment policy reviews. The Country Review of Employment Policy (CREP) was initiated in several countries and in south-east Europe the ILO, the Council of Europe and governments of the Balkan countries assessed policies and the public employment service.
67. The importance of employment creation as a crisis response was increasingly recognized by both national and international actors. New interventions took place in 28 member States and one entity, and the ILO established new partnerships with donors and with key crisis response agencies. Stricter intervention criteria and new tools are required to support a swifter and more focused response in this area. Work was less effective when it attempted to address too many crises at one time and when it involved stand-alone activities that were insufficiently anchored in a coherent sectoral, government and donor agency-coordinated approach.
68. The experiences of the 2004-05 biennium highlighted the importance of maintaining a sharp focus on specifically defined work items that linked closely to operational objectives. In cases where adequate additional resources are not available, careful consideration should be given to whether to continue activities that do not link closely to mainstream programmes or that are potentially less cost-effective in terms of staff time and related benefits to constituents.

Operational objective 2a: Employment policy support – ILO constituents are better equipped to analyse trends in national and global employment and labour markets, and to elaborate, advocate and implement effective strategies for the promotion of decent employment for men and women

| Performance indicators | Targets | Outcomes |
|---|-----------------------------------|---|
| 2a.1. ILO constituents that make use of the ILO knowledge base. | Constituents in 35 member States. | 110 member States and two entities. Examples include: <ul style="list-style-type: none"> ■ constituents in 54 member States and one territory participated in the Labour Market Indicators Library Network as users of information; ■ users in 15 countries registered on-line for the key indicators of the labour market; ■ in Hungary and South Africa, briefings provided on the World Employment Report fed into the national discussion on employment strategies and the linkages to productivity and poverty reduction; ■ in Cameroon, a seminar on labour market information systems and analysis improved the production of statistics for the national employment funds. |

| Performance indicators | Targets | Outcomes |
|--|--|--|
| | | <p>In all, the following 104 member States and two entities drew on sources of ILO knowledge: Afghanistan, Albania, Algeria, Argentina, Australia, Bahrain, Bangladesh, Barbados, Benin, Bolivia, Bosnia and Herzegovina, Botswana, Bulgaria, Cambodia, Cameroon, Cape Verde, Central African Republic, Chad, Chile, China, Colombia, Costa Rica, Côte d'Ivoire, Croatia, Cuba, Democratic Republic of the Congo, Denmark, Dominican Republic, Ecuador, Egypt, El Salvador, Ethiopia, Fiji, France, Gabon, Gambia, Germany, Ghana, Greece, Grenada, Guatemala, Guinea, Guinea-Bissau, Honduras, Hungary, India, Indonesia, Ireland, Italy, Jamaica, Japan, Kenya, Kiribati, Kosovo, Lao People's Democratic Republic, Lebanon, Lesotho, Madagascar, Malawi, Malaysia, Mali, Mauritania, Mauritius, Mexico, Republic of Moldova, Mongolia, Morocco, Mozambique, Namibia, Nepal, Netherlands, New Zealand, Nicaragua, Nigeria, occupied Palestinian territory, Pakistan, Panama, Paraguay, Peru, Philippines, Romania, Russian Federation, Rwanda, Saint Kitts and Nevis, Saint Lucia, Senegal, Serbia and Montenegro, Seychelles, South Africa, Spain, Sri Lanka, Swaziland, Sweden, Switzerland, Thailand, The former Yugoslav Republic of Macedonia, Democratic Republic of Timor-Leste, Trinidad and Tobago, Tunisia, Turkey, Uganda, United Arab Emirates, United Republic of Tanzania, United States, Uruguay, Bolivarian Republic of Venezuela, Viet Nam, Yemen, Zambia, Zimbabwe.</p> <p><i>(The target for 2002-03 was 30 member States and the result was 60.)</i></p> |
| 2a.2. Global and national employment policies that are influenced by recommendations of ILO policy advice. | National employment policies in ten member States. | <p>Eight member States.</p> <p>Four member States formally included ILO policies as part of national policies: Azerbaijan, Ecuador, Kazakhstan, Kyrgyzstan.</p> <p>Adoption of a national policy that will include ILO Recommendations is under consideration in four member States: Chad, El Salvador, Rwanda, Uganda.</p> <p>Gabon used information in a national workshop to elaborate a strategic document on the creation of employment and poverty reduction.</p> <p><i>(The target for the 2002-03 was six member States and the result was four.)</i></p> |

Operational objective 2b: Knowledge, skills and employability – ILO constituents invest more in training and skills development to provide men and women with improved and equal access to decent jobs

| Performance indicators | Targets | Outcomes |
|--|-----------------------------------|--|
| 2b.1. ILO constituents that adopt policies and invest in improvements in the quality and effectiveness of skills development and training. | Constituents in 15 member States. | Constituents in 18 member States and one entity adopted policies or improved the quality of their services in this area: Bahrain, Chile, Cuba, Egypt, Indonesia, Iraq, Jordan, Kosovo, Kyrgyzstan, Madagascar, Mexico, Niger, Oman, Pakistan, Philippines, South Africa, Sri Lanka, Ukraine. |

| Performance indicators | Targets | Outcomes |
|--|--|---|
| <p>2b.2. ILO constituents adopt labour market strategies, including innovative approaches to skills acquisition, effective employment services and related support, to promote greater labour market participation of young persons, people with disabilities and other disadvantaged women and men.</p> | <p>Constituents in 15 member States.</p> | <p>Examples include:</p> <ul style="list-style-type: none"> ■ as a result of a technical cooperation programme, Pakistan is devoting national resources to upgrading skills in rural populations; ■ Jordan has established a handicraft training centre that provides employment skills and training services to young women; ■ Kyrgyzstan and Ukraine have adopted a range of vocational education curricula developed through technical cooperation programmes as state-approved professional education programmes; ■ Chile updated its laws on professional training and established a framework to regulate the quality of available training services; ■ Cuba incorporated ILO concepts on training and productivity development into vocational training programmes for the Ministry of Labour and Social Security and is revising its incentives and remuneration plan. <p><i>(The target for 2002-03 was 15 and the result was 20.)</i></p> <p>New strategies and services were adopted in ten member States and two entities: Afghanistan, Bolivia, Chile, Colombia, Ethiopia, Ghana, Indonesia, Kenya, Kosovo, occupied Palestinian territory, Peru, Romania.</p> <p>Examples include:</p> <ul style="list-style-type: none"> ■ the inclusion of youth business training programmes in secondary schools in Peru and Bolivia; ■ the creation of two vocational rehabilitation centres addressing the needs of disabled people in the occupied Palestinian territory; ■ the establishment of a framework for microfinance activities in Romania to provide financial support to the self-employed; ■ the establishment of emergency public employment services in Afghanistan and Indonesia that successfully matched jobseekers with employment opportunities; ■ the creation of a fund in Colombia to finance small business projects for youth participating in development programmes; ■ the training of 500 women with disabilities in small business skills in Ethiopia during the testing of a strategy that has now been expanded to other countries in East Africa. <p><i>(The 2002-03 target for a similar indicator was 15 member States and the result was 16.)</i></p> |

Training for Rural Economic Empowerment (TREE) in Pakistan

Pakistan's Training for Rural Economic Empowerment Programme (TREE) used the ILO's community-based training methodology as part of an integrated employment generation and poverty reduction strategy designed to reach 2,400 people. The programme is designed to address rising rural poverty, particularly among women, young adults and people with disabilities. Through a combination of literacy skills development, training for both employment and self-employment and the creation of savings and investment groups to fund self-employment initiatives, TREE generated notable results for people and communities.

- Female participants are using their new skills to earn money for their families for the first time and are gaining increased respect.
- Young, single men who were previously unemployed are now working in businesses or are self-employed and contributing to household welfare with their earnings.
- The success of many new small businesses has led to the employment of additional workers.

Under a new project with ILO support and UNDP funding, the programme began training 300,000 young people using the TREE methodology in July 2005.

Operational objective 2c: Employment creation – ILO member States and constituents are better equipped to design and implement employment promotion programmes in the areas of enterprise development and employment-intensive investment, including in post-crisis situations, paying particular attention to the situation of women

| Performance indicators | Targets | Outcomes |
|---|--|---|
| 2c.1. ILO constituents and other institutions that apply ILO advice and practical tools for enterprise development. | Constituents in 60 member States and institutions in 30 member States. | <p>Constituents in 99 member States and institutions in 25 member States have applied ILO advice and practical tools for enterprise development: Algeria, Antigua and Barbuda, Argentina, Azerbaijan, Bahamas, Barbados, Belize, Benin, Bolivia, Botswana, Brazil, Bulgaria, Burkina Faso, Burundi, Cambodia, Cameroon, Chad, Chile, China, Colombia, Congo, Côte d'Ivoire, Croatia, Democratic Republic of the Congo, Djibouti, Dominica, Dominican Republic, Ecuador, Egypt, El Salvador, Ethiopia, Finland, France, Georgia, Ghana, Grenada, Guatemala, Guinea-Bissau, Guyana, Haiti, Honduras, Hungary, India, Indonesia, Italy, Jamaica, Japan, Jordan, Kazakhstan, Kenya, Kyrgyzstan, Lao People's Democratic Republic, Lebanon, Lesotho, Liberia, Mali, Mauritania, Mauritius, Mexico, Mongolia, Morocco, Mozambique, Nicaragua, Niger, Nigeria, Oman, Panama, Papua New Guinea, Paraguay, Peru, Philippines, Qatar, Romania, Russian Federation, Rwanda, Saint Kitts and Nevis, Saint Lucia, Saint Vincent and the Grenadines, Saudi Arabia, Senegal, Serbia and Montenegro, South Africa, Sri Lanka, Sudan, Suriname, Syrian Arab Republic, Tajikistan, United Republic of Tanzania, Thailand, Trinidad and Tobago, Tunisia, Turkey, Uganda, United Kingdom, Uzbekistan, Viet Nam, Zambia, Zimbabwe.</p> <p>The major areas of advice and tools, shown as a percentage of all services provided (constituents may have requested service in more than one area) are:</p> |

| Performance indicators | Targets | Outcomes |
|---|--|--|
| | | % of total |
| | | <ul style="list-style-type: none"> ■ advisory and promotional work on Recommendation No. 193 (cooperatives) 25.8 ■ promoting entrepreneurship 17.5 ■ local economic development 16.0 ■ business start up and improvement 14.9 ■ women and entrepreneurship and related issues 12.9 ■ productivity 7.2 ■ microfinance 5.7 |
| | | <i>(The target for 2002-03 was 60 member States and 30 institutions and the result was 68 member States and 40 institutions.)</i> |
| 2c.2. ILO member States that adopt or implement employment-intensive approaches and related ILO policies in national and local level public investment programmes in the infrastructure and construction sectors. | 15 member States (new programmes or major new elements in existing country programmes). | <p>20 member States.</p> <p>New programmes were developed in seven member States: Azerbaijan, Cameroon, Honduras, Mongolia, Sierra Leone, Somalia, Viet Nam.</p> <p>New components were added to existing programmes in 13 member States: Burkina Faso, China, Ghana, India, Indonesia, Lao People's Democratic Republic, Madagascar, Malawi, Mali, Mozambique, Nepal, South Africa, Sri Lanka.</p> <p>Examples:</p> <ul style="list-style-type: none"> ■ South Africa expanded a public works programme from a provincial programme to a national one that includes business and technical training for small construction companies and contractors. ■ Viet Nam developed a programme to foster the involvement of small-scale contractors in the delivery and maintenance of rural infrastructure. ■ Ghana conducted an assessment of its procurement process with regard to employment and labour standards with a view to being more inclusive of smaller, local companies. ■ Mali is working to develop a technology that uses local materials and manual methods in road paving. <p><i>(The 2002-03 target for a similar indicator was 15 member States and the result was 44.)</i></p> |
| 2c.3. ILO member States and institutions that include the ILO's approach to post-crisis reintegration and reconstruction in their policies and programmes. | Four new crisis-affected member States; five crisis-affected member States and ten institutions. | <p>28 member States, one entity and two institutions.</p> <p>Crisis response interventions were undertaken in seven new crisis-affected member States: Haiti, India, Iraq, Indonesia, Somalia, Sri Lanka, Thailand.</p> <p>Crisis response interventions are ongoing in 22 member States and one entity: Afghanistan, Algeria, Angola, Argentina, Burundi, Cameroon, Central African Republic, Congo, Côte d'Ivoire, Democratic Republic of the Congo, Islamic Republic of Iran, Lesotho, Malawi, Mozambique, occupied Palestinian territory, Rwanda, South Africa, Sudan, Swaziland, Democratic Republic of Timor-Leste, Uruguay, Zambia, Zimbabwe.</p> |

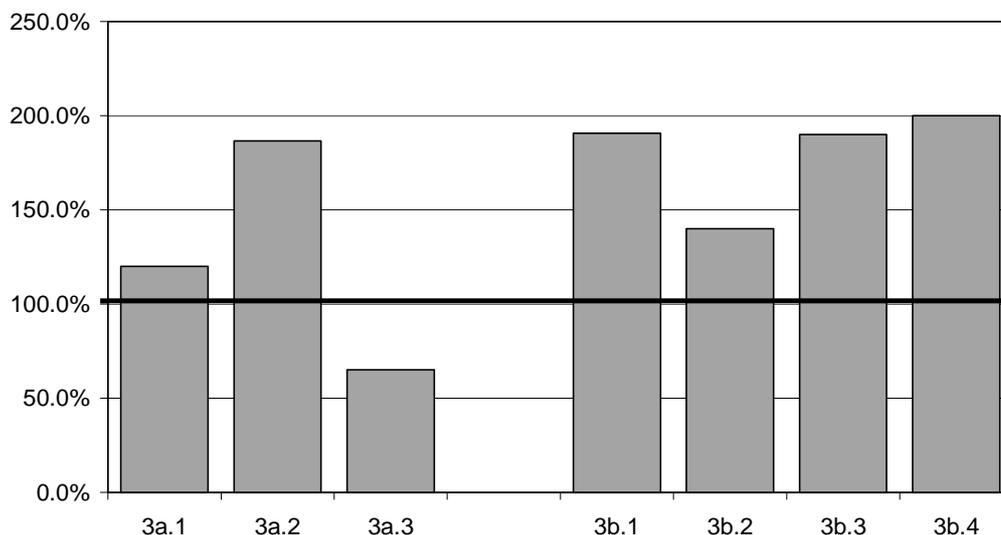
| Performance indicators | Targets | Outcomes |
|-----------------------------------|---------|---|
| | | Two institutions (World Bank and UNHCR) included ILO approaches within their technical cooperation activities in 12 countries. |
| | | Of the above member States, 25 member States included employment intensive investment approaches and/or local economic development approaches in their policies and programmes. |
| <i>(This is a new indicator.)</i> | | |

Reforming cooperative policy and legislation in South Africa

Under apartheid, South Africa's cooperative development policy and legislation were tailored to the needs of large, white-owned, agricultural cooperatives. Cooperatives were virtually unknown among the black majority, and laws made it difficult for minority groups to join existing cooperatives. Over 11 years, the ILO worked with partners in South Africa to develop new legislation, policies and strategies. In August 2005, the Government of South Africa adopted a new law that recognizes the universal principles of the Promotion of Cooperatives Recommendation, 2002 (No. 193). The ILO is now assisting with a national information campaign and with projects designed to support the development of cooperatives in different sectors and regions of South Africa.

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

Percentage of targets reached: Social protection



69. Much of the ILO's work during the 2004-05 biennium benefited from being in step with international priorities, which provided greater opportunities to secure support for ILO strategies to extend social security to groups not covered by existing systems. The commitment of the international community towards fighting poverty and combating

HIV/AIDS, in line with the MDGs, reaffirmed the essential role of social protection and helped to position it prominently on national agendas.

70. As a key component in poverty reduction strategies, social protection is central to a wide range of strategies and policy areas. During the 2004-05 biennium, ILO operational objectives addressed a range of areas related to social protection, including social security, OSH, working conditions, labour migration and the combating of HIV/AIDS in the workplace.

Highlights

71. In addressing the extension of social security coverage, the Global Campaign on Social Security and Coverage for All, along with the associated national action plans, has proven to be a very effective instrument to focus activities. Through the campaign, for example, the ILO assisted Honduras in implementing its national action plan to extend social security coverage and signed an agreement to implement the Global Social Trust project. Working through Luxembourg's largest trade union confederation (OGBL), the project will collect voluntary contributions from working people in that country and the resulting funds will be used to support the new national health insurance system in Ghana.
72. As increasing global attention turned to the issues surrounding migration, the ILO continued to play an important role in global and regional discussions. The 92nd International Labour Conference adopted the resolution and conclusions on a fair deal for migrant workers in 2004. A plan of action was defined, which included the development of a non-binding multilateral framework on a rights-based approach to labour migration, action to promote wider application of international labour standards and support for national level implementation of the ILO employment agenda. Following a tripartite expert review in November 2005, the framework is now on the agenda of the March 2006 Governing Body.
73. Through the development of a global information database of social security economic indicators, the ILO helped to address important gaps in social policymaking. The database consolidated information that had previously existed only in an informal way and was developed in collaboration with multiple partners (government offices, ministries, private and public education institutions), many of whom are now part of the "VoiceNet" network of correspondents. The availability of funds from the 2000-01 surplus assisted in developing and testing questionnaires for data collection.
74. The ILO continued its HIV/AIDS workplace focus by supporting the development of effective programmes to foster behavioural change. Maintaining partnerships with other ILO units and within the United Nations system helped to avoid duplication and allowed for greater sharing of knowledge. In partnership with Family Health International, the ILO produced and launched a "Behaviour Change Communication Toolkit for the Workplace", which provided practical tools tailored to preventative action in the workplace. An action programme was launched for its implementation in 150 enterprises in 23 target countries.
75. Many countries placed OSH concerns higher on their national agendas through the establishment of national policies, profiles and the drafting or revision of OSH legislation. This increasing attention was also evidenced through the opening of new safety information centres (CIS) in Algeria, Bangladesh, Kazakhstan and Portugal and the successful participation of countries (111 countries in 2004 and 115 countries in 2005) in the annual World Day for Safety and Health at Work.

Extending social security coverage in Honduras

In July 2004, the ILO began the second phase of a Dutch-funded project to extend social security coverage in Honduras. Through social dialogue with government, employers' and workers' organizations, a national strategic plan for the extension of social coverage was designed and implemented. The ILO advocated for amendments to social security law, which occurred in June 2005 and allowed the Honduran Social Security Institute (IHSS) to expand the quality and scope of its services. This resulted in the expansion of illness-maternity coverage to seven new cities and the implementation of a labour risk system that provides financial assistance in the case of accidents in the workplace.

The social security benefits include health insurance, disability and old age pensions. As of October 2005, benefits have been extended to an additional 210,000 people and their families. The majority of the beneficiaries are in higher poverty, more vulnerable rural areas, many of which had no coverage before ILO intervention.

Strategies

- 76.** The continued growth in demand for migration-related technical cooperation required the building of partnerships and selectivity in responding to requests for technical cooperation. Strategies centred on providing upstream policy advice and advisory services, and were designed and implemented with the involvement of the national actors and the donor community. To maximize impact, technical assistance focused on particular regions, as opposed to responding to individual country requests. For instance, an EU-funded project in Africa covered three subregions (East Africa, West Africa and Maghreb), completing nine studies that can be used to help revise and develop migration legislation. The ILO also supported the negotiation of an East Africa Protocol on free circulation and free establishment of persons in Kenya, the United Republic of Tanzania and Uganda, establishing focal points and tripartite forums on labour migration management in those countries. The agreement's anticipated 2006 adoption will complete arrangements for the East Africa common market.
- 77.** In HIV/AIDS, the ILO concentrated on advocacy, policy guidance and analysis and technical support. Programmes targeted the informal economy by advocating for the inclusion of informal workers' needs in all workplace strategies and by forming links with organized groups within the informal economy. The ILO provided training on HIV/AIDS codes of practice to 41 master trainers and 205 peer educators from 69 cooperatives in Ethiopia, to three large commercial agricultural enterprises in Uganda, and conducted awareness-raising programmes in the labour and judicial sectors in Zambia.
- 78.** Strategies in the area of working conditions and OSH concentrated on the preparation of national OSH profiles, the launching of national programmes, the ratification of Conventions and the development of new instruments to implement technical standards. Programmes such as WISE (Work Improvement in Small Enterprises), WIND (Work Improvement in Neighbourhood Developments) and WISCON (Work Improvement in Small Construction Sites) remained primary methods to expand ILO work in this area, particularly in the informal economy. Through the WISCON programme, training (in heavy lifting, proper handling of hazardous materials, etc.) was provided to 1,000 workers and owners of small construction sites in Lao People's Democratic Republic, Mongolia, Thailand and Viet Nam.
- 79.** The mainstreaming of gender continued to influence many social protection programmes. Gender concerns were reflected in HIV/AIDS projects in Thailand that trained migrant female factory workers to reduce the risk of HIV transmission and in a project in India that worked to generate income for people living with HIV/AIDS. The ILO also produced practical handbooks to strengthen the gender-related capacities of ILO constituents. These included *Healthy beginnings: Guidance on safe maternity at work*; *Maternity at work: A review of national legislation*; and *Reconciling work and family*.

80. With the consolidation of the database of socio-security economic indicators completed, the report, *Economic security for a better world*, was produced. It attempted to measure the social and economic security of individuals and countries around the world.

HIV/AIDS: Promoting behavioural change in the workplace

In collaboration with Family Health International (FHI), the ILO developed an HIV/AIDS toolkit to promote behavioural change at the workplace level. The toolkit moves beyond traditional, "one size fits all" methods of HIV/AIDS prevention and provides a step-by-step approach to tailoring messages to more effectively target a particular group. Through the ILO/USDOL International HIV/AIDS Workplace Education Programme, use of the toolkit is under way in more than 150 enterprises in 23 countries, covering almost 200,000 workers. An assessment will be conducted in 2006 to determine success rates and refine the toolkit.

Lessons learned

81. Country-owned programmes that coincided with the priority work of the ILO were more likely to obtain financial support from a wider circle; there was less support for isolated programmes initiated by one ILO technical unit and that addressed a narrower aspect of a complicated problem. For instance, special action programmes for mining and small construction sites were useful as an integrated part of national OSH programmes. Funds from the 2000-01 surplus were used to develop and conduct training programmes in hazardous sectors, such as coalmining.
82. Another lesson was that tools such as databases, toolkits and training programmes can work even in difficult environments if they are practical and tailored to a particular need, such as small enterprises. This was particularly the case in the informal economy, where the implementation of OSH programmes demonstrated that there was a willingness to change practices if appropriate tools were provided. In Kyrgyzstan and the Republic of Moldova, WIND methodology was adapted to the small-scale rural informal sector and 1,000 farmers and 120 trainers were trained. Programmes and tools that were simple, action-oriented and inexpensive were most successful in supporting existing local initiatives and strengthening local networks.
83. The building of partnerships continued to be crucial in mobilizing support and making the best use of available resources, as many units relied on extra-budgetary funding to meet objectives. As demands for ILO services in the area of social protection continue to increase, it will be necessary to carefully identify priorities and to look for opportunities for greater cooperation and integration, both within the ILO and with external partners.

Operational objective 3a: Social security – Member States broaden the scope and the instruments of social security schemes (including for the informal economy and the poor), improve and diversify benefits, strengthen governance and management, and develop policies to combat the adverse effects of social and economic insecurity

| Performance indicators | Targets | Outcomes |
|--|-------------------|--|
| 3a.1. Member States that adopt voluntary or public schemes, including the improvement of existing social security schemes, to extend social security | 25 member States. | 30 member States: Angola, Bangladesh, Benin, Burkina Faso, Cambodia, Cape Verde, Costa Rica, Democratic Republic of the Congo, Fiji, Guinea-Bissau, Honduras, India, Kenya, Kiribati, Mozambique, Nepal, Niger, Lao People's Democratic Republic, Papua New Guinea, Paraguay, Peru, Philippines, Rwanda, Sao Tome and Principe, Senegal, |

| Performance indicators | Targets | Outcomes |
|---|-------------------|---|
| coverage to previously uncovered sections of their populations. | | <p>Solomon Islands, United Republic of Tanzania, Thailand, Uruguay, Vanuatu.</p> <p>Examples include:</p> <ul style="list-style-type: none"> ■ Paraguay expanded social security coverage to include domestic workers; ■ Honduras approved new amendments to its social security legislation which will expand illness and maternity coverage to more cities; ■ through the STEP programme, the ILO supported the extension of micro-health insurance schemes in Bangladesh, India, Nepal, the Philippines and Senegal. Approximately 125,000 people and their families are now covered in Senegal, as well as 1.4 million people in India. <p><i>(The target for 2002-03 was 20 member States and the result was 35.)</i></p> |
| 3a.2. Member States or regions that initiate actions based on ILO advice or support either to improve or establish the financial, economic and fiscal sustainability of the national social security schemes and systems, and their governance. | 15 member States. | <p>28 member States: Argentina, Bahrain, Bangladesh, Barbados, China, Chile, Cyprus, Dominica, Grenada, Ghana, Guinea, Guyana, Kenya, Kuwait, Luxembourg, Madagascar, Mauritania, Republic of Moldova, Netherlands, Peru, Poland, Saint Lucia, Saint Kitts and Nevis, Sudan, United Republic of Tanzania, Thailand, Uganda, Viet Nam.</p> <p>Examples include:</p> <ul style="list-style-type: none"> ■ Bahrain – based on preliminary ILO findings on the unemployment insurance scheme, Bahrain adopted an action plan to implement unemployment insurance and to improve social dialogue; ■ Kenya – a new mandatory national health insurance scheme extended health coverage to all Kenyans, including those in the informal economy; ■ Poland – based on ILO studies that identified a need for legislation, Poland is developing new disability pension reform legislation that will improve work incentives and provide better integration of disability and old age pensions; ■ Thailand – the statutory pension scheme was extended to cover small enterprises and a new unemployment insurance scheme was started. <p><i>(The 2002-03 target for a similar indicator was 15 member States and the result was 28.)</i></p> |
| 3a.3. Member States in which improved data are generated and comprehensive social policies are developed as a result of tripartite consultations that take into account ILO policy recommendations. | 20 member States. | <p>13 member States generated improved data for use in social policy work: Burkina Faso, Ghana, Kenya, Malawi, Morocco, Mozambique, Namibia, Nigeria, Sri Lanka, Swaziland, United Republic of Tanzania, Ukraine, Zambia.</p> <p><i>(This indicator has been revised since the 2002-03 biennium.)</i></p> |

Social protection modelling for African States

As part of the international effort to reach Millennium Development Goal 1 “to halve poverty by 2015”, the ILO, with support from other partners, evaluated the financial feasibility of universal basic social protection benefits in low-income countries. Short-term fiscal projections were generated for seven African countries: Burkina Faso, Cameroon, Ethiopia, Guinea, Kenya, Senegal and the United Republic of Tanzania. The modelling results showed that it is feasible for a low-income country to provide a basic package of social protection benefits with some donor assistance, if it wants to make that a priority. The value of this type of evidence for policy development was demonstrated by the use of this project in the 2005 report of the Commission for Africa, *Our common interest* and requests for additional ILO work on this issue.

Operational objective 3b: Labour protection – ILO constituents target and take effective action to improve safety and health conditions of employment, with special attention to the most hazardous conditions in the workplace

| Performance indicators | Targets | Outcomes |
|--|-------------------|--|
| 3b.1. Member States that make major progress in their OSH policies or capacities through ratification or application of ILO standards, implementation of ILO codes or guides, or launching of national programmes of action. | 32 member States. | <p>61 member States made major progress in the following ways:</p> <p>17 member States ratified Conventions related to occupational safety and health: Albania, Armenia, Estonia, Indonesia, Ukraine (No. 81); Estonia, Ukraine (No. 129); Lebanon, Poland (No. 148); Lebanon, Russian Federation, Turkey (No. 152); Albania (and Protocol 155), Australia, Finland (Protocol 155), El Salvador, Sao Tome and Principe, Turkey (No. 155 and Protocol 155); Poland, Turkey, Uruguay (No. 161); Poland (No. 170); Belgium, Lebanon (No. 174); Kyrgyzstan, Sao Tome and Principe, Sweden, Uruguay (No. 184).</p> <p>47 member States implemented ILO standards, codes of practice or other instruments in the following ways:</p> <p>13 member States adopted a new OSH Act or revised legislation: Barbados, Ethiopia, Kazakhstan, Kenya, Kyrgyzstan, Lebanon, Morocco, Nigeria, Saudi Arabia, United Republic of Tanzania, Turkey, Uganda, United Arab Emirates.</p> <p>Eight member States banned the use of asbestos: Argentina, Australia, Egypt, Gabon, Latvia, Lithuania, Slovakia, Spain.</p> <p>Nine member States established or reorganized OSH government institutions: Algeria, Argentina, Armenia, Colombia, Poland, Serbia and Montenegro, Sri Lanka, Ukraine, Viet Nam.</p> <p>Three member States adopted an action programme for the classification and labelling of chemicals: New Zealand, Thailand, Zambia.</p> <p>Five member States launched national programmes of action: Kazakhstan, Republic of Moldova, Mongolia, Thailand, Zimbabwe.</p> <p>21 member States developed national OSH profiles, labour inspection audits or evaluation systems: Albania, Azerbaijan, Benin, China, Croatia, Egypt, Georgia, Guatemala, Iraq,</p> |

| Performance indicators | Targets | Outcomes |
|--|--------------------------|--|
| | | <p>Kenya, Kuwait, Kazakhstan, Kyrgyzstan, Mexico, Mongolia, Pakistan, Poland, United Republic of Tanzania, Uganda, Uzbekistan, Yemen.</p> <p>Six member States adopted national programmes of action with particular focus on labour inspection: Brazil, Mexico, South Africa, Islamic Republic of Iran, Lao People's Democratic Republic, Serbia and Montenegro.</p> <p>The ILO also notes that:</p> <p>Three countries adopted action plans for the classification of chemicals: New Zealand, Thailand, Zambia.</p> <p>Brazil, South Africa, Kyrgyzstan and the Russian Federation made significant advances in launching specific national programmes.</p> <p>Seven member States used OSH management system guidelines as a basis for setting national standards in OSH management: Argentina, France, Indonesia, Ireland, Israel, Malaysia, Viet Nam.</p> <p>20 member States adopted action programmes on psycho-social issues.</p> <p>111 countries reported action programmes related to the World Day for Safety and Health at Work on 28 April 2004 and 115 countries on 28 April 2005.</p> <p><i>(The target for 2002-03 for a similar indicator was 40 member States and the result was 44.)</i></p> |
| <p>3b.2. Member States in which ILO tools, research, methodologies and legal instruments are used to improve terms and conditions of employment, protect maternity and reconcile work and family, including small-scale enterprises and the informal economy.</p> | <p>20 member States.</p> | <p>28 member States used ILO tools, research, methodologies and legal instruments to improve working conditions in the following ways:</p> <ul style="list-style-type: none"> ■ eight member States ratified ILO Conventions: Lithuania, Mauritius (No. 156); Albania, Austria, Belarus, Cuba, Cyprus (No. 183); Albania (No. 171); ■ 17 member States improved employment conditions through participation in the WISE, WISCON, WISH and "Best Occupational Safety and Health Practices for Medium and Small Enterprises" programmes: Argentina, Bangladesh, Cambodia, China, Costa Rica, El Salvador, Ethiopia, Kenya, Kyrgyzstan, Lao People's Democratic Republic, Republic of Moldova, Mongolia, Philippines, Senegal, Serbia and Montenegro, Thailand, Viet Nam; ■ Bermuda, Jamaica and Mauritius reviewed or revised working time laws and policies with ILO technical assistance; ■ Cambodia used participatory training methods to train child labour monitors, resulting in the removal of 1,200 children from hazardous work; ■ Brazil provided judicial, legal and social assistance to workers rescued from forced labour conditions. <p><i>(This is a new indicator.)</i></p> |

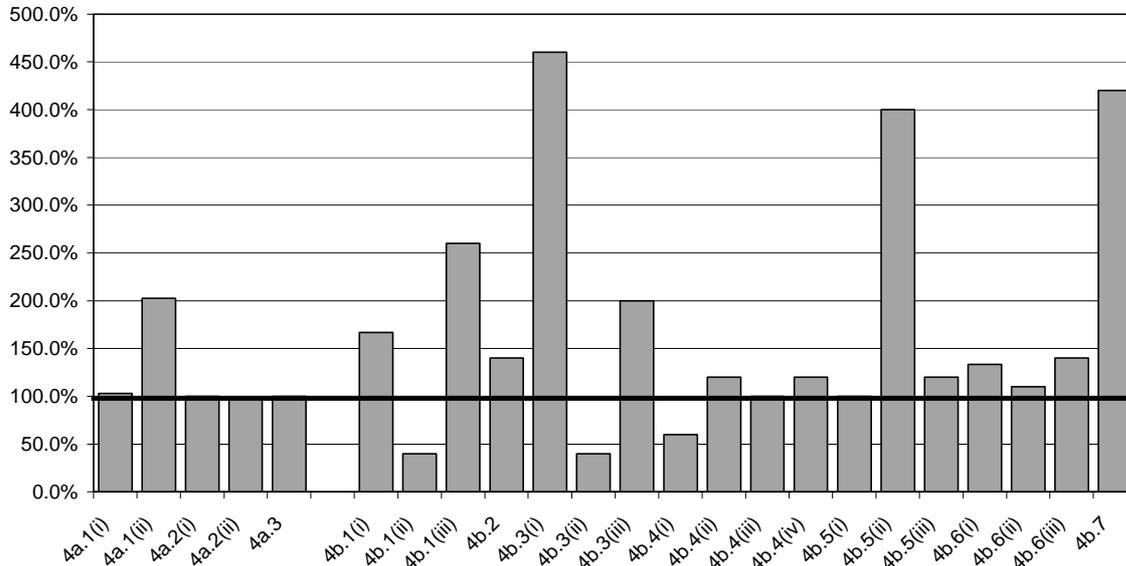
| Performance indicators | Targets | Outcomes |
|--|--------------------|---|
| 3b.3. Member States that establish policies and programmes for the protection of the rights and equal treatment of women and men migrants, and against their trafficking. | Ten member States. | <p>19 member States established policies or programmes as follows:</p> <ul style="list-style-type: none"> ■ Mauritius established labour inspection procedures for migrant workers; ■ Kyrgyzstan, Ukraine and the Republic of Moldova each adopted a new law for the prevention and prosecution of human trafficking; ■ the Republic of Moldova established a national strategy and action plan for labour migration; ■ six countries ratified international standards for the protection of migrant workers: Albania, Republic of Moldova (No. 97); Algeria, Chile, Lesotho, Turkey (international Convention on migrant workers); ■ 15 countries established national tripartite consultative forums and/or focal points: Albania, Algeria, Burkina Faso, Cape Verde, Gambia, Kenya, Mali, Mauritania, Republic of Moldova, Morocco, Senegal, United Republic of Tanzania, Tunisia, Uganda, Ukraine. <p>In addition, the ILO notes that:</p> <p>Three subregions (East Africa community, Maghreb countries and ECOWAS (Economic Community of West African States)) agreed on action plans on labour migration.</p> <p>At the 2004 International Labour Conference all member States adopted the ILO resolution on a fair deal for migrant workers in a global economy.</p> <p><i>(The target for 2002-03 was eight member States and the result was 15.)</i></p> |
| 3b.4. Member States that have incorporated a world of work component for both the formal and the informal economy, and workplace initiatives involving ILO tripartite constituents, into their national action plans to combat HIV/AIDS. | 20 member States. | <p>38 member States have incorporated a world of work component into national action plans to combat HIV/AIDS: Angola, Algeria, Bangladesh, Belize, Benin, Burundi, Cameroon, Central African Republic, Chad, China, Congo, Costa Rica, Democratic Republic of the Congo, Gabon, Guinea, Haiti, Honduras, Jordan, Kazakhstan, Kyrgyzstan, Kiribati, Lebanon, Madagascar, Mali, Republic of Moldova, Mauritius, Niger, Nigeria, Pakistan, Russian Federation, Rwanda, Sao Tome and Principe, Seychelles, Sierra Leone, Solomon Islands, Sri Lanka, Syrian Arab Republic, Democratic Republic of Timor-Leste.</p> <p><i>(The target for 2002-03 was 20 member States and the result was 37.)</i></p> |

Improving occupational safety and health systems in the Commonwealth of Independent States

As new states and economic systems evolved in the former Soviet Union, occupational safety and health systems needed to be rebuilt at the national and enterprise levels. The ILO is working with partners in Armenia, Azerbaijan, Belarus, Georgia, Kazakhstan, Kyrgyzstan, the Russian Federation, Tajikistan and Uzbekistan to implement long-term, comprehensive OSH programmes. Achievements include the creation of an OSH information and training centre in Uzbekistan that has become a model for the area, the ongoing development of a new labour inspection unit in Armenia and the creation of a new OSH encyclopaedia in Russian.

Strategic Objective No. 4: Strengthen tripartism and social dialogue

Percentage of targets reached: Social dialogue



84. During the biennium, the ILO worked to strengthen tripartism and social dialogue as a means to deliver the Decent Work Agenda. Some member States expanded the subjects that they addressed through dialogue to new areas, such as labour law reform, wage policy and the informal economy. Legal frameworks and tripartite processes were also addressed, with member States adopting new legislation, improving their implementation of Convention No. 144 and strengthening dispute resolution mechanisms.

85. The ILO continued to support employers' and workers' organizations, and those organizations increased their services and took initiatives to extend their membership and include new groups. Tripartite institutions were established or strengthened in 23 member States and in 30 member States there was improvement in social partners' capacities to influence policies and programmes.

Highlights

86. The follow-up to the 2002 ILC resolution concerning tripartism and social dialogue continued to shape ILO policy with regard to the promotion of social dialogue. Through programmes in five pilot countries (Bahrain, Mongolia, Peru, Senegal and Turkey) ILO initiatives sought to improve collaboration across sectors and between headquarters and field offices to address national priorities identified by the tripartite constituents.

87. There was increased recognition, by all three constituent groups, of the importance of the role of labour administration. Labour ministries strongly supported labour administration activities in ILO constitutional bodies and the number of requests for services related to labour administration and labour law reform rose. Five member States (Mexico, Republic of Moldova, Philippines, Sri Lanka and Viet Nam) took initiatives to modernize their

labour ministries and 12 member States adopted new labour legislation that incorporated ILO advice and tripartite consultation.

- 88.** A new approach to sectoral activities was launched by the ILO during the 2004-05 biennium. This new orientation focused heavily on programmes that were conceived and carried out at the national level. This allowed activities to be undertaken that reflected constituents' needs and their interest in different sectors. Interest and participation in the programme exceeded expectations, and there is strong constituent support for its continuation and expansion to other economic sectors.
- 89.** Major progress was made towards modernizing maritime standards through the consolidation of over 60 maritime instruments into a single, more flexible instrument. This instrument will amalgamate almost all existing maritime instruments into a comprehensive, more easily updated, modern one that sets out conditions for decent work in the maritime sector. As a consequence of this process, the number of ratifications of maritime Conventions has increased as governments recognized the importance of updating standards before the adoption of the new instrument, which is anticipated for early 2006.

Employers' organizations

- 90.** The Bureau for Employers' Activities focused on helping employer organizations develop and improve their services, attract new members, and increase their policy influence through effective articulation of the business community's views.
- 91.** Technical cooperation concentrated on priority themes developed through close consultation with employers' organizations. Capacity building remained the main approach, with a growing emphasis on putting in place the building blocks necessary to create more effective organizations. As part of this focus, the ILO developed two "toolkits" (one on governance and management, and the other on SME development) for use in technical cooperation.
- 92.** It was critical to ensure ownership of organizations in capacity-building work and to link interventions to business concerns; strategies attempted to focus on the long-term strategic planning of each organization. Interventions were less successful when they were related to "one-off", short-term needs rather than those linked to an organizational plan, where organizational governance structures were not in place or where commitment to change was lacking. Priorities that were driven by external agendas sometimes resulted in a series of uncoordinated smaller actions that did not address real constituent needs. Increased collaboration with other ILO units (such as the Enterprise Development Department at the Turin Centre) brought a greater range of technical expertise to interventions.

Building links to the informal sector in Kenya

The growing informal sector (known as "Jua Kali", which in Kiswahili means "hot sun") accounts for nearly 18 per cent of Kenya's gross domestic product and comprises 90 per cent of all businesses in the country. In 2004, the Federation of Kenyan Employers (FKE) launched its "Small Enterprise Strategy" to increase links among its membership and Jua Kali enterprises. With ILO assistance, the programme trained engineering students to support Jua Kali businesses and promote inter-firm linkages and subcontracting arrangements. Links were made to larger companies, like General Motors, who now use local companies in the informal sector to supply parts that previously were imported. By the end of 2005, the programme is expected to have established ten subcontracting arrangements between Jua Kali businesses and formal Kenyan enterprises. It is also anticipated that 40 products from the Jua Kali sector will have been improved to allow them to be commercialized for large-scale production.

Workers' organizations

- 93.** The Bureau for Workers' Activities improved cooperation with the international trade union movement, strengthening national unions' capacity to address decent work challenges. Workers' organizations in over 80 member States improved their services or their capacity to deliver services in a variety of areas. These included the establishment of advisory services on collective bargaining for women in Georgia, the extension of a distance education system in Mexico and training to improve union capacities to administer tripartite pension funds in eight member States.
- 94.** In standards-related work, the ILO emphasized gender equality, the promotion of freedom of association and collective bargaining, capacity building and poverty alleviation. Programmes helped trade unions analyse labour market trends, facilitated adoption of employment policy proposals and enhanced participation in poverty reduction strategies. Capacities for collective bargaining were improved by concentrating activities, at the enterprise level, on union representatives directly involved in bargaining.
- 95.** An important accomplishment was the provision of a new degree of assistance to trade unions in regard to rights-based development and poverty alleviation. Part of this effort included involvement in the Social Partners Forum, organized in connection with the Summit on Employment Promotion and Poverty Alleviation in Africa, and the organization of a symposium on the role of trade unions in the global economy and in the fight against poverty.

Organizing in export processing zones (EPZs) in the Philippines

The Trade Union Congress of the Philippines (TUCP) faced difficulties in organizing and recruiting workers in EPZs. Although the Philippines had ratified all the core Conventions, many companies in the EPZs did not respect the principle of freedom of association and the organization of trade unions. With ILO technical assistance, TUCP established a broad-based coalition comprised of trade unions, groups working in the informal economy, advocacy groups for women and children, and national and local government agencies. It focused its efforts on specific EPZs and industrial areas covering a workforce that is more than 70 per cent female, with most being between the ages of 18 and 25.

- Trade unionists assessed the terms and conditions of work in workplaces against 70 company commitments to corporate codes of conduct.
- The union monitors/verifiers developed and used a pioneering sweatshops verification checklist (SVC).
- They conducted activities that increased awareness of workers' rights and ILO core labour standards.

As a result of the initiative, TUCP registered unions in 133 companies, leading to the negotiation of 17 collective bargaining agreements. Three e-groups (electronic networks) now provide distance education on core labour standards with 78 verifiers, organizers, union volunteers and community-based labour support groups as contributors and participants.

- 96.** The presence of many international actors on the labour scene was a challenge. Different mandates and political agendas often made partnership building difficult and resulted in conflicting advice to constituents on issues such as pension privatization and labour market flexibilization. Programmes were also impacted by the unexpected reduction of extra-budgetary funds dedicated to capacity building. The Bureau recognized a need for improved coordination to strengthen implementation of social dialogue and has taken positive steps – such as a joint document with the Bureau for Employers' Activities – to mainstream tripartism and social dialogue into the ILO's technical work.

Strategies

97. In order for projects to have support during the implementation phases, it was critical to ensure a relevant focus and a sense of ownership by government and social partners in the initial planning phases of work. This was particularly relevant in work with labour administration institutions, which often required discussion of existing weaknesses in sensitive political areas. The ILO attempted to strengthen political will for social dialogue by increasing the depth and scope of social partners' involvement, and by reaching out to key political players, such as prime ministers, parliament and ministries of justice, to support ministry of labour social agendas.
98. During the previous biennium, the Governing Body approved a major change to sector-specific work. For the 2004-05 biennium, the ILO began implementation of this new, constituent-driven strategy by supplementing its traditional "meetings-only" approach with action programmes that were more tailored to the individual needs of each country. Ongoing consultations and reviews ensured that constituents' views were reflected in the design of each programme and created a strong sense of ownership. Where possible, action programmes were linked to existing projects to leverage more resources and enhance their visibility.
99. While sectoral meetings continued to be used, they were retooled to allow for more efficient use of time and funds. Smaller, shorter meetings combined with more pre-meeting preparation minimized time spent in Geneva and resulted in cost savings. This freed additional resources for follow-up actions, such as the promotion of codes of practice and guidelines.
100. A flexible approach allowed the ILO to successfully respond to shifting priorities and new social dialogue opportunities, such as the Tripartite Meeting on Promoting Fair Globalization in Textiles and Clothing in a Post-MFA Environment. Funds for action programmes that did not find sufficient support or where spending was lower than anticipated were reprogrammed to support other action programmes.

Lessons learned

101. When pursued during times of severe political or social conflict, social dialogue was often less effective. However, social dialogue can prove to be an invaluable tool in the management of post-conflict reconstruction.
102. In sectoral work, there was strong constituent interest in action programmes and the number of countries selected for action plans exceeded original plans. The decision to spread representation geographically caused problems, as there was a lack of resources and field specialists who could materially assist in the work. Given this situation, there is a need to focus on fewer countries to achieve maximum impact and lasting effect.
103. Access to 2000-01 surplus funds was useful in expanding dialogue work. Many projects aimed to address work deficits in the informal economy through awareness raising and programmes to strengthen trade union services and improve the organizational capacities of informal workers. 2000-01 surplus funds also facilitated the implementation of programmes to enhance the ability of employers' organizations to participate in processes to develop PRSPs and a code of practice on maritime security.

The Economic and Social Council process in Argentina

When an economic crisis arose in Argentina in 2001 and 2002, the ILO worked closely with the Government and representatives of employers and workers to establish a proposed Economic and Social Council. This led to high-level missions, technical meetings with tripartite partners and with other civil society representatives, as well as studies of precedents to guide the work on the Council.

However, election results led to the formation of a new government that did not see the creation of the Council as a priority, which ended the process. Even so, the work that had already taken place encouraged and enriched other social dialogue mechanisms that existed or were emerging in Argentina, such as the Minimum Wage Council and collective bargaining in specific sectors of the economy.

On reflection, it was clear that the ambitious plans for the Council did not take into account the possibility of changes of government and institutional priorities. The work on the Council took place with insufficient effort to create awareness and to strengthen the dialogue culture as necessary first steps to build commitment to the process. These lessons were applied in the development of Argentina's National Decent Work Programme, which began in 2005, which has been built on a much firmer base of dialogue among all partners.

Operational objective 4a: Social partners – The representation, services and influence of the social partners are strengthened

| Performance indicators | Targets | Outcomes |
|--|---|--|
| 4a.1. Employers' or workers' organizations that provide new or improved services to their members or strengthen their capacity to provide such services. | (i) Employers' organizations in 35 member States. | <p>Employers' organizations in 36 member States and one entity delivered new or improved services, or improved their capacity to do so, in the following areas:</p> <ul style="list-style-type: none"> ■ Training, guidance and representational services to help companies address child labour issues: Azerbaijan, Ethiopia, Ghana, Malawi, Republic of Moldova, Uganda, Zimbabwe. ■ Training courses: El Salvador (representational services); Philippines (advocacy, lobbying, project development, SMEs, sexual harassment), Romania (train the trainer service for the construction industry), Uruguay (negotiation and human resource management), Viet Nam (customer service training). ■ Improved organizational structure to better deliver services: Argentina (structure created to link SMEs and technical experts); Croatia (restructured to provide greater role for industry organizations); Ecuador (decision to unify employers' organizations); Iraq (restructuring and new strategic planning); Lao People's Democratic Republic (new unit created in Chamber of Commerce for employer issues); occupied Palestinian territory (new advocacy, training, and demand-driven services unit); Trinidad and Tobago (new unit for advisory services); Uruguay (reviewed and revised services portfolio); Yemen (revised statutes, new structure for the Federation of Yemen Chambers of Commerce and Industry). ■ Conducted a study to identify and improve the most demanded services: Ethiopia, Rwanda, Senegal, Uganda, Uruguay. ■ New services: Burkina Faso (improved system for collective collateral for loans); Honduras (new information service); Jamaica (advisory services on sexual harassment, employment services for youth); India (assistance to enterprises in methods to attract and retain talented staff). |

| Performance indicators | Targets | Outcomes |
|------------------------|--|---|
| | (ii) Workers' organizations in 40 member States. | <ul style="list-style-type: none"> <li data-bbox="858 230 1430 293">■ Improved services to women entrepreneurs: Azerbaijan, Georgia, Togo. <li data-bbox="858 300 1430 387">■ New OSH services: Argentina, Bangladesh, Bulgaria, Sri Lanka (new training material developed to improve OSH performance of enterprises). <p data-bbox="858 416 1430 479"><i>(The 2002-03 target was 20 member States and the result was 20.)</i></p> <p data-bbox="858 488 1430 573">Workers' organizations in 80 member States and one entity delivered new or improved services, or improved their capacity to do so, in the following areas:</p> <ul style="list-style-type: none"> <li data-bbox="858 613 1430 1339">■ General workers' education and information services: El Salvador, Fiji, Haiti, Islamic Republic of Iran, Madagascar, Mauritania, Niger, Papua New Guinea, Oman, Paraguay, Saudi Arabia, Senegal, Democratic Republic of Timor-Leste (national centres, strategic planning and systematic workers' education programmes); Argentina, Bangladesh, Brazil, India, Nepal, Papua New Guinea, Paraguay, Samoa, Solomon Islands, Sri Lanka, Uruguay, and Vanuatu (distance education programmes); Poland, Bolivarian Republic of Venezuela (revised and modernized workers' education programmes); Belarus (independent trade union newspaper established and web site reached 30,000 hits per month, network of legal advisers, communication specialists and union organizers launched at local/regional level); Guatemala (new advisory services on free trade agreements, employment issues and application of standards); Mexico (extended distance education training system); Uruguay (provided training to supervisors and participants of an employment programme); Bulgaria, Hungary, Serbia and Montenegro, Slovakia (trained and equipped unions to run their OSH training programmes); Madagascar (trained unions in bargaining techniques and collective bargaining issues). <li data-bbox="858 1348 1430 1581">■ Regional and global networks: Latin America (established a new network of trade union researchers); global launch of a pilot masters' course on labour policies and globalization; training programmes through the International Turin Training Centre were strengthened; a global union research network of trade unions and academia from 50 countries began providing information and policy advice. <li data-bbox="858 1590 1430 2022">■ Education and training services for women: Costa Rica, Dominican Republic, Ecuador, El Salvador, Ethiopia, Ghana, Guatemala, Honduras, Panama, Peru, Senegal, Sierra Leone, Bolivarian Republic of Venezuela (training activities for women workers, a guide on trade union actions and strategic objectives on gender published, action plans on gender policy adopted); Georgia (advisory services on collective bargaining and promoting gender equality in the workplace); Indonesia, Philippines (women's interests promoted through training on collective bargaining); Bolivia, Colombia, Ecuador, Peru, Bolivarian Republic of Venezuela (agendas and union action plans for equal opportunities prepared and implemented at national and subregional levels). |

| Performance indicators | Targets | Outcomes |
|------------------------|---------|---|
| | | <ul style="list-style-type: none"> <li data-bbox="826 226 1406 1010">■ Standards and fundamental principles and rights at work: Brazil, Burundi, Costa Rica, Democratic Republic of the Congo, Ecuador, Honduras, Mexico, Nepal, India, Rwanda, Sri Lanka (internal national structures established to promote and monitor ILO Declaration and violations of Conventions Nos. 87 and 98); Colombia (capacity building on freedom of association and collective bargaining, training trainers and monitoring CFA recommendations); Cameroon (labour code modified and brought in line with Convention No. 87); Romania (programmes covering the fundamental principles and rights at work, the role of social partners and the meaning of social dialogue included in secondary school curriculum); Algeria, Bahrain, Lebanon, Syrian Arab Republic, Tunisia (promotion of the ILO Declaration through capacity-building programmes); Costa Rica, El Salvador, Guatemala, Panama (new services regarding the application of standards and the increase of complaints made to the ILO); Algeria, Libyan Arab Jamahiriya (promotion of Conventions Nos. 7 and 144); South Africa (Police And Prisons Civil Rights Union (POPCRU) is working towards extending the protection of workers' rights to the security services in other countries in the subregion); Belarus (trade union information campaigns organized to support independent unions and promote recommendations of the ILO Commission of Inquiry). <li data-bbox="826 1010 1406 1256">■ Child labour: Benin (creation of child labour observatory); Costa Rica, Dominican Republic, Fiji, Kyrgyzstan, Mexico, Nicaragua, Panama, Democratic Republic of Timor-Leste (adoption of policies and plans combating child labour); Malawi, Mozambique, Zambia, Zimbabwe (agreements – not legally binding – signed by farmers and trade unions to prohibit child labour of commercial farms). <li data-bbox="826 1256 1406 1783">■ Employment services: Benin (savings and credit cooperative established); Brazil, Ecuador, Philippines (conducted job evaluation on gender/pay equity training for public service workers); Burkina Faso (creation of mutual associations for workers in informal economy); Costa Rica, Dominican Republic, Guatemala, Panama (new advisory services on free trade agreements and employment issues); Indonesia, Republic of Moldova, The former Yugoslav Republic of Macedonia, Uruguay (adopted youth employment programmes); Niger (creation of a health and credit mutual association); Senegal (creation of women's income-generation committee within fishing sector trade union); Uruguay (members of the National Employment Council trained to participate and supervise an employment programme); Maghreb countries (trade unions strengthened their capacity in the field of employment policy). <li data-bbox="826 1783 1406 2029">■ Social protection services: Albania, Bulgaria, Bosnia and Herzegovina, Croatia, Republic of Moldova, Romania, Serbia and Montenegro, The former Yugoslav Republic of Macedonia (training conducted to strengthen capacities of trade unions to administer tripartite pension funds); Albania, Bulgaria, Croatia, Ghana, Honduras, Republic of Moldova, Serbia and Montenegro, The former Yugoslav Republic of |

| Performance indicators | Targets | Outcomes |
|---|---|--|
| 4a.2. Employers' or workers' organizations that take policy or practical initiatives to extend representation of their organizations. | (i) Employers' organizations in 20 member States. | <p>Macedonia (improved capacity of trade unions to participate in social security dialogue); Algeria, Haiti, Indonesia, Papua New Guinea, Democratic Republic of Timor-Leste (raised awareness of HIV/AIDS in the workplace among trade unions); Argentina, Bulgaria, Honduras, Hungary, Indonesia, Mexico, Serbia and Montenegro, Slovakia (raised trade union awareness on OSH in the workplace and adopted OSH policies); Benin, Burkina Faso, Côte d'Ivoire, Niger and Togo (established enterprise OSH committees); Comoros (established national workers' confederation); Ghana, Sierra Leone (national programme to educate union members on health insurance and national security); Madagascar (established system for national coordination of unions); Peru, Bolivarian Republic of Venezuela (adopted programme related to OSH concerns); Latin America (established regional network of trade unions specializing in social security).</p> <ul style="list-style-type: none"> ■ Social dialogue services: Algeria, Mali, Senegal (Conventions Nos. 144 and 154 promoted and capacity building on social dialogue provided to trade unions); Bangladesh, India, Pakistan, Sri Lanka (ILO programmes to promote social dialogue at the enterprise, provincial and national levels were conducted to strengthen workers' and employers' influence in social policies); Bangladesh, Islamic Republic of Iran, Tunisia (adopted trade union strategies and action plans tackling privatization issues, particularly in the framework of the termination of multi-fibre arrangements); Cambodia (bipartite cooperation with trade union and employers' organizations implemented, subsequent creation of a national-level structure to improve the industrial relations environment and strengthen social dialogue); Indonesia, Madagascar, Philippines (capacity on collective bargaining developed); Grenada (formal agreement signed by the Grenada Trade Union Council and the Grenada Employers' Federation for greater cooperation and deeper social dialogue); Lithuania (trade unions proposed specific policies and measures to the Government and employers' organizations for reconciling work and family life, built alliances with other representatives of civil society); occupied Palestinian territory (strengthened capacity of the Palestine General Federation of Trade Unions to participate in social dialogue); Ecuador, Peru (prepared union proposals on policies for the fight against poverty and effective social dialogue). <p><i>(The 2002-03 target was 30 member States and the result was 69.)</i></p> <p>Employers' organizations in 20 member States took initiatives to extend their membership in the following ways:</p> <ul style="list-style-type: none"> ■ Outreach to women entrepreneurs: Azerbaijan, Bangladesh, Burkina Faso, Georgia (integrated women's concerns in policies and practices); Saudi Arabia, Syrian Arab Republic (established a system to further develop businesswomen committees and provided capacity-building activities specifically targeted to women). |

| Performance indicators | Targets | Outcomes |
|--|---------|--|
| | | <ul style="list-style-type: none"> ■ Increased membership base: Bolivia (successfully reintegrated member chambers which had left the organization); Burkina Faso (membership campaign resulted in 50 per cent increase in membership); Oman and Qatar (expanded representation to include businesswomen); El Salvador (two new organizations joined the Asociación Nacional de la Empresa Privada); Ethiopia (influenced new labour law to enable membership expansion through direct recruitment of enterprises and increased its membership from 11 associations to 64). ■ Raised organizational profile: China (piloted an HIV/AIDS-awareness drive); Azerbaijan, Ethiopia, Ghana, Malawi, Mali, Republic of Moldova, Uganda (actively participated in national child labour policy and action bodies); Kenya (built formal-informal links in the automobile industry); Mongolia (worked with informal gold miners to improve safety and end child labour); Uganda (targeted new members through Employer of the Year award programme). <p><i>(The 2002-03 target was ten member States and the result was 14.)</i></p> |
| (ii) Workers' organizations in 40 member States. | | <p>39 workers' organizations took initiatives to extend their representation to the following groups:</p> <ul style="list-style-type: none"> ■ Informal economy workers, through recruitment or action plans: Bangladesh, Botswana, Burundi, Cambodia, Cameroon, Cape Verde, Chile, Gabon, Ghana, Guinea, India, Indonesia, Republic of Moldova, Mongolia, Namibia, Sao Tome and Principe, Senegal, Sierra Leone, Swaziland, Thailand, Turkey, Bolivarian Republic of Venezuela. ■ Women, through recruitment, action plans or education activities: Bangladesh, Botswana, Burundi, Cameroon, Cape Verde, Chile, Ethiopia, Gabon, Ghana, India, Indonesia, Jordan, Kuwait, Lebanon, Libyan Arab Jamahiriya, Namibia, Philippines, Sao Tome and Principe, Senegal, Sierra Leone, Swaziland, Syrian Arab Republic, Bolivarian Republic of Venezuela, Yemen. ■ Migrant and rural workers: Cameroon, Gabon, Republic of Moldova, Sao Tome and Principe (general recruitment); Chile (first results of the project "Strengthening of the Trade Union Movement to Create Conditions for Decent Work and Increased Representation of Workers of the Precarious Sector"); Bangladesh, India, Nepal, Pakistan, Sri Lanka (national studies on migrant workers and human rights strengthened union recruitment policy); Indonesia (established a network of the three main trade union confederations to address the needs of migrant workers); Philippines (developed strategies to organize and increase representation in the rural plantation and fishing sectors); Russian Federation, Tajikistan (trade unions cooperated on the protection of migrant workers' rights, developed policies on migration issues and improved recruiting capacity). ■ Youth: Indonesia, Republic of Moldova, Uruguay (implemented an action programme on youth |

| Performance indicators | Targets | Outcomes |
|--|------------------------------|---|
| 4a.3. Member States in which the social partners have greater capacity to influence economic and social policies and programmes. | 30 additional member States. | <p>employment); The former Yugoslav Republic of Macedonia (set up a network of trade union youth representatives and launched a recruitment campaign among young workers).</p> <p>Initiatives were also taken to:</p> <ul style="list-style-type: none"> ■ Increase membership through income-generating projects (self-help groups and cooperatives): India, Indonesia, Sri Lanka, Thailand (projects in areas affected by the tsunami). ■ Establish new linkages and structures: Afghanistan, Pakistan (trade union unity process led to strengthened workers' representation); Botswana, Namibia, Swaziland (linkages between trade unions and informal economy associations); Comoros (CSDTC, a new organization, created by free and democratic elections, strengthened trade unions' representation). <p><i>(The 2002-03 target was 30 member States and the result was 33.)</i></p> <p>30 member States.</p> <p>23 member States and two regional areas participated in processes related to economic and social policies:</p> <ul style="list-style-type: none"> ■ Bahrain, Bulgaria, Lebanon, Romania, Serbia and Montenegro and Yemen – social partners are members of the steering committees of a technical cooperation project regarding social finance and employment; ■ Burundi, Cameroon, Chad, Congo, Democratic Republic of the Congo, Gabon and Rwanda – adopted tripartite plans of action for effective employer and worker participation in the PRSP process; ■ Dominican Republic, El Salvador, Guatemala, Nicaragua and Panama – trade union representatives and employers' organizations participated in a recently created tripartite committee on a subregional plan of action on decent work; ■ Angola, Egypt, Ethiopia, Ghana, Honduras, Indonesia, Kenya, Morocco, Nepal, Pakistan, Sudan, United Republic of Tanzania, Uganda, Yemen and Zambia – trade unions participated in the PRSP process; ■ Grenada – a formal agreement was signed by the Grenada Trade Union Council and the Grenada Employers' Federation for greater cooperation and increased social dialogue; ■ Indonesia – employer proposals were accepted in the formulation of its PRSP; ■ Jamaica – Memorandum of Understanding signed by the Government and the Jamaican Confederation of Trade Unions with regard to wages and employment. A national initiative on youth employment was initiated by the Jamaica Employers' Federation; ■ Cameroon and Democratic Republic of Timor-Leste – trade union centre actively participated in the development of the first Labour Code; ■ Iraq – trade unions participated in the revision of the law on workers' organizations; |

| Performance indicators | Targets | Outcomes |
|------------------------|---------|---|
| | | <ul style="list-style-type: none"> ■ Uruguay – a trade union representative is actively participating in a tripartite committee for employment; ■ Bangladesh, India, Pakistan and Sri Lanka – training programmes to promote principles of social dialogue conducted to strengthen workers’ and employers’ influence in social policies; ■ Guatemala – trade union organizations engaged in bipartite dialogue with CASIF, an employers’ organization; ■ Bahrain, Bulgaria and Croatia – position papers developed and disseminated, proposing legal changes, training policies and economic measures towards a better balance between security for workers and flexibility for employers; ■ Cambodia and Yemen – bipartite cooperation through ILO programmes with trade union and employers’ organizations led to the establishment of a national structure to improve the industrial relations environment and strengthen social dialogue; ■ Central America – tripartite declaration adopted with full participation of workers’ organizations on employment policies and follow-up mechanism. Preparatory meetings led to harmonizing workers’ positions towards the tripartite declaration; ■ Latin America – documents stating the position of national and regional trade union organizations on economic integration and the social dimensions of FTAA (Free Trade Area of the Americas) and CAFTA (Central American Free Trade Agreement) were adopted and disseminated. |
| | | <p>Social partners in ten member States improved their capacity to participate in new areas:</p> <ul style="list-style-type: none"> ■ Bahamas, Barbados, Brazil, Grenada, Jamaica, Trinidad and Tobago, Yemen – received training to improve their capacities in this area; ■ Bosnia and Herzegovina – registered a new state-level employers’ organization; ■ Ecuador – created a new National Labour Council; ■ The former Yugoslav Republic of Macedonia – adopted a new law to permit independent employers’ organizations. |
| | | <p>Note: For this target “additional” was considered to mean both new member States and member States that influenced policies in new ways.</p> |
| | | <p><i>(The 2002-03 target was 15 member States and the result was 35.)</i></p> |

Operational objective 4b: Governments and institutions of social dialogue – The legal frameworks, institutions, machinery and processes for social dialogue are strengthened and used

| Performance indicators | Targets | Outcomes |
|---|---|---|
| 4b.1. Member States that ratify ILO Conventions addressing the institutions or practice of social dialogue. | (i) Three ratifications of Convention No. 144. | Seven member States: Armenia, Djibouti, Peru, Senegal, Serbia and Montenegro, Seychelles, The former Yugoslav Republic of Macedonia. <i>(The 2002-03 target was ten ratifications and the result was seven.)</i> |
| | (ii) Five ratifications of Convention No. 154. | Two member States: Armenia, Sao Tome and Principe. <i>(This is a new target.)</i> |
| | (iii) Five member States implement Convention No. 144 more effectively. | 13 member States improved their implementation of Convention No. 144 in the following ways: <ul style="list-style-type: none"> ■ Barbados – created a tripartite consultation committee to improve the implementation of Convention No. 144; ■ Brazil – established a tripartite committee on international relations whose mandate includes international labour standards; ■ Burundi, Congo, Democratic Republic of the Congo – brought national policies in line with the principles of Convention No. 144 and increased their efforts to improve the functioning of their respective tripartite bodies; ■ Chile – the tripartite consultation commission (International Labour Standards) Convention, 1976 (No. 144), works periodically and on a regular basis; ■ Czech Republic – a tripartite group is addressing ILO issues created within the National Council for Economic and Social Agreements; ■ Mexico – the Council for Dialogue with the Productive Sectors has been expanded to serve as a tripartite platform for discussions on employment, competitiveness and social justice policies; ■ Nepal – established a bipartite committee on labour law reform, under the supervision of the National Labour Advisory Council; ■ Philippines – national policy on ILS – resolution adopted that identified Conventions to be considered for ratification to facilitate systematic, inclusive and better structured consultations on unratified ILO Conventions; ■ Sri Lanka – reorganized the structure and organization of the National Labour Advisory Council; ■ Ukraine – a tripartite working group is responsible for discussing and negotiating the new text of the Labour Code; ■ Uruguay – the Tripartite Consultation (International Labour Standards) Convention, 1976 (No. 144), works on a regular basis and contributed to the ratification of two agreements in 2005 (Agreement 184 and Agreement 167). |

| Performance indicators | Targets | Outcomes |
|--|--|--|
| | | (This is a new target.) |
| | (iv) 15 ratifications of Conventions on specific sectors. | This target overlaps with the target for indicator 4b.7. Please see indicator 4b.7 for a list of ratifications and member States. |
| 4b.2. Member States that adopt legislation based on ILO standards and advice, with the involvement of the social partners. | Ten additional member States that adopt labour laws or other employment-related legislation based on ILO advice and involving a tripartite consultative process. | <p>13 member States adopted new labour legislation, and four member States have prepared legislation.</p> <p>New legislation:</p> <ul style="list-style-type: none"> ■ Armenia (Labour Code); ■ Botswana (Trade Unions and Employers' Organizations (Amendment) Act and Trade Disputes Act); ■ Brazil (Decree establishing tripartite body); ■ Dominican Republic (resolution regarding hazardous and unhealthy work by minors under 18 years of age); ■ Ecuador (National Labour Council Decree and Internal Regulations); ■ Ghana (Labour Act and Human Trafficking Act); ■ Haiti (Law on the creation of the National Council for Labour and Employment); ■ Malawi (Tenancy Labour Bill tabled); ■ Namibia (Labour Act); ■ Panama (Law against commercial sexual exploitation); ■ Romania (additional revisions to the Labour Code); ■ Serbia and Montenegro (Economic and Social Council Act); ■ United Republic of Tanzania (Labour Institutions Act and Employment and Labour Relations Act, Acts on Employment, Industrial Relations, Occupational Safety and Health, Social Security Fund, and Workers' Injury – Amendment). <p>Draft legislation was prepared in:</p> <ul style="list-style-type: none"> ■ Costa Rica (Law on reform of labour procedures); ■ Nigeria (Bills on Collective Labour Relations, Labour Institutions, Labour Standards, Occupational Safety and Health, and Employees' Compensation); ■ Peru (General Labour Act); ■ Ukraine (New Labour Act). <p><i>(The target for 2002-03 was ten member States and the result was 17.)</i></p> |
| 4b.3. Member States that establish or strengthen legal frameworks, institutions, machinery or processes for bipartite or tripartite social dialogue. | (i) Five member States establish or strengthen tripartite institutions. | <p>23 member States.</p> <p>13 member States established new tripartite institutions: Brazil, Islamic Republic of Iran, Jordan, Yemen (National Labour Advisory Council); Democratic Republic of the Congo, Uruguay (private sector tripartite wage negotiation groups); Ecuador (Tripartite Labour Council); Honduras (Economic and Social Council); Niger (National Labour Council); Rwanda (Conseil national du travail); Saint Vincent and the Grenadines (National Economic and Social Development Committee); Senegal (Comité national du dialogue social); Suriname (Social and Economic Board); United Republic of Tanzania (Labour, Economic and Social Council, Commission for Mediation and Arbitration, Labour Court and Wage Boards).</p> |

| Performance indicators | Targets | Outcomes |
|--|---|--|
| | | <p>Ten member States strengthened existing tripartite institutions: Albania, Guinea-Bissau (validated and launched strategic pact on social partnership); Democratic Republic of the Congo (strengthened skills in negotiation and social dialogue issues); Paraguay, Serbia and Montenegro (tripartite commissions strengthened on gender equality issues); Peru (secretariat and internal regulations); Republic of Korea, Turkey (National Economic and Social Council revised, Local Employment Boards in two provinces strengthened); Senegal (implemented action plan extending social protection, built internal capacity for negotiation skills, social dialogue and social protection issues); Uruguay (tripartite commissions strengthened on gender equality issues).</p> <p><i>(This is a revised indicator and target. The 2002-03 target for a broadly similar indicator was 20 member States and the result was 31 member States and two regional groupings.)</i></p> |
| | (ii) Five member States improve the collective bargaining framework and processes. | <p>Two member States:</p> <p>Cameroon – Completed collective bargaining agreements for workers in the banking, media, transportation and electrical sectors.</p> <p>Serbia and Montenegro – The labour law was amended to improve the overall framework of collective bargaining and provide clear rules for collective bargaining procedures at enterprise and national levels.</p> <p><i>(This is a new target.)</i></p> |
| | (iii) Five member States establish or strengthen dispute prevention or resolution mechanisms so that disputes are dealt with more efficiently, effectively and equitably. | <p>Ten member States.</p> <p>Three member States strengthened dispute settlement mechanisms to ease the backlog of disputes in labour courts: Namibia, United Republic of Tanzania, Serbia and Montenegro.</p> <p>Three member States adopted new legislation: Indonesia, Pakistan, Romania.</p> <p>Bulgaria established a new resource for dispute resolution (National Institute for Reconciliation and Arbitration).</p> <p><i>(This is a new target.)</i></p> |
| 4b.4. Member States where social dialogue institutions or processes, labour administration and labour laws are more gender-responsive. | (i) Five member States increase the number of women represented in social dialogue institutions. | <p>Three member States increased the number of women represented (shown as a percentage of women represented) in social dialogue institutions to the following percentage: India (5 per cent), Sri Lanka (5 per cent), Bosnia and Herzegovina (20 per cent).</p> <p><i>(This is a revised indicator.)</i></p> |
| | (ii) Five member States increase the number of issues that are addressed in a gender-responsive way through social dialogue institutions and processes. | <p>Six member States: Bosnia and Herzegovina, Brazil, Ethiopia, Haiti, Peru, Sri Lanka.</p> <p>Brazil – Created the Tripartite Committee on Gender and Race for Equal Employment Opportunities.</p> <p>Sri Lanka – As part of efforts to reorganize the Ministry of Labour, a separate gender unit was created to promote awareness in gender equality and ensure that new policy initiatives and laws are in conformity with gender issues.</p> |

| Performance indicators | Targets | Outcomes |
|--|--|---|
| 4b.5. Member States that strengthen labour administrations in their policy-making capacity, their responsibility for the implementation of decent work policies and their enforcement of labour law. | | Bosnia and Herzegovina – Tripartite social dialogue institutions at the entity level regularly discuss and translate gender concerns into agreements which are signed at the enterprise level. |
| | | Haiti – The agreement which established the National Tripartite Commission for Productivity Improvement specifies that nominations made by social partners must reflect a gender balance. |
| | | Peru – Established the Inter-Sectoral Commission of Equal Opportunities Plan of the Ministry of Labour and Employment Promotion. |
| | (iii) Five member States where gender-responsive tripartite consultations are undertaken in the drafting of labour laws. | Gender-responsive consultations were undertaken in five member States related to the following labour laws: Botswana (Act No. 15/2004); Ghana (Labour Act No. 651/2004); Namibia (Labour Act of 8 October 2004); United Republic of Tanzania (Labour Institutions, Employment, Labour Relations Acts, 2005); Nigeria (Bills on Collective Labour Relations, Labour Institutions, Labour Standards, OSH, Employees' Compensation). |
| | (iv) Five member States improve gender balance in relation to procedures established under Convention No. 150. | Five member States and one entity assessed labour administration and labour inspection with a view to improving gender balance: Botswana, Jordan, Lesotho, Namibia, Swaziland, occupied Palestinian territory. |
| | (i) Five member States modernize their labour ministries. | The following five member States took steps to modernize their labour ministries: <ul style="list-style-type: none"> ■ Mexico – introduced new and improved information technology services; ■ Republic of Moldova – diagnosis and recommendations for strengthening labour administration; ■ Philippines – training programme in conciliation and mediation of disputes settlement; ■ Sri Lanka and Viet Nam – introduced integrated labour inspection. <p><i>(This is a revised indicator.)</i></p> |
| | (ii) Five member States upgrade the skills of officials in labour administrations. | 20 member States and one entity upgraded skills to various degrees. Two member States implemented extensive programmes: Brazil held a series of 50 workshops and seminars to improve its labour administration in the implementation of the national legislation on discrimination, child labour and forced labour. Serbia and Montenegro carried out an important training programme to upgrade the skills of Ministry of Labour officials in the area of social dialogue and ILO standards and procedures. 18 member States and one entity provided training in this area through workshops: Algeria, Bosnia and Herzegovina, Botswana, Burundi, Chad, Congo, Democratic Republic of the Congo, Indonesia, Iraq, India, Jordan, Lesotho, Madagascar, Republic of Moldova, Namibia, occupied |

| Performance indicators | Targets | Outcomes |
|--|--|--|
| 4b.6. Member States and regional or subregional groupings where social dialogue is more widely used for consensus building, economic and social development and good governance. | (iii) Five member States ratify Convention No. 150. | Palestinian territory, Rwanda, Swaziland, Democratic Republic of Timor-Leste. Six member States: Argentina, Armenia, Dominica, Lebanon, Mauritius, Ukraine. |
| | (i) Three regional or subregional groupings that integrate a tripartite approach to economic and social policy-making. | Four regional groupings or subregional groupings: <ul style="list-style-type: none"> ■ ECOWAS: MOU between ILO and ECOWAS was signed in June 2005. ■ Economic Community of Central African States (ECCAS): MOU between ILO and ECCAS signed in May 2005 aims to assist the social partners in the process of setting up social dialogue structures at the subregional level. ■ Tripartite representatives of MERCOSUR and CAN member countries defined employment policies in the subregions on an ongoing basis, both through the elaboration of bipartite declarations (by social partners) and through full tripartite participation in subregional meetings. ■ Tripartite representatives of Costa Rica, Dominican Republic, El Salvador, Guatemala, Honduras, Nicaragua and Panama approved – by consensus – a declaration on employment and a subregional action plan. <p><i>(This is a new target.)</i></p> |
| | (ii) Ten member States that include the social partners in the PRSP process. | 11 member States: Bangladesh, Cambodia, Ecuador, Ethiopia, Ghana, Indonesia, Nepal, Peru, Sri Lanka, Viet Nam, Yemen. <i>(This is a new target.)</i> |
| | (iii) Five member States that extend the subject matters of dialogue. | Seven member States addressed extended the subject matters of dialogue to new areas: <ul style="list-style-type: none"> ■ Jordan – the Social and Economic Council discussed, for the first time, issues related to labour law reform, wages and employment strategies; ■ Senegal – the National Charter for Social Dialogue now includes workers in the informal economy; ■ Bosnia and Herzegovina – the Economic and Social Council discussed the issue of non-payment of wages and bankruptcy of enterprises. The Council has now requested ILO assistance in establishing a wage guarantee fund; ■ Ecuador and Peru – new social issues, such as minimum wage and the extension of social security, were defined as priorities to be included in the national development plans and poverty reduction strategies. The National Labour Council in Peru is also discussing occupational health and safety issues; ■ Mongolia – through the follow-up to the resolution concerning tripartism and social dialogue, tripartite constituents agreed to address workplace learning and training, wage policy and enterprise management as a means to strengthen the private sector; ■ Turkey – tripartite recommendations for promoting employment, and reducing the incidence of informal work, as well as specific commitments for action to be taken at the local level have been produced in the provinces of Gaziantep and Çorum. |

| Performance indicators | Targets | Outcomes |
|---|---|--|
| | | <i>(This is a new target.)</i> |
| 4b.7. Member States where constituents use social dialogue to target and take effective action to improve working and living conditions in specific economic sectors. | 15 cases where Conventions are ratified or legislation is adopted to provide for improved working conditions in a specific economic sector. | <p>74 ratifications of sectoral Conventions by 31 member States:</p> <p>C.22: Seychelles; C.23: Belize; C.53: Turkey; C.55: Belize, Turkey; C.68: Turkey; C.69: Turkey; C.73: Seychelles, Turkey; C.92: Belize, Turkey; C.108: India, Turkey; C.129: Estonia, Ukraine; C.133: Belize, Turkey; C.134: Belize, Turkey; C.137: Nigeria, Russian Federation; C.141: Albania; C.146: Luxembourg, Turkey; C.147: Belize, Dominica, Estonia, Ghana, Hungary, Jordan, Peru, Seychelles; C.151: Sao Tome and Principe; C.152: Jamaica, Lebanon, Russian Federation, Seychelles, Turkey; C.153: Turkey; C.155: Sao Tome and Principe; C.163: Bulgaria, France, Georgia; C.164: Bulgaria, France, Turkey; C.165: Philippines; C.166: Egypt, France, Turkey; C.167: Uruguay; C.178: Bulgaria, France, Luxembourg, Nigeria; C.179: Croatia, France, Nigeria; C.181: Belgium, Lithuania, Uruguay; C.180: France, Luxembourg, Seychelles, Slovenia, Spain; C.184: Kyrgyzstan, Sao Tome and Principe, Sweden, Uruguay; C.185: France, Hungary, Jordan, Nigeria.</p> <p>The ILO also notes that:</p> <p>Eight member States ratified the Protocol to Convention No. 147: Belize, Bulgaria, Estonia, France, Hungary, Latvia, Luxembourg, Slovenia.</p> <p>Two member States ratified the International Convention for the Protection of Performers, Producers of Phonograms and Broadcasting Organizations: Turkey, United Arab Emirates.</p> <p><i>(This is a new target.)</i></p> |

Promoting women’s employment and social dialogue in Yemen

In Yemen, the ILO supported greater inclusion of gender equality concerns into the processes of social dialogue and collective bargaining. Through social dialogue processes involving employers’ and workers’ organizations and the Ministry of Labour, a tripartite framework that furthers dialogue on gender equality was established for the first time. The tripartite framework will contribute to discussion of employment issues, poverty reduction and the implementation of Yemen’s National Women’s Employment Strategy.

InFocus Programme evaluations

- 104.** The evaluation unit completed its final round of independent evaluations of the eight InFocus Programmes (IFP). The evaluations concentrated on the ILO's collective effort to implement four core strategies.

InFocus Programme on the Elimination of Child Labour (IPEC) – 2004

- 105.** IPEC's global and national strategies responded to a highly complex environment through the delivery of innovative programmes, synergies of tripartite action, flexible response to country situations and an emphasis on linking knowledge with action. Further articulations of IPEC's global strategy and a reconsideration of its technical cooperation modality are required to reinforce the programme's shift towards upstream interventions to address policy, institutions and regulatory issues. There is a need for greater clarity on the role of IPEC's international steering committee and for development of a management model that better integrates IPEC into the regular programming and structures of the ILO.
- 106.** IPEC formulated a follow-up action plan in 2005. The plan addresses the need to enhance tripartite action against child labour, strengthen the programme's gender dimensions, define a more detailed results-based framework and better integrate the planning and delivery of technical cooperation at the country level.

InFocus Programme on Skills, Knowledge and Employability (IFP/SKILLS) – 2004

- 107.** IFP/SKILLS made significant changes to its implementation strategy to rebalance resources across thematic priorities. The programme's approach is now to provide support, in broadly equal shares, in three areas: new developments in training policies and systems; skills and poverty reduction in the informal economy with emphasis on employability of youth; and the management and reform of training policies and systems. In response to recommendations to streamline and integrate work items, the department now conducts peer reviews of work plan proposals. Additional integration includes intensified collaboration on PRSPs and DWCPs.

InFocus Programme on Socio-economic Security (IFP/SES) – 2005

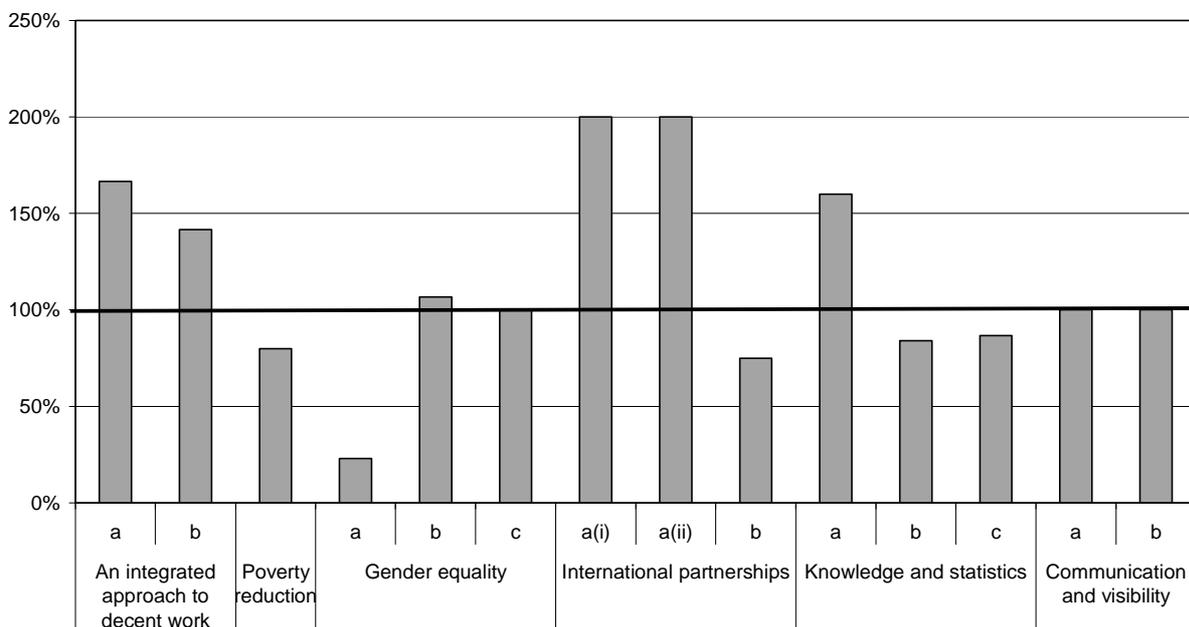
- 108.** The evaluation of IFP/SES noted the strategic rationale for the ILO's innovative work in this area. The report highlighted the need to better integrate the programme's research work into other ILO programmes, and to transition much of its research into social protection policies that are coherent and politically actionable. It recommended that the ILO work through its tripartite base to build consensus on the policies and messages linked to socio-economic insecurity. The Social Security Department and other parts of the ILO will exploit the outcomes of the socio-economic security work for appropriate application at national levels.

InFocus Programme on Social Dialogue, Labour Law and Labour Administration (IFP/ DIALOGUE) – 2005

109. The evaluation of the IFP/DIALOGUE programme found that the ILO was globally well regarded and well positioned in this technical area, and that it is working effectively and achieving good results at the country level. The evaluation called for more work related to globalization (including corporate social responsibility), a reinvigorated research effort, and better integration of labour inspection and labour administration capacities. The sector will address these concerns through a process of reorganization.

Shared policy objectives

Percentage of targets reached: Shared policy objectives



International Training Centre (Turin)

110. The 2004-05 biennium coincided with the final two years of the Centre's Five-Year Development Plan. In its role as the training arm of the ILO, the Centre strengthened its contribution to ILO capacity building, learning and knowledge management strategy. Over 20,000 participants (the majority of whom were representatives of ILO constituents) from over 177 countries participated in 800 programmes through the Centre. Roughly 40 per cent of the activities took place on the Turin campus, 52 per cent in the field and 8 per cent through distance or online programmes. The share of bi- and tripartite activities grew to 20 per cent in 2005, with participation by employers' and workers' organizations reaching 20 per cent in 2004.

111. The Centre developed new programmes and curricula in support of ILO strategic objectives, expanded and consolidated its postgraduate programmes, and continued to look for additional ways to deliver its services. For example, in conjunction with the Policy Integration Department, the Centre developed a structured training programme designed to strengthen the capacity of ILO staff to support country-based decent work programmes and

poverty reduction strategies. The Centre further developed its services in the area of instructional technology, and provided assistance in the creation of a growing number of web-based tools and electronic platforms that were used to support face-to-face training and to reach distance learning participants.

International Institute for Labour Studies

- 112.** During the 2004-05 biennium, the Institute's research programme concentrated on two projects; one project explored innovative solutions to migration issues, while the other researched the impact of social dialogue processes and institutions on improving socio-economic performance. The research programme also addressed the impact of industrial change on child labour. The Institute continued to offer a range of educational opportunities and outreach events, such as visiting scholar programmes, the Nobel Peace Prize social policy lectures and visiting student programmes. It used a wide network of scholars, academic institutions and research centres in implementing both research and education programmes. This improved visibility in specialized circles and increased exchange with a wide community of concerned officials and scholars in universities, governments, business and workers' organizations.

Bureau for Gender Equality

- 113.** The ILO continued to promote equality between women and men in the world of work by providing office-wide support for gender mainstreaming and by enhancing its programming in relation to gender equality. This effort was reinforced by the adoption of a resolution concerning the promotion of gender equality, pay equity and maternity protection at the 92nd Session of the International Labour Conference (June 2004) and by a Governing Body decision to mainstream gender concerns into all ILO technical cooperation projects and programmes.
- 114.** The Bureau for Gender Equality expanded the ILO's knowledge base of gender equality by compiling and analysing good practices of gender mainstreaming in the world of work. This included the preparation and dissemination of adapted tools for gender mainstreaming, such as a toolkit on good gender-equality practices for employers' and workers' organizations. In collaboration with other ILO units and field offices, the Bureau also collected accurate quantitative data on the sex and status of participants in ILO meetings, seminars and training sessions. This data will be used to guide future country-level assistance aimed at increasing the representation of women in decision-making structures.
- 115.** The use of gender auditing methodology was expanded beyond ILO units to include constituent members. A gender audit conducted for the secretariat of the International Confederation of Free Trade Unions (ICFTU) represented the ILO's first international-level effort in this direction. The ILO also broke new ground within the United Nations family, with two rounds of gender audits of the United Nations system in Zimbabwe. The audits supported the United Nations agencies in taking concrete steps towards strengthening their institutional capacity on gender within the United Nations system and with national partners in Zimbabwe.
- 116.** Use of the 2000-01 surplus funds allowed the ILO to establish the Gender Equality Partnership Fund, which successfully assisted constituents in 26 member States to develop strategies and action plans to enhance their institutional capacity to mainstream gender into policies and programmes. 2000-01 surplus funds also contributed to a national conference in the Islamic Republic of Iran, which marked the country's first ever tripartite policy

discussions on gender equality and employment promotion. Funds were also used to raise awareness of gender issues in trade unions, promote women's entrepreneurship and, in Indonesia, to support employers' and workers' organizations in incorporating equal employment opportunity policies into their standard operating procedures.

Developing new mechanisms to mainstream gender

In March 2004, the ILO began piloting an innovative mechanism to support its commitment to systematically mainstream gender in all ILO technical cooperation programmes. Through the creation of gender budgets, the ILO designated specific funds in each project to address gender-related issues. The use of separate "gender funds" is new to the United Nations system and is currently being tested in eight ILO projects in 31 countries. Many of these projects have clearly achieved better results in improving gender-sensitive implementation throughout the project cycle.

Gender budgets were used in projects to reduce the incidence of bonded labour in Bangladesh, India, Nepal and Pakistan. Specific gender-related activities occurred, including:

- gender-related sensitization programmes with villagers (in particular, couples) in Nepal to ensure that husbands supported their wives' income-generating activities and to assist women in planning and controlling the use of their additional income;
- formation and strengthening of savings and credit groups (SCGs) with women members of families that are vulnerable to debt bondage;
- establishment of 50 men's groups in India, consisting of the spouses/sons of female SCG members. The groups were helped to improve their family economy in a gender-sensitive manner by curtailing men's expenditure on alcohol and tobacco and by encouraging them to save for specific family events and purchases;
- promotion of girls' education and family health care services in Pakistan.

The use of gender mainstreaming tools helped to ensure the promotion of equal opportunities for men and women beneficiaries and, through monitoring and evaluation, assisted in assessing project impacts.

Communications

117. The ILO developed and improved its channels for communicating via the global media, particularly with media outlets located outside of Geneva. Stronger links between field offices and field office personnel proved to be valuable, and initiatives have been taken to energize and improve the field communications network. While dealing with traditional media remains a key component of department work, placing greater importance on outreach-oriented initiatives broadened the ILO's reach into new channels and improved its ability to reach constituents with its message.

118. Departmental structure changed with the inclusion of two new ILO departments – library and publications. The integration of the publications unit, in particular, has resulted in greater attention to the quality of ILO publications and the need for ILO-wide quality assurance policies. To this end, the department supported processes to re-examine the scope and breadth of ILO publications, with an eye toward tightening rules and procedures to ensure public distribution of only high-quality materials. Through the use of a new content management system for the ILO web site, it is likely that work will be expanded in the area of electronic media in the coming biennium.

Policy integration

119. The ILO continued to promote an integrated and coherent approach to the Decent Work Agenda in the shaping of social and economic policies at the global, regional and national levels. With the participation of constituents, international partners and employers' and workers' organizations, the ILO launched a Policy Coherence Initiative to explore

collaboration on employment issues in the global economy. This has resulted in an agreement for a joint research project with the World Bank on the informal economy in sub-Saharan Africa.

120. At the national level, frameworks for integrated national policies and programmes to promote decent work were tested jointly with field offices and other headquarters technical departments through the Decent Work Pilot Programme and through support to the PRSP process in key countries. Based on this work, the ILO produced tools for use by constituents and staff and collaborated with regional offices to develop databases and reports on labour trends.
121. Experience during the biennium showed that when financial incentives are available to fund integrated, coherent activities, participation is much higher and the work is more effective; the availability of shared resources would have enabled the Office to maximize its delivery of the Decent Work Agenda as a coherent whole.

Bureau of Statistics (Policy integration)

122. The Bureau of Statistics continued to build on its proven areas of competence and experience: the development of statistical standards, the provision of technical assistance and the gathering and dissemination of reliable, high-quality labour statistics. Reduced financial and staff resources significantly impacted work and led to the reduction and elimination of activities in several areas. Improved electronic resources were introduced, such as better access to ILO statistics through a one-stop portal on the ILO web site. The unit's role in the articulation of Millennium Development Goal indicator 11 was a significant achievement, raising the ILO's profile and establishing its expertise in the development of indicators for a number of goals.

International partnerships

123. The outcome of the 2005 World Summit of the United Nations General Assembly considerably strengthened the basis for promoting decent work as a global goal. In its outcome document the Summit strongly supported fair globalization and resolved to make the goals of full and productive employment and decent work for all, including for women and young people, a central objective of national and international policies, as well as national development strategies.
124. The Summit's outcome document also indicated that measures in this respect should encompass the elimination of forced labour and the worst forms of child labour, as defined by the ILO Convention No. 182, and resolved to ensure full respect for the fundamental principles and rights at work. This high-level recognition demonstrated that decent work is crucial in a broader policy context that involves collective action in development, security and human rights.
125. Decent work continued to gain ground in the work of ECOSOC. The Director-General's keynote statements to the 2004 and 2005 ECOSOC High-Level Segments, together with bilateral and multilateral diplomatic initiatives at various levels, resulted in the selection of the following theme for the 2006 ECOSOC High-Level Segment: "Creating an environment at the national and international levels conducive to generating full and productive employment and decent work for all, and its impact on sustainable development".

126. The ILO continued its cooperation with a variety of other international agencies, including UNIFEM, UNDP, FAO and UNHCR. In addition, it participated in the World Bank's twice-yearly meetings with international trade union organizations, as well as World Bank conferences and studies. The ILO's participation in an inter-agency Task Force on Children and Armed Conflict led to the inclusion of ILO Conventions Nos. 182 and 29 as international human rights instruments to guide United Nations work in this area.
127. The close working relationship with the United Nations system organizations and bodies, particularly the United Nations human rights treaty bodies, continued in relation to ILO international labour Conventions. The ILO collaborated with the WHO, FAO and the World Bank, notably on labour inspection and indigenous rights.

Operational objective: An integrated approach to decent work – Constituents in member States adopt and apply integrated economic and social policies that promote decent work

Integrated policies within the multilateral system – The global policy debate is influenced by ILO analytical work on integrated economic and social policies within the multilateral system.

- (a) Three published analytical policy papers are discussed in multilateral policy forums.

Outcome: Five analytical policy papers were discussed in multilateral forums:

A Fair Globalization – Creating Opportunities for All (the report of the World Commission on the Social Dimension of Globalization) was discussed in 13 multilateral policy forums, including the United Nations General Assembly, the United Nations Commission for Social Development, the European Council meeting (at the level of Heads of Government), The European Commission (Committee of the Regions), the European Economic and Social Committee, and the World Bank. The discussions in the United Nations General Assembly resulted in a United Nations resolution which, among other things, instructed the organization to consider the report within the framework of the comprehensive review of the implementation of the Millennium Declaration.

How do trade union rights affect trade competitiveness? and *Active labour market policies around the world* were discussed at three technical consultations and a meeting of the Policy Coherence Initiative on growth, employment and investment, which included representatives from UNDESA, UNCTAD, IFAD, World Bank, IMF, WTO, UNIDO, UNDP and FAO.

The ILO and the follow-up of the World Summit in Social Development was discussed in a meeting of ECOSOC and contributed to the adoption of a resolution affirming that employment with rights should constitute a fundamental component of any development strategy.

Financial openness, growth and employment was discussed in a meeting of the G24 group of developing countries and a meeting of the Policy Coherence Initiative.

| | | |
|---|--|--|
| <p>Integrated policies for decent work – Constituents in member States that adopt integrated policies to pursue decent work goals.</p> | <p>(b) Constituents in 12 member States.</p> | <p>Outcome: 17 member States.</p> <p>Through the Decent Work Pilot Programme (DWPP) in seven member States, constituents adopted and used an integrated Decent Work Agenda in developing their overall national policy frameworks: Argentina, Bahrain, Bangladesh, Ghana, Kazakhstan, Morocco, Philippines.</p> <p>The following 11 member States launched integrated decent work programmes: Brazil, Costa Rica, India, Islamic Republic of Iran, Lesotho, Nicaragua, Pakistan, United Republic of Tanzania, Viet Nam, Zambia, Zimbabwe.</p> <p>Three member States have adopted action plans related to decent work: Argentina, Burkina Faso, United Republic of Tanzania.</p> |
|---|--|--|

Operational objective: Poverty reduction – Member States include decent work goals in national poverty reduction policies and programmes

| | | |
|---|--------------------------|--|
| <p>Decent work and poverty reduction – Member States that include decent work goals and facilitate tripartite participation in national poverty reduction policies and programmes.</p> | <p>20 member States.</p> | <p>Outcome: 16 member States.</p> <p>12 member States integrated decent work goals and facilitated tripartite participation in national PRSPs: Cambodia, Ethiopia, Ghana, Honduras, Indonesia, Kyrgyzstan, Mali, Nepal, Pakistan, Sudan, United Republic of Tanzania, Viet Nam.</p> <p>Three member States integrated decent work goals and facilitated tripartite participation in national poverty reduction strategies: China, Ecuador, Peru.</p> <p>Argentina set a goal to reduce unemployment to under 10 per cent, expand social security to cover two-thirds of the population and eradicate child labour by 2015.</p> |
|---|--------------------------|--|

Operational objective: Gender equality – ILO constituents take positive action to increase gender equality in the world of work

| | | |
|--|--|---|
| <p>International labour standards on gender equality – Member States that ratify at least one additional Convention with specific relevance to gender equality and all four of the key equality Conventions Nos. 100, 111, 156 and 183.</p> | <p>(a) 25 member States have ratified at least one of the key Conventions Nos. 100, 111, 156 and 183 during the biennium, and ten member States have ratified all four key equality Conventions.</p> | <p>Outcome: Nine member States:</p> <p>Eight member States have ratified at least one of the key Conventions: Albania (Convention No. 183); Belarus (Convention No. 183); Comoros (Convention No. 111); Cuba (Convention No. 183); Djibouti (Convention No. 111); Lithuania (Convention No. 156); Mauritius (Convention No. 156); Uganda (Conventions Nos. 100 and 111).</p> <p>One member State has ratified all four key equality Conventions: Lithuania.</p> |
|--|--|---|

Positive change for gender equality – Constituents introduce positive changes in their policies, legislation, programmes or institutions aimed at bringing about significant improvements in equality between women and men in the world of work.

(b) In 25-30 member States policies, legislation, programmes and institutions of constituents contribute to increased gender equality with regard to rights, employment, social protection and social dialogue.

Outcome: 32 member States: Azerbaijan, Bangladesh, Brazil, Chile, Ecuador, Ethiopia, Georgia, India, Indonesia, Islamic Republic of Iran, Kazakhstan, Kenya, Kyrgyzstan, Lao People's Democratic Republic, Mexico, Morocco, Oman, Pakistan, Paraguay, Peru, Philippines, Rwanda, South Africa, Russian Federation, Sri Lanka, United Republic of Tanzania, Trinidad and Tobago, Turkey, Uganda, Uruguay, Yemen, Zambia.

Examples include:

- an information and communications strategy in Yemen that advocates for women workers' rights and addresses perceptions and attitudes towards working women;
- the establishment of a plan on equal opportunities at work in Uruguay;
- the inclusion of draft provisions promoting gender equality and protecting women's reproductive health in new employment and labour laws in the United Republic of Tanzania;
- the incorporation of gender equality issues into the National Plan for Decent Work in the Islamic Republic of Iran.

Balanced gender representation – ILO constituents make measurable improvements progress in the representation of women at decision-making levels to attain balanced participation of men and women.

(c) For the 2004-05 biennium an accurate count will be made of the number and status of women and men participating in ILO meetings, seminars, training, under regular and extra-budgetary funding.

Outcome: The number and status of women and men participating in ILO meetings, seminars and training during the biennium was recorded as follows:

Participation by gender during the biennium:

| | Government | Workers | Employers | Total |
|---|------------|---------|-----------|-------|
| Meetings organized by the Office | | | | |
| Men | 67% | 52% | 75% | 62% |
| Women | 33% | 48% | 25% | 38% |
| ILC | | | | |
| Men | 73% | 82% | 81% | 77% |
| Women | 27% | 18% | 19% | 23% |
| Governing Body | | | | |
| Men | 70% | 76% | 90% | 73% |
| Women | 30% | 24% | 10% | 27% |

Participation by rank during the biennium:

| Rank | Gender | Government | Workers | Employers | Total |
|---------------------|--------|------------|---------|-----------|-------|
| Senior | Men | 72% | 72% | 81% | 75% |
| | Women | 28% | 28% | 19% | 25% |
| Middle | Men | 66% | 68% | 74% | 69% |
| | Women | 34% | 32% | 26% | 31% |
| Junior | Men | 68% | 42% | 69% | 60% |
| | Women | 32% | 58% | 31% | 40% |
| Unable to determine | Men | 52% | 52% | 75% | 60% |
| | Women | 48% | 48% | 25% | 40% |

Figures for participation by rank refer to participants in Africa, the Americas, Asia and Europe.

All figures are based on the information received and do not include all ILO meetings.

Operational objective: International partnerships – Tripartite constituents and ILO partners at the international and regional levels support integrated economic and social policies that promote decent work

Global conferences promote decent work – Conclusions of global conferences and policy statements by United Nations organizations, the Bretton Woods institutions and regional organizations that make explicit reference to integrated economic and social policies that promote decent work.

a(i) Three major international policy documents (of the United Nations, World Bank Development Committee, and G8, G77, G15 or OECD).

Outcome: There were explicit references made to integrated economic and social policies promoting decent work in several international policy documents. Six examples include:

The United Nations General Assembly resolution (December 2004) recognized the contribution of the World Commission's report to achieving a fully inclusive and equitable globalization.

The ECOSOC resolution (February 2005) and the World Summit for Social Development affirmed that employment with rights should constitute a fundamental component of any development strategy.

The conclusions of the European Union Council meeting (at the level of Heads of Government) supported the concept of decent work and issued a communication in May 2004 on the social dimension of globalization in promoting decent work for all.

The United Nations Commission on the Status of Women (CSW) 49th session in February and March 2005 endorsed a resolution on the economic advancement of women which called on member States to eliminate discrimination in labour markets, employment practices and the workplace.

The outcome document of the 2005 September Summit strongly supported fair globalization and resolved to make the goals of decent work for all a central objective of national and international policies as well as national development strategies.

a(ii) Two regional initiatives (with either AU, NEPAD and SADC in Africa, one of several subregional groupings in the Americas, or APEC and SAARC in Asia and the Pacific) express support for decent work policies.

Outcome: A number of regional initiatives expressed support for decent work policies. Four examples were:

Ministries of Labour in the East African community (Kenya, the United Republic of Tanzania, Uganda) agreed to support efforts to promote the Ouagadougou Declaration, and agreed to a more systematic incorporation of employment and labour issues into MDGs and PRSPs.

Declarations of MERCOSUR regional conferences (2004), CAN (2004) and SICA (2005).

The ILO and ECOWAS signed an MOU to pave the way for future work on the social dimension of regional integration.

The ASEAN labour ministers welcomed the report of the World Commission on the Social Dimension of Globalization and asked for further study and proposals on the implementation of its recommendation on regional integration.

Advocacy for decent work – Partnerships between ILO constituents and multilateral organizations, donors and civil society organizations, including parliamentarians and faith-based groups, support the Decent Work Agenda at the international and regional levels, and ensure balanced funding for the ILO's technical cooperation programme.

(b) Two partnerships at the international level and one at the regional level.

Outcome: Three international partnerships:

Partnership with the United Nations Fund for Women: Co-sponsored a publication on *Women, work and poverty, Progress of the world's women*.

Partnership with ASEAN: Conducted joint research on employment and labour implications of the ASEAN Free Trade Agreement in four countries.

Partnership with the World Movement of Christian Workers (WMCW) resulted in the acceptance by the WMCW Congress of the Decent Work Agenda with explicit reference to the ILO (May 2004).

Operational objective: Knowledge and statistics – Policies to promote and realize decent work are based on sound information and gender disaggregated statistics

National statistics programmes – National statistics systems that incorporate gender-disaggregated statistics relevant to decent work as an integral part of the national statistics programme.

(a) 15 member States.

Outcome: 23 member States.

Three member States incorporated gender-disaggregated statistics relevant to decent work as an integral part of a national statistics programme: Chile, Ethiopia, Yemen.

20 member States improved their production of gender-disaggregated statistics relevant to decent work as an integral part of their national statistics systems: Algeria, Bosnia and Herzegovina, Chile, China, Egypt, Ethiopia, Germany, Ghana, Indonesia, Mauritius, Republic of Moldova, Morocco, Namibia, Paraguay, Poland, Qatar, Russian Federation, Tunisia, Turkmenistan, Viet Nam

The ILO also notes that member States in Africa (20), Latin America and the Caribbean (13), Asia (14) and Europe (10) increased their capacity to produce these statistics through training.

Knowledge and statistics for policy – National and international institutions that use ILO information, and gender-disaggregated statistics to design and monitor policies and programmes promoting decent work.

(b) Institutions in 20 member States and up to five international institutions.

Outcome: 12 member States and nine international institutions.

Argentina, Brazil, Chile, Peru and Uruguay used gender-disaggregated statistics to measure progress in employment programmes and equal opportunity programmes.

Albania, Bosnia and Herzegovina, Bulgaria, Croatia, Macedonia, Republic of Moldova, Serbia and Montenegro produced flyers that include gender-disaggregated data and that were used in the development of gender-sensitive employment policies.

UNSD, UNDP, UNIFEM, FAO, OECD and the World Bank used ILO statistics related to formal and informal employment and law in reports related to gender equality.

ILO statistics from the Labour Overview and other ILO regional reports were quoted in the IADB (Inter-American Development Bank), ECLAC (Economic Commission for Latin America and the Caribbean) and the United Nations regional report on the MDGs.

| | | |
|--|--|---|
| <p>Decent work statistics for constituents – Constituents in member States that measure their progress in relation to achieving decent work using gender-disaggregated statistics and statistical indicators.</p> | <p>(c) Constituents in 15 member States.</p> | <p>The United Nations Secretary-General's report on the Millennium Declaration used ILO statistics collected from over 100 countries with respect to MDG indicator 11, which relates to gender equality.</p> |
| | | <p>The UNDESA (United Nations Department of Economic and Social Affairs) report on implementation of MDGs used the storylines on gender issues developed by the ILO to impute values for missing countries, as well as global and regional estimates.</p> |
| | | <p>Outcome: 13 member States are using decent work indicators to measure progress in achieving decent work:</p> |
| | | <p>Azerbaijan, Bahrain, Bangladesh, Guatemala, Kazakhstan, Mali, Mexico, Republic of Moldova, Philippines, Qatar, Sudan, Uganda, Ukraine.</p> |
| | | <p>At a regional level, two statistical databases have been developed in Latin America and Asia in order to identify decent work trends.</p> |

Operational objective: Communication and visibility – ILO proposals and messages shape public opinion and the views of key decision-makers

| | | |
|--|--|--|
| <p>ILO in the media – References to and quotations of the ILO that appear in the media.</p> | <p>(a) References in professional journals, popular media, labour (workers' organizations) media and employer media (increases over a baseline to be established in 2003).</p> | <p>Globally, based on month-to-month comparisons (May, June and July) from 2003 to 2005, there was an average increase of 154 per cent in the number of media stories in which the ILO was favourably mentioned.</p> |
| | | <p>Archived media clippings for the yearly Declaration Global Report went from 204 pages in 2003 to 310 pages in 2005.</p> |
| | | <p>The number of CNN World Reports featuring ILO content and ILO video news releases (VNRs) increased from 20 in 2003 to nearly 50 in 2005.</p> |
| <p>ILO on Internet – Number of downloads from the ILO Internet site.</p> | <p>(b) Downloads (increases over a baseline to be established in 2003).</p> | <p>In month-to-month comparisons for June, the total number of "hits" on the ILO web site increased from 20.17 million in June 2003 to 30.51 million in June 2005, an increase of 50 per cent.</p> |
| | | <p>Based on comparisons of "typical" days in June 2003 and June 2005, the number of files downloaded from the ILO web site increased from 255,000 to 339,000. The total size of daily file downloads increased from roughly 15 gigabytes to nearly 50 gigabytes.</p> |

Boosting competitiveness in the garment industry in Morocco

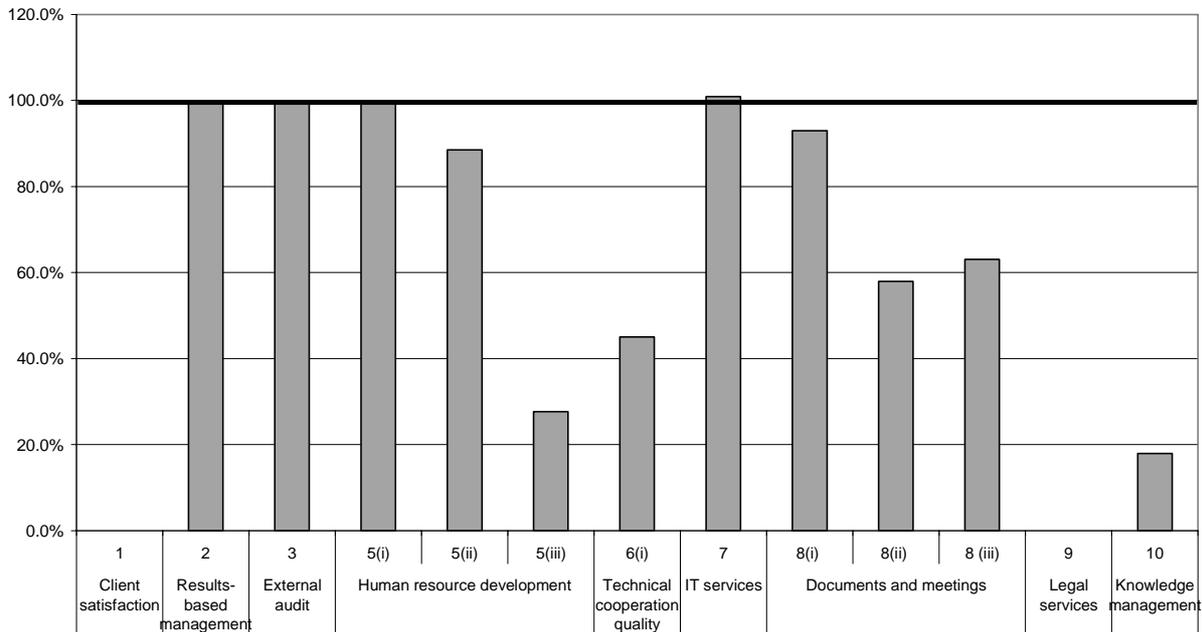
Since 2002, the ILO has worked with social partners in Morocco to help the textile and clothing (TC) industry adapt to the stiffer international competition anticipated with the phase-out of the MFA. With ILO assistance, tripartite partners formulated and adopted a national action plan that integrates economic and social determinants as a means of boosting productivity. Implementation began during the biennium and results include:

- institutionalization of regular tripartite meetings to review progress and problems encountered in implementing the national action plan;
- establishment of a new bipartite institution of social dialogue to accompany the evolution of the garment industry;
- an assessment of child labour within the industry;
- the elaboration of a gender strategy to support the implementation of the national action plan;
- the compilation and testing of a training package on competitiveness, productivity and decent work;
- the pilot testing of an approach that strengthens the role of enterprises in staff training;
- the mobilization of extra-budgetary funds to support the implementation of the national action plan.

Further implementation and monitoring will be required to fully assess the effectiveness of the policies and strategies for regaining competitiveness through decent work.

Governance, support and management

Percentage of targets reached: Governance, support and management



(Note: The results of indicators 4 and 6(ii) are not included in the above graph as a quantitative outcome could not be determined.)

Governance

128. The Management and Administration Sector (MAS) was established in October 2004. This new sector includes the Financial Services Department (FINANCE), the Bureau for Programming and Management (PROGRAM), the Human Resources Development

Department (HRD), the Internal Administration Bureau (INTER), the Information Technology and Communications Bureau (ITCOM) and the Evaluation Unit (EVAL). The establishment of the MAS sector, with an executive director responsible for the bulk of the Organization's management and support functions, is designed to improve internal governance and to drive more coherent processes for greater effectiveness and efficiency in this area.

- 129.** Results-based management techniques were used to strengthen the transparency and detail of the information available for governance processes during 2004-05. This included the improvement of the Programme and Budget proposals for 2006-07, through the provision of more concrete statements of outcomes and indicators and a clearer linking of both regular budget and extra-budgetary resources to objectives. These improvements were incorporated into the IRIS system to ensure that implementation reporting better informs Governing Body decisions. The development of DWCPs increasingly involves local ILO constituents in decisions about priorities. The changes to the IRIS system will allow resources to be better linked to the needs of both headquarters and field units, and to extra-budgetary sources.
- 130.** In the area of information technology (IT) governance, ITCOM began formalizing and documenting all IT processes in the ILO according to established standards, such as ITIL (IT Infrastructure Library) and COBIT (Control Objectives for Information and related Technology). Formal IT governance will define and detail all the relationships and processes which directly control ILO IT initiatives and activities, in order to help the ILO achieve its strategic objectives.
- 131.** The Relations, Meetings and Document Services Department maintained a balance between services enhancement, quality and efficiency. The timely provision of documents for ILO meetings was a challenge, and work is under way to improve procedures and processes in this area. While there were some delays, 93 per cent of Governing Body documents were produced on time. A detailed document service policy is in the final stages of development and will emphasize document length and timely submission of final approved text. Creation of a planning and tracking system is under way and an electronic document distribution trial was conducted at the November 2005 Governing Body meeting. To further identify areas of improvement, a client satisfaction survey was drafted in 2005 and will be implemented in the coming biennium.
- 132.** The Office of the Legal Adviser (JUR) supported the ILO's normative work, providing advice to the ILO Director-General and to ILO units, policy-making organs and constituents. The department was involved in the ongoing development of a baseline to evaluate the effectiveness of legal services, the formal adoption of an ILO flag and rules to govern its use, the establishment of a legal framework to allow ILO input into International Standards Organization (ISO) standards and negotiations to ensure sufficient legal protection for an ILO office in Ethiopia. As part of its ongoing process to facilitate knowledge-sharing with ILO units, the Office of the Legal Adviser (JUR) prepared a manual for drafting ILO instruments, created an electronic database on credentials, revised its web site and developed an on-line bulletin board that allows constituents to ask questions about Governing Body rules. The biennium saw an increasing demand for legal services, especially in regard to new forms of resource mobilization and standard-setting processes. Partnerships with other ILO units and the Turin Centre were instrumental in allowing the department to provide a high level of assistance.

Management services

- 133.** The Human Resources Department made progress in significantly decreasing the incidence of workplace grievances and increased the speed with which vacant positions were filled. Positions were filled in an average of 149 days and the incidence of workplace grievances dropped to 80 per cent of 2002-03 levels. The Department also worked to improve the representation of women in higher grades, which increased during the biennium. In addressing Office objectives related to gender balance, the Department identified units lacking balanced gender representation and collaborated with managers to improve conditions as opportunities arose. In cooperation with line managers, the management leadership and development programme identified professional staff for management training and developmental assignments, with full representation of women. The ILO Human Resources Strategy 2006-09 was submitted to the Governing Body in November 2005. The Strategy sets a number of objectives and targets to monitor progress in its implementation.
- 134.** The development and implementation of the Integrated Resource Information System (IRIS) was the main focus for the Financial Services Department (FINANCE) during the biennium. While the department continued to provide extensive support to extra-budgetary activities within the Office, it was difficult to keep pace with the growing demand for services in this area.

Strategic budgeting and the ILO

- 135.** The DWCP approach to programming and implementation began this biennium. A new IRIS functionality, implementation planning, was integrated into the strategic management module to facilitate country-level and programme and budget planning for 2006-07. By allowing for joint programming across the ILO and at the country level, this new feature improves the strategic budgeting for better planning and delivery of work in the field. The IRIS system will be further refined by the addition of a new implementation monitoring and reporting module.
- 136.** Through the use of the IRIS system, implementation planning for 2006-07 was more sharply focused on country programme priorities and outcomes in two ways: firstly, by linking decent work country programming with the strategic framework outcomes, indicators and targets; and secondly, by engaging Office staff in the collaborative planning and allocation of operational budgets to agreed country outcomes. A common information source accessible through IRIS will support transparent reporting on results-based performance, specifically on the use of resources allocated to countries to achieve DWCP outcomes. This will also strengthen the Office's knowledge on ways to more precisely measure performance, thereby redefining strategic outcomes and indicators for the programme and budget for 2008-09.
- 137.** In 2005, the United Nations Joint Inspection Unit (JIU) conducted an independent evaluation of the ILO's implementation of strategic budgeting. The Unit noted the considerable progress made by the ILO over the past three biennia in changing its organizational practices to a results-based approach. The report identified the need to improve performance definitions and measurement and to continue the development of IRIS as a results-based management support system. The JIU also recommended that the ILO increase its efforts to establish DWCPs as a means to facilitate more effective national dialogue and longer-term planning and resource mobilization. The Office's response includes measures to streamline structures, make budgeting more transparent and tighten performance measurement.

Support services

138. The Information Technology and Communications Bureau continued to improve its infrastructure and the delivery of web-based services to constituents and the general public. New technologies, such as the installation of a storage area network (SAN), resulted in efficiency gains and resource savings. The use of internet-based tools to diagnose and resolve problems in field networks reduced the need for costly missions to perform on site work. Despite these advances, there is a growing need for the centralization of information technology support.

Operational objective: The ILO makes the best use of its resources to achieve its objectives through improved practice in all aspects of governance, support and management

| Indicator | Target | Outcome |
|---|---|---|
| 1. Client satisfaction – Client satisfaction with services provided by governance, support and management units. | A baseline will be established with the first survey and a target developed in relation to comparable instruments at other United Nations specialized agencies. | <p>While baselines have not been established, questions for a common client satisfaction survey were designed and pilot tested in 2005. Baselines will be created based on the results of this survey, which will be implemented in 2006.</p> <p>Examples of individual department surveys conducted during the biennium include:</p> <ul style="list-style-type: none"> ■ RELCONF conducted participant service satisfaction surveys at the 2004 and 2005 ILCs with the following results: <ul style="list-style-type: none"> 2004 – 94.3 per cent good or very good; 2005 – 95.9 per cent good or very good; Delegates were generally satisfied with the services provided. Major areas listed for improvement were: access to the Internet, cleanliness of facilities and availability of catering services. Other areas concerned primarily the need for enhanced service. ■ In 2004, the Procurement Unit conducted a client satisfaction survey with the field offices. Responses indicated that users were generally satisfied with the services and identified the following areas for improvement: dissemination of clear operational procedures, training in methodology, contractual support and the introduction of global procurement agreements. |
| 2. Results-based management – In-depth implementation of results-based management in the ILO. | Implementation of major subsystems (IRIS, project assessment, country programming) by the end of the biennium. | <p>The IRIS “strategic management” module is fully operational for three aspects of results-based management. The “P&B” function was used to create the 2006-07 programme and budget proposals, the “implementation management” function provided management views and allocation management of the regular budget throughout the biennium, and the “implementation planning” function is being applied in the drafting of detailed country-level plans for 2006-07.</p> <p>Country Programming has been introduced throughout the ILO and will be fully implemented in 2006-07. This has included a guidebook, web site and staff training and orientation. All countries in which the ILO will work in 2006-07 are required to complete a minimal level of country programming by the end of 2005.</p> <p>An external evaluation of strategic budgeting was carried out by the United Nations Joint Inspection Unit and was discussed at the 294th Session of the Governing Body.</p> |

| Indicator | Target | Outcome |
|---|--|--|
| 3. External audit – Acceptance of External Auditor's report by the Governing Body. | An unqualified external audit report. | In May 2004, an unqualified audit opinion was received for the 2002-03 financial statements. The external audit opinion and report for 2004-05 will be received in May 2006. |
| 4. Savings against benchmarks – Realize savings in the costs of ILO's logistical operations against benchmarked standards. | Achievement of the savings provided for in the current Programme and Budget proposals for 2004-05. | The costs of the logistical operations were constantly reviewed and alternative suppliers were actively sought. Given the rapidly changing market, shorter contracts were signed with many suppliers. While formal benchmarking has not yet been established, close collaboration with other international organizations ensured a sound basis for comparison. |
| 5. Human resource development – A human resources management and development system which ensures that the ILO has the best staff possible to carry out its work and a progressive decline in the incidence of workplace-related grievances. | (i) Positions filled in an average of five months, through a transparent and merit-based process. | Positions were filled in an average of 149 days. |
| | (ii) The percentage of qualified women in higher grades, particularly P5 and above, is at least 33 per cent. | Women made up 29.2 per cent of employees at higher grades, as at 31 December 2005. The most significant increases have occurred at the executive director/regional director levels, followed by the D1 and then D2 levels. |
| | (iii) The incidence of grievances linked to policies, rules and procedures is reduced to 40 per cent of that of 2002-03. | The incidence of grievance has been reduced to 83.3 per cent of the 2002-03 total. The Joint Panel (from January to September 2004) and the Joint Advisory Appeals Board (from October 2004 to December 2005) received 40 cases in 2004-05, compared with 48 cases in 2002-03. |
| 6. Technical cooperation quality – Extra-budgetary funded technical cooperation is based on well-designed project proposals that demonstrate improved focus on the Decent Work Agenda and adherence to project cycle management criteria. | (i) All project proposals pass a project appraisal assessment prior to implementation. | All TC project proposals approved through the TC-RAM mechanism have been formally assessed by an independent panel. IPEC projects were also systematically appraised. Overall, 40 to 45 per cent of new projects have undergone a formal appraisal process. The remaining projects were appraised informally by Development Cooperation (CODEV) as appropriate. The present appraisal mechanism for all projects is being revised and will clearly establish the roles and responsibilities of technical units and field offices. Field offices will assess projects with respect to their relevance to the country concerned and their contribution to DWCP. Training workshops and the finalization of the TC manual will further enhance the proposal quality. |
| | (ii) Greater integration and coherence between extra-budgetary and regular budget programmes (benchmarks will be established). | With the operationalization of results-based management and strategic budgeting, and the increase of partnership agreements with donors, the harmonization of extra-budgetary technical cooperation resources with RBTC resources within DWCP is becoming a reality. Components of existing DWCPs have been submitted to and/or funded by multi-bilateral donors. |
| 7. IT services – Availability of the ILO IT network and all centrally provided IT services. | All centrally provided IT services are operational at least 99 per cent of the time during office hours. | An average availability of 99.96 per cent has been measured for the period of January-December 2005. This was measured over 24-hour periods, as opposed to office hours. |

| Indicator | Target | Outcome |
|--|---|--|
| <p>8. Documents and meetings – Timely availability of documents and provision of quality services for meetings and conferences.</p> | <p>(i) Governing Body documents to be in the hands of members no later than 15 days before they are to be discussed.</p> <p>(ii) ILC and Regional Meeting documents to be with delegations within the time requirements specified in the Standing Orders.</p> <p>(iii) Documents for Sectoral and/or technical meetings to be with participants no later than one month before the meeting.</p> | <p>2004: Of the 443 documents produced, 92 per cent were on time.</p> <p>2005: Of the 532 documents produced, 94 per cent were on time. (Governing Body documents are produced in three languages, with selected documents in four additional languages)</p> <p>ILC-92 (2004): 82 documents were produced (in seven languages), 45 per cent (or 37 documents) were on time.</p> <p>ILC-93 (2005): 72 documents were produced (in seven languages), 47 per cent (or 34 documents) were on time.</p> <p>ILC 94 (Maritime): 28 documents were produced (in seven languages), 79 per cent (or 22 documents) were on time.</p> <p>7th ERM: Ten documents were produced (two documents in five languages, the rest in three languages), 20 per cent (or two documents) were on time.</p> <p>14th ARM (postponed): Six documents were produced, all were on time.</p> <p>Note: These numbers reflect all documents in all languages, less those with constitutional exemptions following late decisions of the Governing Body.</p> <p>Of the 46 documents produced, 63 per cent (or 29 documents) were on time.</p> |
| <p>9. Legal services – Sound legal advice provided to the Organization and the Office in a timely manner, and the protection of the legal interests of the Organization.</p> | <p>A baseline will be established with the first survey and a target developed in relation to comparable United Nations specialized agencies.</p> | <p>This is to be covered in the general survey and is consequently delayed (see indicator 1).</p> |
| <p>10. Knowledge management – Common methods are applied for the organization and management of the ILO's knowledge base to facilitate access to a wide variety of information on ILO-related subjects.</p> | <p>Standard methods for managing bibliographic (or text-based) information are in use in ILO headquarters and field offices.</p> | <p>Standard bibliographic methods involve the use of consistent recording methodologies and a shared information database.</p> <p>Of the 55 information centres in headquarters and field offices, 30 have a database of holdings that would enable them to use standard methods.</p> <p>Of these 30, four field offices (Bangkok, Budapest, Paris and Rome) and six headquarters units are using standard methods for managing bibliographic information.</p> <p>21 per cent of the 55 information specialists have been trained to use standard methods.</p> |

Appendices

In addition to the appendix contained in this report, the following appendices are currently in preparation and will be included in the version of this report to be submitted to the International Labour Conference at its 95th Session:

1. Action taken on resolutions adopted by the International Labour Conference at its 92nd and 93rd Sessions (2004 and 2005).
2. Expenditure on technical cooperation programmes, 2004-05.
3. Expenditure on technical cooperation by field of activity and source of funds, 2004-05.
4. Expenditure on technical cooperation by country, area and source of funds, 2004-05.

Appendix

ILO programme implementation: Use of 2000-01 surplus funds (as of 29 November 2005)

| 2000-01 surplus projects by item | Total approved amount by item | Total cumulative allocation by item |
|---|-------------------------------|-------------------------------------|
| World Commission | 2 800 000 | 2 800 000 |
| World Commission on the Social Dimension of Globalization | | 2 800 000 |
| International labour standards (ILS) | 2 900 000 | 2 899 672 |
| Follow-up programme in Myanmar | | 811 183 |
| | | 23 000 |
| ILS knowledge-base development | | 133 532 |
| ILS social protection and labour conditions | | 340 291 |
| ILS freedom of association | | 100 431 |
| ILS equality and employment policy | | 244 676 |
| ILS occupational safety and health | | 59 863 |
| ILS elimination of child labour | | 153 116 |
| ILS migrant | | 133 908 |
| ILS: Consolidation of 69 existing maritime labour instruments | | 899 672 |
| Security and safety of staff | 3 450 000 | 3 450 000 |
| Security and safety of staff – compliance with UNSECOORD safety and security measures | | 2 800 000 |
| Fire detection equipment | | 650 000 |
| Response to crisis and emergencies | 8 000 000 | |
| Crisis response – Africa | 1 911 000 | 1 268 903 |
| Guinea-Bissau, Côte d'Ivoire and Sierra Leone: Vocational training and labour market entry for ex-combatants as part of a peace and reconstruction strategy | | 300 000 |
| Greater Great Lakes region: Vocational training and labour market entry for ex-combatants and their families leading to socio-economic reinsertion and contributing to peace in the subregion | | 300 000 |
| Southern Africa: Employment generation and development of a vulnerability reduction strategy | | 350 000 |
| Somalia: Strategies developed and implemented for economic recovery, employment creation and decentralization | | 208 903 |
| Sudan: Support to post-conflict peace building and Poverty Reduction Strategy Paper (PRSP) in Sudan (in the framework of the African Union's Extraordinary Summit on Poverty Alleviation and Employment and its follow-up in Ouagadougou) | | 110 000 |
| Crisis response – Americas | 1 774 500 | 1 705 000 |
| Colombia: Mechanisms established that will safeguard the lives of trade union leaders and ensure the practice of freedom of association and the right to organize and enable social dialogue | | 905 000 |

| 2000-01 surplus projects by item | Total approved amount by item | Total cumulative allocation by item |
|---|-------------------------------|-------------------------------------|
| Argentina: Economic and social crisis attenuated through reduced unemployment and improved income distribution | | 800 000 |
| Crisis response – Arab States | 403 000 | 1 403 000 |
| Palestine: Strengthening of the Labour Market Information System (LMIS) in the Palestinian Ministry of Labour | | 1 000 000 |
| Occupied Palestinian territory: Support towards a task force; basic employment policy development and labour statistics capacity re-established in the Ministry of Labour | | 300 000 |
| Occupied Palestinian territory: The Palestine General Federation of Trade Unions was strengthened to be an effective participant in tripartite employment development work. Cost sharing with regional services (Arab States) | | 51 500 |
| Occupied Palestinian territory: The Chamber of Commerce and Industry now has the capacity to participate effectively in tripartite employment development work | | 51 500 |
| Crisis response – Asia and the Pacific | 1 800 500 | 1 800 500 |
| Afghanistan: Institutional capacity established for social dialogue and employment generation. Increased income-generating opportunities developed for women and assistance provided for their re-entry into the labour force | | |
| Carpet Weaving Project | | 57 000 |
| Employment Service Centre (ESC) | | 61 000 |
| Technical assistance to the National Employment Intensive Infrastructure Programme (EIIP) | | 260 000 |
| Timor-Leste: Integrated employment generation programme of the Secretariat of Labour and Solidarity | | 400 000 |
| Sri Lanka: Labour-based technology (LBT) in infrastructure rehabilitation project in conflict-affected areas | | 140 000 |
| Afghanistan: Technical assistance to the Ministry of Rural Rehabilitation and Development's (MRRD) Department of Rural Enterprise Development and Promotion of Alternative Livelihoods (REDPAL) | | 239 000 |
| Afghanistan: Pilot microfinance scheme to increase access to affordable and sustainable financial services | | 235 000 |
| Solomon Islands: Industries rehabilitation and retention task force (IRRTF) | | 96 000 |
| Bangladesh: Rehabilitation and restarting of flood-affected micro-enterprises in Bangladesh | | 54 500 |
| Afghanistan: Strengthening the ILO programme in Afghanistan for constituent capacity building for improved organizational structures, social dialogue and for employment promotion for vulnerable groups (women and disabled) | | 75 000 |
| Indian Ocean earthquake – Tsunami response (cost shared by item: Regional services) | | 183 000 |
| Crisis response – Europe and Central Asia | 611 000 | 611 000 |
| Belarus: support to independent Belarus trade unions in capacity building in policy development, training, information and communication | | 300 000 |
| Kyrgyzstan, Tajikistan and Uzbekistan: Development of constituent crisis response action plans to address issues confronting youth in the informal labour market led to medium and longer-term strategies | | 150 000 |
| Turkey: Pilot project on active labour market policies in the crisis-ridden province of Kocaeli | | 93 000 |
| Reconciliation and local economic development by small business reactivation in south-east Serbia | | 68 000 |

| 2000-01 surplus projects by item | Total approved amount by item | Total cumulative allocation by item |
|---|-------------------------------|-------------------------------------|
| Sectoral implications of insecurity after 11 September 2001 | 500 000 | 500 146 |
| Ports: A globally accepted code of security that protects workers' rights and can be implemented by less developed countries is adopted jointly by the IMO and the ILO | | 250 000 |
| Maritime transport industry: An international labour standard for seafarers' identification that protects access to employment for workers from less developed countries while increasing security is adopted and widely implemented (seafarers' ID Convention No. 185) | | 150 000 |
| Civil aviation: Mitigating the employment and social consequences of restructuring in civil aviation following 11 September | | 100 146 |
| Investment in management capacities | 6 000 000 | 5 357 821 |
| Pilot language training and for young professionals | | 1 941 637 |
| Pilot Leadership and Management Development Programme | | 2 500 000 |
| Skills development for young professionals | | 40 680 |
| Development of technical cooperation guidelines | | 100 000 |
| Improving the independence and transparency of ILO programme evaluations: IPEC and IFP/SKILLS | | 210 000 |
| Management diagnostics accounted for in GB.291/PFA/7 | | 100 000 |
| First additional allocation for safety and security of staff | | 265 504 |
| Improving the independence and transparency of ILO programme evaluations: IFP/SES, IFP/DIALOGUE | | 200 000 |
| Statistics | 2 000 000 | 2 000 000 |
| Statistical activities | | |
| Measuring decent work and assessing progress in Asia and Pacific | | 1 732 718 |
| Regional database and data centres | | 101 600 |
| Feasibility study to evaluate the use of household survey data and test pilot questionnaires | | 55 982 |
| Development of minimum wage database | | 11 500 |
| Testing pilot questionnaires to collect data on social security | | 40 000 |
| Expansion of the set of occupations in KILM 16 | | 20 000 |
| Declaration: Credible estimate of the incidence of forced labour in the world | | 27 000 |
| Development of the ILO's labour force survey web site | | 11 200 |
| Regional services | 10 000 000 | |
| Regional services – Africa | 2 940 000 | 2 766 957 |
| Regional: Jobs for Africa country action programmes for employment generation and poverty reduction designed | | |
| Jobs for Africa in Mali | | 75 000 |
| Jobs for Africa in Cameroon | | 75 000 |
| Poverty reduction and employment | | 150 000 |
| HIV/AIDS in the world of work in Africa: Strategy for enhanced capacity towards an effective response | | 288 000 |
| Giving voice to the unprotected workers in the informal economy in Africa | | 100 000 |
| Regional: Enhancing private sector capacity in analysis and policy development. Project to create a think tank to promote the private sector in Africa as a follow-up to the employers' conference on NEPAD | | 100 000 |

| 2000-01 surplus projects by item | Total approved amount by item | Total cumulative allocation by item |
|---|-------------------------------|-------------------------------------|
| Regional: Supporting regional integration (in support of regional integration, new rules and regulations developed on the function of the tripartite commission of the Africa Union (AU); social policy framework for Africa developed) | | 120 000 |
| Regional: Enhancing field capacity to develop quality proposals in the context of Jobs for Africa | | 100 000 |
| Support to the preparatory process to the Extraordinary Summit on Employment and Poverty Alleviation in Africa – Support through Regional Office | | 324 000 |
| Support to the preparatory process for the Extraordinary Summit on Employment and Poverty Alleviation in Africa – Support through Subregional Office/Addis Ababa | | 50 000 |
| Preparation of the AU Extraordinary Summit on Employment and Poverty Alleviation in Africa | | 359 903 |
| Follow-up to the African Union Extraordinary Summit on Employment and Poverty Alleviation at national and subregional levels | | 621 000 |
| Follow-up to the AU Extraordinary Summit on Employment and Poverty Alleviation in Africa: Preparation of a guidance/orientation note for ILO support to the African Union /Labour and Social Affairs Commission (AU/LSAC), New Partnership for Africa's Development (NEPAD), regional economic commissions (RECs) and member States as follow-up to the African Union Extraordinary Summit on Employment and Poverty Alleviation at national and subregional levels | | 104 430 |
| Southern African region: Employment-Intensive Investment Programme (EIIP) in Southern Africa (ASIST project) | | 299 624 |
| Regional services – Americas | 2 730 000 | 2 407 080 |
| Decent work and development policies in Latin America and the Caribbean | | 150 000 |
| Regional: Regional network established for the promotion of social dialogue and decent work within the academic community | | 60 000 |
| Regional: Regional study for Latin America on labour relations and macroeconomic reforms and its influence over productivity and labour competitiveness | | 119 800 |
| Regional: Increased capacity of employers' organizations to adopt policies and strategies for the promotion of more and better jobs with enterprises, training of entrepreneurs to put in place strategies for entrepreneurship development | | 119 800 |
| Andean countries: Workers' organizations strengthened in social dialogue and negotiation processes | | 112 000 |
| Regional: Strengthening of regional trade unions for the promotion, defence and development of social security issues which are central to social justice | | 120 000 |
| Central America: Increased social dialogue capacity of subregional tripartite institutions for the adoption of the "Agenda Laboral": Follow-up programme to the Santo Domingo Agreement towards the adoption of a labour agenda | | 140 000 |
| Promoting the Decent Work Agenda within regional (Latin American and the Caribbean) integration processes | | 372 500 |
| Decent work and development policies in Latin America and the Caribbean (Lima Office) | | 85 000 |
| Inter-American Agenda – promotion of decent work and a fair globalization (new request to be sent to the Director-General) | | 702 500 |
| Systemic diagnosis of the efficiency of local conciliation and arbitration councils | | 112 500 |
| Promotion of local economic recovery through reconstruction to facilitate the rapid creation of employment and reduce socio-economic vulnerability in Haiti | | 213 000 |
| Ownership by constituents of the hemispheric Decent Work Agenda and its application in DWCPs | | 99 980 |

| 2000-01 surplus projects by item | Total approved amount by item | Total cumulative allocation by item |
|--|-------------------------------|-------------------------------------|
| Regional services – Arab States | 620 000 | 595 000 |
| Regional: Strengthening of the Labour Market Information System (LMIS) in selected countries in the Arab States | | 150 000 |
| South Lebanon: Employment creation and income generation through the development of micro- and small agro-industries in South Lebanon – Phases I and II | | 200 000 |
| Post-crisis reconstruction in Iraq | | 175 000 |
| Occupied Palestinian territory: The Palestine General Federation of Trade Unions was strengthened to be an effective participant in tripartite employment development work. Project cost-shared with IFP/CRISIS | | 70 000 |
| Regional services – Asia and the Pacific | 2 770 000 | 2 420 000 |
| China: Development of National SafeWork Programme | | 100 000 |
| Islamic Republic of Iran: Policies and strategies for labour market institutions | | 170 000 |
| Asian and Pacific Skill Development Programme (APSDEP): Survey of skills development | | 250 000 |
| China: Decent work, MOU and employment | | 488 000 |
| China: Extension of social security to urban informal workers and the rural population | | 137 000 |
| China: Decent work, MOU, international labour standards and workplace cooperation | | 155 000 |
| Bangladesh: Capacity building for decent work: Preparation of a pilot national plan of action for decent work through a process of consultation, benchmarking data and capacity building of constituents | | 65 000 |
| India: Employment promotion for poverty reduction: A strategy for implementing the Decent Work Agenda | | 305 000 |
| Sri Lanka: Decent work action plan | | 77 000 |
| Regional: Support towards integrated approaches to decent work in South-East Asia and the Pacific (Indonesia, National Plan of Action for Decent Work) | | 50 000 |
| Regional: Support towards integrated approaches to decent work in South-East Asia and the Pacific (Pacific Island countries, National Plan of Action for Decent Work) | | 20 000 |
| Regional: Support towards integrated approaches to decent work in South-East Asia and the Pacific (Philippines: National Plan of Action for Decent Work) | | 51 000 |
| Regional: Support towards integrated approaches to decent work in South-East Asia and the Pacific (South-East Asia and the Pacific Multidisciplinary Advisory Team subregion: High-level subregional tripartite forum) | | 179 000 |
| Indian Ocean earthquake – Tsunami response (cost shared by item: Response to crisis and emergencies) | | 273 000 |
| Asian and Pacific Skill Development Programme (APSDEP): A strategic framework for skills development in Asia and the Pacific | | 100 000 |
| Regional services – Europe and Central Asia | 940 000 | 844 240 |
| Russian Federation: Social impact assessment of accession to the WTO and globalization-supported development of policy measures on mitigating transitional social costs | | 100 000 |
| Turkey: Research work on working conditions in small and medium agro-enterprises with particular reference to women and child labour | | 50 000 |
| Central and Eastern Europe countries and Baltic States: Labour market flexibility and employment security | | 400 000 |
| Regional: Demonstrated the relevance of the ILO by addressing key concerns of the region, namely good governance and migration, in a report presented at European Regional Meetings in 2004 | | 94 240 |

| 2000-01 surplus projects by item | Total approved amount by item | Total cumulative allocation by item |
|---|-------------------------------|-------------------------------------|
| Kazakhstan: Capacity building of national and local employment and training institutions with the Training for Rural Economic Empowerment (TREE) methodology | | 100 000 |
| Poverty reduction, employment promotion and local economic development in the North-West Federal Administrative Okrug of the Russian Federation for people living in poverty | | 100 000 |
| Gender | 2 000 000 | 2 000 000 |
| Interregional: Capacity building for constituents on gender equality and gender mainstreaming; coordination and tools development | | 400 000 |
| United Republic of Tanzania and Uganda: Capacity building for constituents on gender equality and gender mainstreaming; coordination and tools development | | 210 000 |
| Rwanda: Capacity building for constituents on gender equality and gender mainstreaming; coordination and tools development | | 100 000 |
| Morocco: Gender mainstreaming capacity building for constituents in the Decent Work Programme | | 80 000 |
| Andean countries: Strengthening women workers' networks in the Andean (COMUANDE) and MERCOSUR countries | | 100 000 |
| Regional: Strengthening the gender expertise of constituents in Latin America through the gender, poverty and employment capacity-building programme | | 300 000 |
| Islamic Republic of Iran: Promoting women's empowerment and equality | | 80 000 |
| China: Enhancing the gender mainstreaming capacity of ILO constituents | | 170 000 |
| Indonesia: Support for the development of a national policy on equal opportunities | | 200 000 |
| Russian Federation: Development and promotion of a national gender equality strategy | | 55 000 |
| The gender dimension of "flexicurity" in the Central and Eastern European countries and the Baltic States | | 50 000 |
| Caucasian region: Promotion of women's entrepreneurship | | 120 000 |
| Georgia: Promotion of gender equality and gender-sensitive collective bargaining in trade unions | | 35 000 |
| Yemen: Capacity building on gender equality and social dialogue through improving the capacity of policy-makers in the Ministry of Labour, employers' and workers' organizations to address gender issues in their plans and programmes | | 100 000 |
| Communications | 3 500 000 | 3 500 000 |
| Improving the visibility of the ILO, regional communications officers | | 3 500 000 |
| Tripartism | 2 900 000 | 2 900 000 |
| Global Compact meetings for employers (to improve participation and influence on key social and economic policy processes) | | 348 000 |
| Global Compact meetings for workers (to improve participation and influence on key social and economic policy processes) | | 156 600 |
| Delivering decent work: Enhancing the role of tripartism and social dialogue in carrying out the work of the ILO (follow-up to resolution) | | 290 000 |
| Addressing decent work deficits in the informal economy (ACT/EMP) | | 348 000 |
| Addressing decent work deficits in the informal economy (ACTRAV) | | 1 096 200 |
| Enhancing the capacity of workers' and employers' organizations to participate in the PRSP process (ACT/EMP) | | 348 000 |
| Enhancing the capacity of workers' and employers' organizations to participate in the PRSP process (ACTRAV) | | 313 200 |

| 2000-01 surplus projects by item | Total approved amount by item | Total cumulative allocation by item |
|--|-------------------------------|-------------------------------------|
| Subtotal | 43 550 000 | 41 229 319 |
| Transfer to Building and Accommodation Fund ¹ | 2 750 000 | 2 750 000 |
| Transfer to Information Technology Systems Fund ¹ | 5 000 000 | 5 000 000 |
| Total | 51 300 000 | 48 979 319 |

¹ Use of resources in the Building and Accommodation Fund and the Information Technology Systems Fund is subject to the approval of the Governing Body.
