



THIRD ITEM ON THE AGENDA

Operational aspects of the International Programme on the Elimination of Child Labour (IPEC)

1. At the 279th Session of the Governing Body (November 2000), the Committee on Technical Cooperation was apprised of the proceedings of the Tenth Meeting of the IPEC International Steering Committee, held on 3 November 2000, and agreed that a written report on the operational aspects of IPEC would be submitted to the Committee's meeting in March, as in previous years.
2. This report on the operational aspects of the International Programme on the Elimination of Child Labour is made up of the following appendices:
 - Appendix I: Update of IPEC highlights 2000;
 - Appendix II: Statement by Mr. K. Tapiola, Executive Director, to the Committee on Technical Cooperation, dated 9 November 2000, on the Tenth Meeting of the IPEC International Steering Committee (3 November 2000);
 - Appendix III: Summary of proceedings: Tenth Meeting of the IPEC International Steering Committee (Geneva, 3 November 2000);
 - Appendix IV: IPEC highlights 2000.
3. Submitted for information.

Geneva, 19 February 2001.

Appendix I

Update of IPEC highlights 2000

Introduction

During the Governing Body's 279th Session (November 2000) the Committee on Technical Cooperation was apprised of the proceedings of the IPEC International Steering Committee's tenth meeting, held on 3 November 2000, and agreed that a written report on the operational aspects of IPEC would be submitted to the Committee's meeting in March 2001, as in previous years. A comprehensive overview of IPEC's performance up to October 2000 is provided in Appendix IV, IPEC highlights 2000. The present paper offers an update of the operational aspects and performance of IPEC up to the end of the year 2000.

The IPEC partnership

The International Programme on the Elimination of Child Labour (IPEC) began in 1992 as a single donor programme. Currently, IPEC enjoys the support of 25 donors and has carried out multifaceted activities in all major regions. With 51 participating countries having signed a memorandum of understanding and 23 other countries involved in the programme in a less formal way IPEC now constitutes a global alliance of nearly 100 partners. Donor support for IPEC remains strong. Moreover, cost sharing – a significant part of the participating countries' move towards greater ownership of their projects – was achieved at the country level for a growing number of projects.

Status and impact

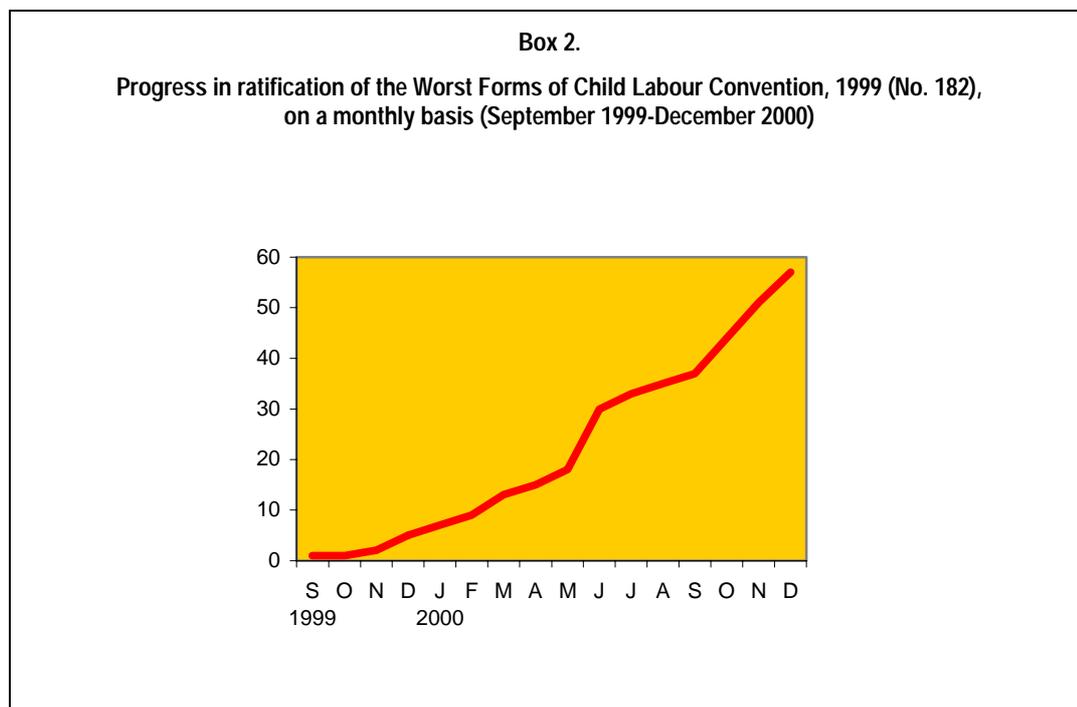
The format of IPEC's 2000-01 programme and budget was significantly improved and now contains more information on expected performance and impact. The revised format is more concise and more closely linked to the format of the ILO strategic budget. In addition it incorporates relevant objectives and indicators. The ambitious goals set for the programme during the 2000-01 biennium are illustrated in box 1 below.

Box 1

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

- Indicator 1: Member States that ratify (i) the Minimum Age Convention, 1973 (No. 138), (ii) the Worst Forms of Child Labour Convention, 1999 (No. 182).
Target: (i) 20 additional member States; (ii) 87 member States.
- Indicator 2: Member States which carry out national quantitative and qualitative studies on the extent of child labour.
Target: 30 additional member States.
- Indicator 3: Member States that formulate policies and programmes specifying time-bound targets for the elimination of the worst forms of child labour, taking into account the special situation of the girl child.
Target: 12 member States.
- Indicator 4: ILO extra-budgetary technical cooperation expenditure supporting the elimination of child labour.
Target: \$44 million.
- Indicator 5: Children who directly benefit from ILO action (through either preventive measures or rehabilitation), in particular in regard to the worst forms of child labour and girl children.
Target: 260,000 children.

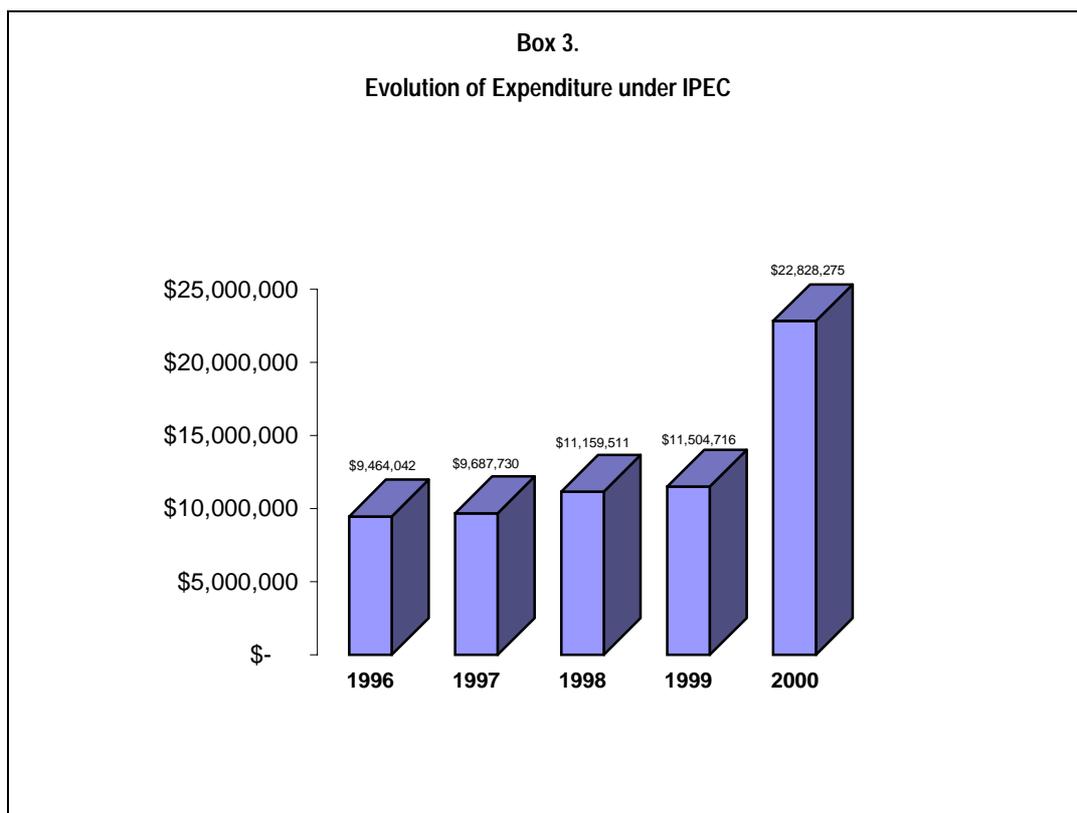
During the year 2000, IPEC made substantial progress in all areas of work. On 31 December 2000 the number of member States that had ratified the Worst Forms of Child Labour Convention, 1999 (No. 182), totalled 57, putting the biennium objective of 87 total ratifications (half the ILO membership) within reach. Convention No. 182 is the fastest ratified Convention in the ILO's 81-year history, pointing to the importance the world attaches to eliminating the worst forms of child labour as a matter of priority. The growing awareness of child labour as a factor undermining efforts to combat poverty and social inequality has also translated into more ratifications for the Minimum Age Convention, 1973 (No. 138): 19 countries ratified Convention No. 138 in 2000, by far the highest annual increase ever. Formal commitments by the member States are further backed by their continued requests for IPEC technical cooperation in eliminating all forms of child labour.



Beyond ratification of the Conventions a growing number of States have been carrying out child labour surveys at the national level. During the year 2000, surveys were ongoing in 26 countries, and 11 surveys are scheduled to be launched during the year 2001, reaching a total of 37 during the biennium. These surveys constitute a first step in assessing the particular problems facing each country. In combination with field projects and other studies, they will be used to design appropriate policies and programmes directed at eliminating the worst forms of child labour.

Currently, IPEC is assisting approximately 20 countries in policy and programme formulation and implementation, with a view to developing time-bound programmes (TBPs) for the elimination of the worst forms of child labour within a given time frame. Not all IPEC country programmes have reached sufficient maturity to develop into TBPs at the present time, but IPEC expects the preparation and launching of approximately ten to 12 during the year 2001. Moreover, preparatory activities for such programmes already began during 2000 in El Salvador, Nepal and the United Republic of Tanzania. This new development on the horizon is a result of IPEC's stepped-up methodology development for TBPs, combining sectorally, thematically and geographically based approaches and linking action against child labour to the national development effort as a whole.

Regarding the goal of improving IPEC's delivery performance, the expenditure in 2000 has exceeded the ambitious mid-term target of \$22 million. As illustrated in box 3, delivery increased from \$11.5 million in 1999 to \$22.8 million in 2000 (a near 100 per cent increase). The delivery rate between the two years also increased substantially from 31 per cent in 1999 to 54 per cent in 2000 (a 75 per cent increase). Furthermore, during 2001, IPEC will further expand its programme. Achieving this ambitious target has been made possible by increasing support of the donor community and by improving working procedures and administrative support systems. Appendix I provides more detail on IPEC's delivery performance.



A final indicator of the progressive elimination of child labour is the number of children who benefit directly from ILO action. Figures available so far suggest that IPEC will easily double the figure of 130,000 children reached during the last biennium. Without taking into account the children that benefit from ongoing projects a review of newly approved projects shows that at least 200,000 more children are expected to benefit from IPEC programmes during the current biennium. Several planned TBPs mentioned above should add substantially to those numbers. This kind of impact has been made possible, in part, because IPEC's approach has grown beyond mobilizing broad support and awareness about child labour to working towards the systematic removal of children from the workplace.

IPEC initiatives aimed at innovation and quality improvement

The creation of the InFocus Programme on Child Labour has enhanced the capacity of IPEC in many ways. For example it helped to expand its knowledge base by employing legal officers to work on standard-setting and supervision issues related to Conventions Nos. 138 and 182. Since its creation, several innovative research projects have been completed or initiated. Its results are widely disseminated on the IPEC website. In addition the evaluation unit was strengthened and staff was recruited to deal specifically with the new TBPs and thematic subjects relevant to IPEC.

Because of its success in assisting partner States to eliminate child labour, IPEC is receiving an even greater demand for its services. While this demand indicates the high regard in which IPEC is held at the national and international level, it places added pressure on limited staff resources. Therefore, in order to keep pace with these growing needs, IPEC has stepped up a number of its activities, including: disseminating studies, survey reports and good practices derived from the work of IPEC and its partners; improving its monitoring and evaluation procedures; restructuring its information systems, and finalizing the TBP methodology. The TBP approach encapsulates this increased level of response, integrating both policy and programme actions, and facilitating greater ownership on the part of participating countries.

It should be noted that innovative action has been taken in all components of the IPEC programme, from campaigning to ratification follow-up, from diversifying SIMPOC methodologies to linking them to direct action programmes. Other major new initiatives included the gender assessments and guidelines and close inter-agency cooperation exemplified by a joint IPEC/UNICEF/World Bank project on child labour statistics and research. IPEC has also been striving to give the issue of child labour its due place in the preparations and outcome document of the Special Session on Children of the United Nations General Assembly to be convened in September 2001. Child labour has emerged as a social and economic priority issue over the last decade and IPEC works to ensure, together with partners in the United Nations system, that appropriate recognition be given to this development in the Special Session.

Of course, for any such programmes and services to ultimately be successful, IPEC must continue to draw upon the expertise of the ILO constituents, and especially the social partners, to increase the level of joint worker-employer or tripartite activities in this area. In this way, IPEC aims not only at increasing the speed with which it meets participating countries' needs, but also at coordinating the efforts of all key actors, with a view to mobilizing all potential resources to eliminate child labour.

Organizational and management issues

During 2000, IPEC made significant steps to strengthen its management structure and procedures, in line with the recommendations made in the report of the External Auditor. IPEC's increased capacity is reflected in a significant increase in delivery in 2000. One of the main instruments to achieve the significant increase in delivery was the Country Programme Management Review (CPMR) exercise that took place in 15 of IPEC's most mature national programmes in early 2000, after which IPEC was able to programme the full biennial allocation for much of its country programmes in the first half of 2000. IPEC also reinforced its regional structures by increasing the number of regional advisers and CTAs to manage large projects and encouraged its local staff to review all existing activities, with a view to closing overdue action programmes, allowing staff to concentrate more on current and future activities.

Donor	Recipient country	Planned allocations 2000-01	Commitments and expenditure
Australia	Nepal	32,000	50,412
	Total	32,000	50,412
Austria	African regional	190,500	13,766
	Total	190,500	13,766
Belgium	Benin	49,500	23,136
	Burkina Faso	8,500	0
	Inter-regional	73,000	0
	Total	131,000	23,136
Canada	Occupied Arab territories	0	151,240
	Kenya	0	26,081
	Inter-regional	353,000	623,890
	Total	353,000	801,211
Denmark	Cambodia	584,000	473,483
	Egypt	459,500	378,233
	Nepal	15,500	10,086
	Sri Lanka	641,000	447,704
	Inter-regional	37,000	0
	Total	1,737,000	1,309,506
EEC	Pakistan	289,000	619,723
	Total	289,000	619,723

Donor	Recipient country	Planned allocations 2000-01	Commitments and expenditure
Finland	Bangladesh	0	54,150
	India	237,500	237,448
	Pakistan ¹	125,000	0
	Philippines	330,500	48,158
	Russian Federation	218,000	87,976
	Viet Nam	14,000	56,686
	European regional ¹	70,000	0
	Inter-regional	67,000	975,987
	Total	1,062,000	1,460,405
France	Benin	309,500	76,991
	Burkina Faso	440,500	125,788
	Lao People's Democratic Republic ²	248,000	3,735
	Lebanon ²	248,000	2,300
	Madagascar	240,000	151,588
	Mali	375,000	146,457
	Morocco	503,000	24,159
	Niger ²	162,000	13,561
	Rwanda ²	29,000	0
	Togo ²	29,000	16,761
	African regional	689,500	377,634
	Inter-regional ²	743,000	0
		Total	4,016,500
Germany	Bangladesh	797,500	747,147
	Brazil	879,300	721,056
	Egypt	0	1,323
	India	1,855,250	1,705,240
	Indonesia	918,000	1,404,151
	Kenya	995,000	680,254
	Nepal	639,000	667,694
	Pakistan	841,000	459,295
	Philippines	796,500	1,177,822
	Thailand	679,500	976,371
	Turkey	1,184,400	1,338,877
	Tanzania, United Rep. of	931,000	997,258
	Inter-regional	1,501,000	1,559,541
		Total	12,017,450
Hungary	Inter-regional	0	5,703
	Total	0	5,703
Italy	Albania	133,000	16,714
	Egypt	57,500	52,200
	Ethiopia	0	109,968
	Nepal	0	33,580
	Pakistan	71,000	0
	Inter-regional	398,000	515,843
	Total	659,500	728,305

Donor	Recipient country	Planned allocations 2000-01	Commitments and expenditure
Japan	Asian regional ³	146,000	0
	Total	146,000	0
Netherlands	Bangladesh ⁴	2,193,000	0
	Cambodia	0	315,565
	Egypt	4,000	4,459
	Senegal	143,000	206,983
	Ukraine	0	202,542
	Inter-regional	475,000	204,900
	Total	2,815,000	934,449
Norway	Egypt	0	52,907
	Kenya	0	207,043
	Tanzania, United Rep. of	0	290,987
	Inter-regional	2,165,000	1,020,563
	Total	2,165,000	1,571,500
Poland	European regional	17,000	5,619
	Total	17,000	5,619
Spain	Colombia	0	25,979
	Dominican Republic	0	3,700
	Guatemala	0	21,411
	Nicaragua	0	24,666
	Central American regional	1,165,100	2,103,853
	South American regional	1,436,200	2,375,759
	Inter-regional	134,000	269,242
	Total	2,735,300	4,824,610
Sweden	India ⁵	96,500	851,928
	Namibia	0	27,000
	Turkey	0	156,184
	Zimbabwe	0	38,985
	Inter-regional ⁶	898,000	162,204
	Total	994,500	1,236,301
Switzerland	Pakistan	326,000	212,196
	Total	326,000	212,196
United Kingdom	India	3,934,500	844,644
	Tanzania, United Rep. of	56,000	5,925
	Asian regional	2,313,000	1,271,456
	Inter-regional ⁷	764,000	713,047
	Total	7,067,500	2,835,072
United States	Bangladesh	186,000	422,536
	Brazil	1,297,500	61,975
	Costa Rica	0	174,275
	Dominican Republic	0	164,275
	El Salvador	0	203,649
	Ghana	749,000	404,084
	Guatemala	1,101,000	1,069,409
	Haití	1,047,000	361,304
	Honduras	0	104,211

Donor	Recipient country	Planned allocations 2000-01	Commitments and expenditure
	Mongolia	458,000	337,198
	Nepal	21,000	6,178
	Nicaragua	0	322,411
	Nigeria	915,000	372,500
	Pakistan	2,380,000	757,613
	Philippines	17,500	19,970
	Romania	736,000	246,294
	South Africa	75,000	442,721
	Thailand	39,500	10,074
	Uganda	1,314,000	713,055
	Yemen	0	24,653
	Zambia	727,000	365,713
	African regional	200,000	341,594
	Asian regional	3,909,000	1,591,865
	Central American regional	7,422,000	2,480,558
	South American regional	2,655,000	414,739
	Inter-American regional	0	227,652
	Inter.-regional	885,000	2,139,366
	Total	26,134,500	13,779,872
Comunidad Madrid	Colombia	24,000	0
	Ecuador	0	101,600
	South American regional	8,000	130,374
	Total	32,000	231,974
Italian Soc. Partners	Bangladesh	543,000	246,162
	Nepal	122,500	145,177
	Pakistan	239,000	88,704
	Total	904,500	480,043
NORAD	Bangladesh	239,000	123,286
	Total	239,000	123,286
PCMEA	Pakistan	0	145,472
	Total	0	145,472
RENGO	Philippines	10,500	23,275
	Total	10,500	23,275
SCCI	Pakistan	26,000	0
	Total	26,000	0
Grand total		64,100,750	44,790,839
	Final expenditure 2000 (incl. support costs and other contingencies)		22,828,275

¹ Core resources. To be re-allocated due to changes in priorities at the national level. ² Project documents in *Lao People's Democratic Republic, Lebanon, Morocco, Niger* and *Togo* were signed only at end of 2000. *Rwanda*: Planned activities to be covered under a regional project. *Inter-regional*: Discussions on possible support to SIMPOC are still under way. ³ Resources allocated to the ILO Regional Office in Bangkok and not reflected in IPEC financial reports. Commitments and expenditures as at end 2000 amounted to \$107,623. ⁴ Project only approved in October 2000. ⁵ Action programmes forecast for approval at the national level in 1999 were carried forward into 2000. ⁶ Projects in Namibia, Turkey and Zimbabwe were originally planned as inter-regional projects. ⁷ Resources previously shown for *Brazil, Arab States regional* and *European regional* are now shown under the inter-regional programme which is where the expenditure and commitments have been recorded.

Recipient country	Donor	Planned allocations 2000-01	Commitments and expenditure
African regional	Austria	190,500	13,766
	France	689,500	377,634
	United States	200,000	341,594
	Total	1,080,000	732,994
Albania	Italy	133,000	16,714
	Total	133,000	16,714
Occupied Arab territories	Canada	0	151,240
	Total	0	151,240
Asian regional	Japan ¹	146,000	0
	United Kingdom	2,313,000	1,271,456
	United States	3,909,000	1,591,865
	Total	6,368,000	2,863,321
Bangladesh	Finland	0	54,150
	Germany	797,500	747,147
	Italian Soc. Partners	543,000	246,162
	Netherlands ²	2,193,000	0
	NORAD	239,000	123,286
	United States	186,000	422,536
	Total	3,958,500	1,593,281
Benin	Belgium	49,500	23,136
	France	309,500	76,991
	Total	359,000	100,127
Brazil	Germany	879,300	721,056
	United States	1,297,500	61,975
	Total	2,176,800	783,031
Burkina Faso	Belgium	8,500	0
	France	440,500	125,788
	Total	449,000	125,788
Cambodia	Denmark	584,000	473,483
	Netherlands	0	315,565
	Total	584,000	789,048
Central American regional	Spain	1,165,100	2,103,853
	United States	7,422,000	2,480,558
	Total	8,587,100	4,584,411
Colombia	Comunidad Madrid	24,000	0
	Spain	0	25,979
	Total	24,000	25,979
Costa Rica	United States	0	174,275
	Total	0	174,275
Dominican Republic	United States	0	164,275
	Spain	0	3,700
	Total	0	167,975
Ecuador	Comunidad Madrid	0	101,600
	Total	0	101,600
Egypt	Denmark	459,500	378,233
	Germany	0	1,323
	Italy	57,500	52,200
	Netherlands	4,000	4,459
	Norway	0	52,907
	Total	521,000	489,122

Recipient country	Donor	Planned allocations 2000-01	Commitments and expenditure
El Salvador	United States	0	203,649
	Total	0	203,649
Ethiopia	Italy	0	109,968
	Total	0	109,968
European regional	Finland ³	70,000	0
	Poland	17,000	5,619
	Total	87,000	5,619
Ghana	United States	749,000	404,084
	Total	749,000	404,084
Guatemala	Spain	0	21,411
	United States	1,101,000	1,069,409
	Total	1,101,000	1,090,820
Haiti	United States	1,047,000	361,304
	Total	1,047,000	361,304
Honduras	United States	0	104,211
	Total	0	104,211
India	Finland	237,500	237,448
	Germany	1,855,250	1,705,240
	Sweden	96,500	851,928
	United Kingdom	3,934,500	844,644
	Total	6,123,750	3,639,260
Indonesia	Germany	918,000	1,404,151
	Total	918,000	1,404,151
Inter-American regional	United States	0	227,652
	Total	0	227,652
Inter-regional	Belgium	73,000	0
	Canada	353,000	623,890
	Denmark	37,000	0
	Finland	67,000	975,987
	France ⁵	743,000	0
	Germany	1,501,000	1,559,541
	Hungary	0	5,703
	Italy	398,000	515,843
	Netherlands	475,000	204,900
	Norway	2,165,000	1,020,563
	Spain	134,000	269,242
	Sweden	898,000	162,204
	United Kingdom ⁶	764,000	713,047
	United States	885,000	2,139,366
	Total	8,493,000	8,190,286
	Kenya	Canada	0
Germany		995,000	680,254
Norway		0	207,043
Total		995,000	913,378
Lao People's Democratic Rep.	France ⁵	248,000	3,735
	Total	248,000	3,735
Lebanon	France ⁵	248,000	2,300
	Total	248,000	2,300
Madagascar	France	240,000	151,588
	Total	240,000	151,588

Recipient country	Donor	Planned allocations 2000-01	Commitments and expenditure
Mali	France	375,000	146,457
	Total	375,000	146,457
Mongolia	United States	458,000	337,198
	Total	458,000	337,198
Morocco	France	503,000	24,159
	Total	503,000	24,159
Namibia	Sweden	0	27,000
	Total	0	27,000
Nepal	Australia	32,000	50,412
	Denmark	15,500	10,086
	Germany	639,000	667,694
	Italy	0	33,580
	Italian Soc. Partners	122,500	145,177
	United States	21,000	6,178
	Total	830,000	913,127
Nicaragua	Spain	0	24,666
	United States	0	322,411
	Total	0	347,077
Niger	France ⁵	162,000	13,561
	Total	162,000	13,561
Nigeria	United States	915,000	372,500
	Total	915,000	372,500
Pakistan	EEC	289,000	619,723
	Finland ³	125,000	0
	Germany	841,000	459,295
	Italian Soc. Partners	239,000	88,704
	Italy	71,000	0
	PCMEA	0	145,472
	SCCI	26,000	0
	Switzerland	326,000	212,196
	United States	2,380,000	757,613
	Total	4,297,000	2,283,003
Philippines	Finland	330,500	48,158
	Germany	796,500	1,177,822
	RENGO	10,500	23,275
	United States	17,500	19,970
	Total	1,155,000	1,269,225
Romania	United States	736,000	246,294
	Total	736,000	246,294
Russian Federation	Finland	218,000	87,976
	Total	218,000	87,976
Rwanda	France ⁵	29,000	0
	Total	29,000	0
Senegal	Netherlands	143,000	206,983
	Total	143,000	206,983
South Africa	United States	75,000	442,721
	Total	75,000	442,721
South American regional	Comunidad Madrid	8,000	130,374
	Spain	1,436,200	2,375,759
	United States ⁷	2,655,000	414,739
	Total	4,099,200	2,920,872

Recipient country	Donor	Planned allocations 2000-01	Commitments and expenditure
Sri Lanka	Denmark	641,000	447,704
	Total	641,000	447,704
Thailand	Germany	679,500	976,371
	United States	39,500	10,074
	Total	719,000	986,445
Togo	France ⁵	29,000	16,761
	Total	29,000	16,761
Turkey	Germany	1,184,400	1,338,877
	Sweden	0	156,184
	Total	1,184,400	1,495,061
Uganda	United States	1,314,000	713,055
	Total	1,314,000	713,055
Ukraine	Netherlands	0	202,542
	Total	0	202,542
Tanzania, United Rep. of	Germany	931,000	997,258
	Norway	0	290,987
	United Kingdom	56,000	5,925
	Total	987,000	1,294,170
Viet Nam	Finland	14,000	56,686
	Total	14,000	56,686
Yemen	United States	0	24,653
	Total	0	24,653
Zambia	United States	727,000	365,713
	Total	727,000	365,713
Zimbabwe	Sweden	0	38,985
	Total	0	38,985
Grand total		64,100,750	44,790,839
	Final expenditure 2000 (incl. support costs and other contingencies)		22,828,275

¹ Resources have been allocated directly to the ILO Regional Office in Bangkok and are not reflected in IPEC's figures. Commitments and expenditures as at end of 2000 amounted to \$107,623. ² Project only approved in October 2000. ³ Core resources. To be re-allocated due to changes in priorities at the national level. ⁴ Action programmes forecast for approval at the national level in 1999 were carried forward into 2000. ⁵ Project documents in the *Lao People's Democratic Republic, Lebanon, Morocco, Niger* and *Togo* were signed only at end of 2000. *Rwanda*: Planned activities to be covered under a regional project. *Inter-regional*: Discussions on possible support to SIMPOC are still under way. ⁶ Resources previously shown for *Brazil, Arab States regional* and *European regional* are now shown under the inter-regional programme which is where the expenditure and commitments have been recorded. ⁷ Projects in Namibia, Turkey and Zimbabwe were originally planned as inter-regional projects.

Appendix II

Statement by Mr. K. Tapiola, Executive Director, to the Committee on Technical Cooperation, dated 9 November 2000, on the Tenth Meeting of the IPEC International Steering Committee (3 November 2000)

The International Steering Committee of the International Programme for the Elimination of Child Labour (IPEC) met on Friday, 3 November 2000. This date, as well as the strengthened representation of employers' and workers' representatives, was decided during the previous session of the Committee in November 1999. This was in response to one of the recommendations of the External Auditors, who last year suggested reviewing the role of the Committee. Discussing IPEC in the Technical Cooperation Committee now also meets with the suggestion of the External Auditors.

The main conclusions of recent activities and the challenges faced by the programme are contained in a report entitled IPEC highlights 2000, which was presented by the Director of the InFocus programme on Child Labour: IPEC. Since its transformation a little over a year ago into an InFocus programme, IPEC with all of its components has worked to reach the ambitious goals set for it. On all the main scores the programme is on course to meet the targets. The number of ratifications of the Worst Forms of Child Labour Convention, 1999 (No. 182), stands at 43 and those of the Minimum Age Convention, 1973 (No. 138), are at an additional five. As noted in the PFAC on Tuesday, the target for the biennium on Convention No. 138 is 20 new ratifications, and 16 have already been registered.

A crucial point is that delivery will almost double in 2000 and will more than double in 2001. The delivery target of US\$44 million in this biennium was set to be surpassed. The programme will directly reach twice the number of beneficiaries on the ground. The number of statistical SIMPOC surveys will total 18 by the end of the biennium. After the initial three time-bound programmes for the elimination of the worst forms of child labour now being launched in Nepal, El Salvador and the United Republic of Tanzania, there could be up to a dozen such programmes by the end of next year.

A comprehensive efficiency, quality and accountability drive is under way. The 24 recommendations made by the External Auditors following their audit in the first part of 1999 are being largely implemented; the report contained a summary of these recommendations and the status of their implementation. Innovations in IPEC approaches and methodologies are being sought. Monitoring and evaluation are receiving all necessary attention. The gender dimension has been addressed and several measures taken to achieve the goal of gender balance, which means more focus on the position of girls, for instance through the focus on domestic work and trafficking.

The basic message is that a lot of progress has been made but more has still to come, for instance on internal and external partnerships and on mainstreaming IPEC programmes within the ILO. Three major challenges require IPEC attention at present and in the near future: (1) the preparation and launching of time-bound programmes on the eradication of the worst forms of child labour; (2) the assistance to be given to member States as they move from ratifying to implementing the ILO's child labour Conventions; and (3) managing the continuing growth of donor contributions in as effective a manner as possible.

These points were underlined by the Director in his report and further elaborated by the IPEC management in their responses to questions raised in the Steering Committee. During the discussion, a number of issues were highlighted:

- The participants by and large expressed satisfaction with the report, the results achieved over the past year, and particularly the increase in delivery to be reached by the end of 2000.

- The orientations of the programme, especially as regards the novel approach of time-bound programmes, was welcomed by all delegations and by the representatives of the Employers' and Workers' groups. Satisfaction was also expressed on a number of specific issues, such as the focus on domestic workers.
- The participants noted the important advances towards partnerships with other ILO programmes, with other agencies in the UN system, and with workers' and employers' organizations. They also took note of progress made as regards monitoring and evaluation and in strengthening the gender dimension of the programme.
- The strengthening of the management structure, bringing together all work on child labour carried out within the ILO into the InFocus programme, which had retained the name of IPEC, had increased the efficiency, transparency and visibility of the programme.

Invariably, a number of questions and concerns were also raised, and many interventions were neatly divided into a section congratulating the achievements of IPEC and another section starting with the word "however". The concerns expressed concentrated on the delivery rate, relations between headquarters and field activities, the number of staff financed from the regular budget of the ILO, links between IPEC and other ILO programmes, and the need to strengthen the gender dimension of the programmes. A number of suggestions for further improvement of the delivery rate and quality of IPEC activities were made, they will be taken up by the IPEC management in the months to come. These suggestions fall into four groups, which I shall try to summarize.

1. Delivery and improved efficiency

The drive to boost delivery, with emphasis not only on the rate of delivery but also on its quality, would have to be pursued vigorously. All means of further streamlining procedures, improving quality and accountability controls, and strengthening the monitoring and evaluation function needed to be undertaken. In this connection, the recommendations of the External Auditors, already largely implemented, will guide IPEC in further rationalizing the programme.

There was satisfaction with the identification of performance indicators although, it was noted, they could focus more on outcomes, which could include the efficiency of the tripartite constituents to deliver programming and policies themselves.

2. Internal and external cooperation

New ways of strengthening cooperation between IPEC and other major ILO programmes and between IPEC and the ILO field structures needed to be developed. The sometimes excessive centralization of decision-making and administrative procedures needed to be addressed, as they affected the delivery rate. On the other hand, it was also noted that too much decentralization might lead to losing sight of the Organization's objectives.

3. Funding

For the two categories of issues to be addressed effectively, it was important to ensure adequate regular budget funding and stable management, as well as the retention of IPEC's high-quality staff. The point on regular budget inputs was made by virtually all the representatives of the donor countries.

4. Tripartite participation

Close attention should be paid to ways and means of strengthening the tripartite participation at all stages and in all components of the IPEC programme, in consultation with the employers' and workers' organizations and with their respective support programmes in the ILO. This is particularly important in the context of time-bound programmes, on which both the Employer and Worker spokespersons commented very favourably. Furthermore, information and awareness-raising activities should be targeted at employers' and workers' organizations and their members.

These observations and suggestions for further improvements will be taken up by the IPEC management and put to good use in the efforts of the programme to attain all the objectives set for IPEC in the coming 14 months, i.e. up to the end of this biennium.

The Steering Committee is scheduled to meet again the next time in November 2001 prior to the Governing Body. The desire was expressed, particularly by the Workers' group, that it would discuss more than now future directions, and not only review what the IPEC programme had done.

Appendix III

Summary of proceedings: Tenth Meeting of the IPEC International Steering Committee (Geneva, 3 November 2000)

1. The Tenth Meeting of the IPEC International Steering Committee was held at the International Labour Office, Geneva, on Friday 3 November 2000, at 10 a.m.
2. The Meeting was opened by Mr. Kari Tapiola, Executive Director, Fundamental Principles and Rights at Work Sector, who welcomed the participants, noting particularly the strengthened presence of the social partners.
3. The agenda for the Tenth Meeting of the IPEC International Steering Committee was approved as proposed.
4. The summary of proceedings of the Ninth Meeting of the IPEC International Steering Committee (held on Friday, 19 November 1999) was approved without modifications.
5. The report "IPEC highlights 2000" and the challenges faced by the programme were presented by Mr. Frans Röselaers, Director of the InFocus Programme on Child Labour (IPEC). Since its creation, for reasons he summarized, the InFocus programme and its components had made every effort to attain the ambitious goals set for it, and he was glad to report that on all scores the programme was on course to meet the targets: ratifications of the Worst Forms of Child Labour Convention, 1999 (No. 182), stood at 43, and those of the Minimum Age Convention, 1973 (No. 138), were at an additional 15; delivery was to be almost doubled in 2000 and would more than double in 2001 – and both would reach twice the number of beneficiaries on the ground; the number of SIMPOC surveys and time-bound programmes would total 18 and 12 respectively by the end of the biennium; innovation in IPEC approaches and methodologies was being sought; a comprehensive efficiency, quality and accountability drive was under way, and the 24 recommendations made by the external auditors were being largely implemented; monitoring and evaluation were receiving all necessary attention; the gender dimension had been addressed and several measures had been taken. IPEC staff would focus on achieving the goals of gender balance; finally, a lot of progress had been made – but more was still to be done – on internal and external partnerships and on mainstreaming IPEC programmes within the ILO and, more importantly, within overall policies at the country level. Three major challenges required IPEC attention at present and in the near future: the preparation and launching of time-bound programmes; the assistance to be given to member States as they moved from ratifying to implementing the ILO Convention on child labour; and coping with the continuing growth of donor contributions in as effective a manner as possible. He expressed confidence that, with the help of the ILO's constituents and with its wide range of partners, these challenges could be successfully addressed, and that the initial objectives, in qualitative and quantitative terms, would be further consolidated. (*The text of the presentation made by the Director of IPEC, the report, IPEC highlights 2000, and of the powerpoint presentation can be found on the IPEC website.*)
6. During the discussion on the report of the Director of IPEC the following issues were highlighted.
7. *The spokesperson for the Employer members* expressed satisfaction with the results achieved, in terms of ratification of child labour Conventions, delivery figures, as well as with the quality and concision of the report, including its useful and measurable statistics, which reflected the overall businesslike approach of the IPEC team apparently in full control of this programme upon which the focus had grown again considerably of late. He welcomed the shift towards time-bound programmes, the increased focus on sustainability and the greater emphasis on partnerships, including those with employers' and workers' organizations. The cooperation with employers' organizations could be further intensified, and he proposed that this be achieved in close liaison with the Employers' group and with the ACT/EMP programme, and include such activities as information seminars for employers on child labour issues in different regions, among them southern Africa, as part of a broader partnership plan. Finally, he thanked the donors for their

support for IPEC and reiterated his group's satisfaction that so much and such clear focus was now being directed at the child labour problem in the world.

8. *The spokesperson for the Workers' group* expressed the group's appreciation for the report submitted by IPEC and its satisfaction with the important advances and impact made by the programme as well as its orientation towards tackling the worst forms of child labour which attracted increased donor contributions. He furthermore observed that the rapid ratification of the Worst Forms of Child Labour Convention, 1999 (No. 182), and the increased pace of ratifications of the Minimum Age Convention, 1973 (No. 138), underscored the relevance of the ILO's standard-setting system, the political will and commitment of its member States and the effective campaigning by all constituents, especially the international trade union federations. He welcomed the data and survey results produced by SIMPOC and urged that their dissemination to all ILO constituents be secured in all possible ways, and not only via the Internet, so that trade unions, informed directly at all levels, could make their contributions to knowledge building, dissemination, and operational programmes. Involvement of the social partners should also be ensured at all stages of evaluation exercises. As regards the time-bound programme approach, which his group welcomed, the full involvement of social partners should be guaranteed, and consultations held in conformity with the provisions of the Worst Forms of Child Labour Convention, 1999 (No. 182), in all cases. The spokesperson laid emphasis on strengthening, in concrete and practical terms, including at the country level, the gender dimension of the IPEC programme. He also quoted examples of fruitful cooperation between ACTRAV and IPEC and called for an even more intense partnership in the future, in the context of IPEC's integration into mainstream ILO programmes, especially in the regions. In addition, the spokesperson expressed some concern about delays in the approval process of programmes and personnel in the case of the rapidly expanding programme in India. He also noted that some actions required as follow-up to the External Auditor's report had not yet been completed. His group attached great importance to the implementation of the recommendations of the External Auditor and expected that a full report be made to the Committee on Technical Cooperation in March 2001 on the progress made in this regard.
9. *The representative of the Government of France* welcomed the new timetable of IPEC International Steering Committee meetings, now held at a date early in the ILO Governing Body schedule of meetings, allowing for the proceedings to be reported to the Committee on Technical Cooperation. She reiterated support to the IPEC programme as it addressed the high-priority issue of combating child labour, and referred to the considerable resources mobilized for this purpose which benefited programmes in many countries. Among the concerns she expressed were the delivery rate – despite an increase in delivery overall – which might reflect negatively on impact and future donor and participating country interest; an excessive centralization of management decisions, which affected the delivery rate; in some cases, lack of coordination between headquarters and the field, both with ILO offices and national authorities; an insufficient number of staff financed from the ILO's regular budget which hampered the efficient implementation of the programme, including delivery, although considerable improvements were under way in this respect. She also referred to the weak links between IPEC and other ILO programmes and the very limited regular budget support for this type of coordination. She expressed the wish to see progress on these points, some of which had already been raised in the past and hoped that the Office would supply information on them in its next report. Her Government and group might revert to these issues during the discussions in the committees of the Governing Body.
10. *The representative of the Government of Spain* emphasized the institutional support required to combat child labour, especially to improve living conditions and help the most vulnerable. The representative stressed that forced child labour in dangerous circumstances harmful to emotional and intellectual development was unacceptable. The risk presented by globalization was also noted, as competition would require costs to be cut. There was a need to consolidate models for development that ensured child protection. Spain had joined IPEC in 1995 with US\$12.5 million for 1995-2000, with further human resources being provided, enabling the extension of the IPEC programme in Central and Latin America. Spain would continue to give financial support to IPEC, and indicated that there were still some areas for improvement, including more decentralization and a greater amount of regular budget resources dedicated to the InFocus programme. Among the objectives for programme development, special emphasis should be given to evaluation.
11. *The representative of the Government of Canada* complimented IPEC upon its report, which provided a good level of detail but also underlined the challenges ahead. IPEC was making a

significant contribution to the fight against child labour and gave a unique opportunity to do much more with increased donor support. Canada welcomed improvements such as new strategic approaches, the identification of performance indicators, revised policies on monitoring and evaluation, and noted progress in strengthening management structures. Stable management was critical to ensuring continuity and follow-up, however this would require adequate regular budget funding. Canada supported efforts to make data more accessible, and lessons learned should be integrated into all IPEC projects; it looked forward to reviewing progress at the next International Steering Committee meeting.

12. *The representative of the Government of Germany* endorsed previous speakers' comments on the report, which it considered to be factual and concise, and from which one could sense IPEC's commitment. The representative did not receive a copy of the report in sufficient time to study it in detail before the Meeting. IPEC had successfully striven to reach its goals. Donors were ready to help IPEC and it was now one of the major thematic technical cooperation programmes in the entire world. Germany supported other speakers on the need to further improve delivery, and considered the amount of information presented in the report to be insufficient. It would like to see IPEC being even more frank in the report when discussing reasons for failing to deliver; it referred to personnel issues such as the need to retain high-quality staff and a sufficient number of regular budget posts. Germany strongly supported IPEC's need to cooperate with other organizations within the United Nations system, including but not limited to UNICEF and the World Bank. It would like to see greater focus on domestic child labour, and welcomed the fact that recommendations by the External Auditor were being followed up. Finally, Germany would like to see more information provided on activities in all regions.
13. *The representative of the Government of Nepal* expressed his sincere appreciation to IPEC, ILO donors, and ILO/IPEC officials for the quality of the implementation report and for support given to Nepal. Nepal's Labour Act prohibited work of minors; it had already ratified many of the core Conventions and was in the final stage of ratification of the Worst Forms of Child Labour Convention, 1999 (No. 182). An agreement had been signed for time-bound programmes. While the Nepalese Government was doing its utmost, it urgently needed assistance. The country programme evaluation of IPEC activities in Nepal had identified areas that needed to be focused on, and there should also be more large-scale intervention. Workers' organizations had come up with a coordinated plan of action on child labour. The protection and promotion of children was a high priority for Nepal and continued donor support was crucial.
14. *The representative of the Government of El Salvador* thanked the Office for the report presented. El Salvador had ratified the Worst Forms of Child Labour Convention, 1999 (No. 182), and was grateful to donors, particularly the United States and Spain, for continued assistance.
15. *The representative of the Italian Social Partners Initiative (ISPI)* recognized the large number of ratifications of the relevant Conventions, but added that this was not enough: IPEC must show direct impact on the lives of children. This could be achieved with activities such as the Global March and through strong trade union links. It was vital for IPEC to maintain its reputation as the key United Nations body to which governments turned for advice to end child labour. The ISPI stressed the need for full involvement of unions not only in awareness-raising, but also in vocational training (work, health rights). IPEC must encourage the recognition of all ILO core labour standards and she expressed regret that, for instance, the Sialkot employers still opposed the right of adult workers to organize. ISPI had funded activities in Nepal, Bangladesh and Pakistan, but only in Nepal had its project been implemented successfully. Pakistan and Bangladesh had experienced significant delays in project implementation. The ISPI considered IPEC staff and management structures at headquarters and in the field to be insufficient, and was worried by the apparently low delivery capacity and hoped that monitoring would also be improved. Italian trade unions were very attached to IPEC. However, closer links would depend on the success of programmes already funded by the ISPI.
16. *The representative of the Government of Switzerland* congratulated the Office for the wealth of information contained in the report which showed that improvements had been made. She agreed with other speakers on the need to continue to improve delivery, but felt that too much decentralization might lead to losing sight of the Organization's objectives and to a lack of coordination. Switzerland fully supported the concept of time-bound programmes, and was very supportive of tracking down former working children, which would give important information

about the way in which programmes were implemented. She pointed out that Switzerland had ratified both the Minimum Age Convention, 1973 (No. 138) and, in June 2000, the Worst Forms of Child Labour Convention, 1999 (No. 182).

17. *The representative of the Government of Uganda* commended the secretariat for the quality of the document, thanked the InFocus Director for his presentation, and appreciated the Director-General's initiative to create the InFocus programme, which had helped concentrate work upon the elimination of child labour. Uganda was grateful to the donor community, especially the United States, given that it would require the concerted efforts of ILO's tripartite structure and the donor community to end the worst forms of child labour. Uganda had signed a memorandum of understanding in 1998 and in July 1999 its national programme had been officially launched. Uganda also required technical assistance, especially in data collection.
18. *The representative of the Government of Bangladesh* congratulated IPEC for producing a comprehensive and reader-friendly report. It considered the report to be encouraging, but also realistic with regard to the challenges to be faced. The problem of child labour could not be solved overnight. The delegation thanked all partners and especially the United States, Norway, Germany, Netherlands, Finland and Italian Social Partners. Special thanks were due to the United States for their support of IPEC. Bangladesh appreciated the efforts to develop the time-bound programme methodology and fully supported the country programme management review process. Finally, the representative reiterated the Government's firm commitment to eliminate child labour in Bangladesh.
19. *The representative of the Government of Egypt* pointed out that IPEC had made progress in the field of child labour and expressed its gratitude to donors. Egypt had ratified the Minimum Age Convention, 1973 (No. 138), and this month was holding a tripartite seminar with a view to the ratification of the Worst Forms of Child Labour Convention, 1999 (No. 182). Egypt supported greater decentralization of IPEC activities to ensure speedy implementation, and stressed the importance of ongoing evaluation of IPEC activities. For SIMPOC, it would like to see more coordination between IPEC, the Ministry of Labour, workers and employers at all stages of the project. The Egyptian delegate expressed a wish that IPEC activities in Egypt might increase in the near future.
20. *The representative of the Government of Italy* welcomed the possibility of discussing IPEC before the Governing Body met, and supported the statement made by the Government of France on the rate of disbursement, insufficient coordination between headquarters and the field, the lack of regular budget staff resources, and the need for closer linkage of the IPEC programme with other ILO activities. Italy also stressed that delivery should not be doubled if this resulted in a poor quality product. It noted delays and difficulties in implementation. Much remained to be done to move from theory to practice. Closer coordination between all ILO initiatives and all aspects of cooperation in the field of labour was still necessary. Italy would also like to see a global strategy for combating child labour involving the World Bank and UNICEF at the country and regional levels.
21. *The representative of the Government of the Netherlands* fully supported the IPEC programme and was pleased by IPEC's ability to double delivery; it was well on the way to achieving its target in respect of the ratification of the Worst Forms of Child Labour Convention, 1999 (No. 182). The Netherlands was keen to see stability within IPEC and supported the management structure of the InFocus programme, which was more transparent. It welcomed the improved cooperation between IPEC and other ILO programmes and also the efforts of IPEC to seek partnerships with other international organizations and social partners. IPEC's visibility had increased by attendance at many international and national events, including the Copenhagen +5 Conference. IPEC's new website had also served to increase its visibility. The IPEC report was readable, it did not however give an overview of staff at headquarters and in the field, nor did the report indicate the percentage of staff financed from the ILO's regular budget. It was not clear from the report how future personnel would be financed. Although IPEC doubled its expenditure, there was no breakdown of commitments and actual expenditure. Meanwhile, donor funding was constantly increasing significantly, so that the overall delivery rate was still a cause for concern.
22. *The representative of the Government of the United Kingdom* thanked the secretariat for the report, especially the section on progress made in meeting IPEC's strategic objectives. IPEC should

however focus its indicators more on outcomes. One outcome IPEC might want to prioritize was to build the effectiveness of governments and social partners so as enable them to deliver programmes and implement policies themselves. To achieve this, the United Kingdom urged IPEC to plan its country programmes in conjunction with all other initiatives taking place in those countries. The United Kingdom representative congratulated the IPEC team on the excellent report.

23. *The representative of the European Commission*, referring to the statements made by several other Government representatives, expressed the Commission's full support for IPEC, as it was dealing with a high-priority issue, including funding provided by the Commission for several important projects. She expressed some concerns about programme implementation delays, necessary improvements in coordination and the need for greater gender focus and better gender balance in the project.
24. *The Worker representative of the United Republic of Tanzania* acknowledged IPEC support to her country and the challenging plan to launch a time-bound programme, to be considered in the broader perspective of structural adjustment, indebtedness, child survival and HIV/AIDS issues. A strong involvement of the trade union movement, besides government policies and efforts, was important to achieve the ambitious goals of eradicating the worst forms of child labour rapidly. If this could be successfully achieved in the United Republic of Tanzania, a similar approach could be applied by other countries.
25. *The representative of UNICEF* welcomed the greatly enhanced cooperation with IPEC over the last year at the global level as well as at the country level, with some work still to be done in the latter case. The time-bound programme approach would give further impetus to this partnership which was well appreciated. He made a number of suggestions, namely for IPEC to carry gender mainstreaming beyond its present state and into concrete programme orientations; for an active role of IPEC in the United Nations Girls' Education Initiative and in the preparations for the Special Session on Children of the United Nations General Assembly (September 2001); and for IPEC, on the basis of the knowledge and experience it had accumulated, generally to assume intellectual leadership on the subject of child labour.
26. *Mr. Tapiola* began his reply by thanking everyone for their comments. Before asking the IPEC management to reply to specific interventions, he indicated that some of the issues raised would form the basis for discussions on the ILO's Programme and Budget proposals for 2002-03; moreover, the Director-General had expressed his intention to increase the capacity of IPEC. There had already been some increase in this biennium, for instance the recent recruitment of a human resources development specialist. The fact that IPEC was one of the ILO's InFocus programmes was evidence of the high status of the IPEC programme. Mr. Tapiola reiterated his gratitude for everyone's interventions, recognizing in particular the inputs of the Employers' and Workers' groups.
27. *Mr. Röselaers* thanked everyone for their positive comments. While acknowledging that there could have been more figures in the report, he noted that 2000 should be seen as an interim report, and in order to prepare the document in sufficient time for translation, it had needed to be finalized in September. Mr. Röselaers gave some clarification of delivery to date, and was confident that IPEC would exceed its delivery target of US\$44 million. In addition, he indicated that the 2002-03 target would be expenditure of US\$60 million.
28. In response to comments on factors leading to the low delivery rate, Mr. Röselaers stressed that one of IPEC's trademarks was deliberately to involve many partners, laying great emphasis on country ownership. IPEC had also sought to improve controls and accountability by internal and external audits and had devoted a lot of attention to monitoring systems on both outcomes and outputs, impact and efficient use of resources.
29. Regarding problems of implementation, including the functioning of the programme in India, Mr. Röselaers had recently been on mission in that country and had raised the issues referred to with the authorities, urging an early solution. Also on implementation, some substantive points had been made (e.g. on domestic child labour). This was part of the overall drive of emphasizing the worst forms of child labour and Mr. Röselaers was aware that this needed to be tackled, especially in the

informal sector. Bangladesh was a pioneer in this respect and lessons could be learned for other countries.

30. Several remarks had been made about tripartism, for which Mr. Röselaers was very grateful. Full involvement of trade unions was a key to the success of the time-bound programmes. Regarding the query on whether IPEC should focus on improving working conditions rather than eliminating child labour, he indicated that the report should have read “children temporarily operating under safer conditions and shorter hours”.
31. On United Nations cooperation, Mr. Röselaers thanked the UNICEF representative for his very useful suggestions. The day before the International Steering Committee meeting, a coordination meeting for the joint UN/WB/ILO project in Florence had been held. Mr. Röselaers stressed that IPEC would actively participate in the United Nations Special Session in September 2001. Finally, to answer the comments on staffing, Mr. Röselaers accepted that there had been some turnover, however this should be seen as not unusual given the reputation of IPEC staff on account of their hard work, skills and dedication.
32. *The Director of IPEC/Operations*, Mr. Ng Gek-Boo, also thanked everyone, in particular for their very positive remarks on the report. He endorsed Mr. Röselaers’ comments on delivery, which was a very complicated process in IPEC involving several departments at headquarters. Improving delivery capacity had been the main priority this year, and one of the ways IPEC had been successful had been through the series of country programme management reviews (CPMRs). IPEC had also decentralized financial administration as much as possible and worked with colleagues in field structures to facilitate the approval process. However, there was still work to be done and, in this respect, IPEC would soon submit a request to the Director-General to enhance further its financial administration capacity.
33. There would be a restructuring of IPEC/OPS to improve delivery. This would allow programme development and product-line development. IPEC was doing its best to develop its knowledge base and to encourage partners to launch specific programmes (e.g. hazardous sectors). Annex 2 of the report indicated that work still needed to be done to fulfil all of the recommendations made by the External Auditors, although some of these were outside the control of IPEC.
34. In 2000, IPEC had already strengthened its field capacity and would continue to do so in the future. Concerning evaluation, IPEC now had two posts at headquarters and also an evaluation specialist in Asia. The United States Department of Labor had provided two additional posts to deal with evaluations. Mr. Ng Gek-Boo expressed his sincere thanks to donors for specific contributions to evaluation work (e.g. Canada, Germany, Spain and the United States). He reiterated Mr. Röselaers’ sentiments on the importance of ILO’s social partners and the role the impressive network of employers’ and workers’ organizations played in social mobilization.
35. *The Director of IPEC/POL*, Ms. Ouédraogo, thanked everyone for the wealth of comments. The ratification success reflected the hard work of her staff, who had managed to carry out over 60 activities throughout the world. In fact, although 43 countries had officially ratified Convention No. 182, the actual figure was expected to be around 66 by the end of this year, as in a number of cases the ILO was only awaiting official confirmation of receipt of the ratification instrument.
36. Regarding the comments made on SIMPOC, she shared the concerns expressed by some delegations, and stressed that the collaboration with employers and workers was very important. However, SIMPOC had an ambitious plan of work for the coming years and this could achieve its goals largely thanks to the generosity of United States Department of Labor in funding additional SIMPOC posts. SIMPOC would work with the Evaluations Unit to develop a tracking system.
37. Regarding gender issues, a study had recently been carried out and the results of this would allow IPEC to concretize its programmes and incorporate a gender component.
38. Finally, Ms. Ouédraogo wished to highlight the entry into force on 19 November 2000 of Convention No. 182, and the creation of an IPEC Ambassador, Mr. Youssou N’Dour. A ceremony to mark these events would take place during the Governing Body, on 8 November 2000, to be chaired by the Director-General, with the attendance of Mr. N’Dour.

39. *Mr. Tapiola* invited comments on the responses made by the IPEC Directorate. The Netherlands requested clarification of the role of the new human resources development officer, and also asked for more details on IPEC's staffing. Mr. Röselaers replied that given the rapid increase in IPEC over the last few years – which was likely to continue – IPEC needed a human resources development officer. Mr. Tapiola reminded everyone that a report on the International Steering Committee would be submitted orally to the Technical Committee on Thursday, 9 November 2000.
40. *Mr. Tapiola* noted that the next item on the agenda referred to the management review of IPEC, carried out by the ILO's External Auditors. The state of implementation of the recommendations of this review was in Annex 2 to the main report. Mr. Tapiola indicated that he had invited the External Auditor to attend the Meeting and make a presentation but his work commitments prevented him from attending. However, the external auditor had offered to make himself available to meet members to discuss any concerns they might have. Since Annex 2 had been covered by the previous item on the agenda, there were no other comments.
41. As there was no other business, Mr. Tapiola reminded everyone that the next meeting of the International Steering Committee would be held in November 2001, although there was a provision allowing a meeting in March 2001, should members consider it necessary. Mr. Tapiola concluded the Meeting by indicating that, although by and large the format of this year's report was very well received, it would be reviewed further next year to address members' concerns.
42. End of Meeting.

Appendix IV

IPEC highlights 2000

This report is distributed as a separate publication.