



## ELEVENTH ITEM ON THE AGENDA

**Evaluation of the InFocus Programme  
on Promoting the Declaration****1. Introduction**

1. The mid-term evaluation of the InFocus Programme on Promoting the Declaration is presented herewith in keeping with the initial ILO evaluation strategy examined by the Governing Body in November 2000<sup>1</sup> and with the provisions of the Programme and Budget for 2002-03 adopted by the International Labour Conference. This is an independent evaluation based on transparent and objective information collected from a variety of sources and with a clear separation from line management.
2. The In-Focus programme (hereinafter referred to as IFP Declaration) was established following the adoption by the International Labour Conference of the ILO Declaration on Fundamental Principles and Rights at Work and its Follow-up at its 86th Session (June 1998). The IFP Declaration was designed to implement the ILO Declaration, in the sense of the operational objective which corresponds to its mandate, namely, ILO member States give effect to the principles and rights concerning freedom of association and collective bargaining, the elimination of forced labour, the abolition of child labour and the elimination of discrimination in employment and occupation.
3. Part IV(2) of the annex to the follow-up to the Declaration provides that “the Conference shall, in due course, review the operation of this follow-up in the light of the experience acquired to assess whether it has adequately fulfilled the overall purpose articulated in Part I”. The current evaluation, focused on the IFP Declaration’s operational effectiveness, should not be confused with a broader review – to be eventually discussed and decided upon by the Governing Body and carried out by the Conference on the functioning of the Declaration follow-up mechanism. Nevertheless, the consideration of this evaluation by the Governing Body will no doubt be useful to such a future exercise.
4. The present evaluation, carried out by the Bureau of Programming and Management, assesses the planning and organizational approach of the programme, implementation strategies and outcomes, and management and overall performance over the period from

<sup>1</sup> GB.279/PFA/8.

October 1999 to August 2002. The evaluation aims to develop a more in-depth understanding of how the Programme is achieving intended outcomes and what measures may be considered to improve implementation. The IFP Declaration covers all four principles and rights – namely freedom of association and collective bargaining, the elimination of forced labour, the abolition of child labour and the elimination of discrimination in employment and occupation – in terms of the annual review process, Global reports and general promotional activities. As far as technical cooperation is concerned, child labour is handled by the International Programme on the Elimination of Child Labour (IPEC). Initial activities have concentrated primarily on promoting the principles of freedom of association and collective bargaining and the elimination of forced labour. IPEC, as a distinct administrative unit and programme of considerable size, warrants separate attention and hence was left outside the scope of the present evaluation.

## Evaluation methodology

5. This evaluation is based on a thorough review of the documentation produced by or concerning the IFP Declaration, and on a series of 31 interviews conducted between June and August 2002 with ILO constituents in selected beneficiary countries, ILO staff in IFP Declaration, technical and support units – including the Bureau for Employers' Activities (ACT/EMP) and the Bureau for Workers' Activities (ACTRAV), both at headquarters and in selected external offices – and donor representatives. The available mid-term evaluations of technical cooperation projects at country, regional and global levels were analysed. Three thematic evaluations were reviewed on: management capacities and performance based on the ISO 9001 methodology (October 2001); gender (February-March 2002); and public-awareness campaigns (May-June 2002).

## 2. Major findings and conclusions

6. In order to facilitate discussion in the Governing Body, the evaluation results are presented below in ten major findings, followed by supportive evidence and arguments, and by a brief conclusion.

### IFP Declaration's achievements

*Finding 1: The ILO has given effect to the Declaration on Fundamental Principles and Rights at Work with a programme on promoting the Declaration that has produced a series of relevant outputs over the period considered.*

7. The IFP Declaration was established as a distinct unit in October 1999. The first review of annual reports on fundamental Conventions not ratified by governments, together with an introduction prepared by the ILO Declaration Expert-Advisers to the compilation of annual reports was presented in March 2000 to the Governing Body; this procedure has been repeated in subsequent years.<sup>2</sup> The number of government reports received has declined, but less than the number due, raising the share of reports received as a proportion of reports due (table 1).

<sup>2</sup> See GB.277/3/1, GB.280/3/1 and GB.283/3/1.

Table 1. Annual reports

	Reports received as a % of reports due		
	2000	2001	2002
Freedom of association /collective bargaining	67.3	70.2	81.0
Forced labour	51.2	52.8	64.3
Child labour	51.1	68.1	55.9
Discrimination	55.8	73.7	61.3

Source: GB.283/3/1.

8. At its 88th Session in June 2000, the International Labour Conference considered the first Global Report under the follow-up to the ILO Declaration; it examined the situation with respect to freedom of association and collective bargaining (*Your voice at work*). Subsequently, the International Labour Conference considered a Global Report on forced labour (*Stopping forced labour*) in June 2001 (89th Session) and a further report on child labour (*A future without child labour*) in June 2002 (90th Session). A special programme on forced labour was set up as of February 2002 within the IFP Declaration.
9. At its November sessions, the Governing Body has, since 2000, discussed action plans as follow-up to the ILO Declaration on Fundamental Principles and Rights at Work, in particular by drawing lessons for technical cooperation from the discussion of the Global Reports.<sup>3</sup> In addition, the International Labour Conference has been informed for the past two years on follow-up activities carried out by the Office under the Declaration in a note published in the *Provisional Record* (89th Session, *Provisional Record* No. 2; and 90th Session, *Provisional Record* No. 6).
10. During January-March 2000, the first technical cooperation project proposals were prepared with implementation starting in November-December 2000. As of June 2002, 24 technical cooperation projects were in operation, with a cumulative expenditure of US\$12.6 million over the January 2000-30 May 2002 period. During the period October 2001-September 2002, approvals of donor-funded projects and activities under the auspices of the Declaration totalled US\$13,219,000. Most of the technical cooperation projects are concerned with promoting principles and rights in relation to freedom of association and collective bargaining, in line with the thematic sequence of the Global Reports, demands of constituents and donor priorities. Table 2 details technical cooperation expenditures by regions and year. A total of six mid-term evaluations have been carried out over the same period. Lastly, a global public-awareness campaign has been launched as of April 2001 in support of the Declaration's principles and rights with a range of multimedia communication products.

<sup>3</sup> GB.279/TC/3 and GB.282/TC/5.

Table 2. Technical cooperation expenditures by regions, 2000-02 ('000 US dollars)

	2000	2001	2002 (30 May)	Total	% of total
Africa	68	1 719	743	2 530	20.12
Americas	30	1 875	640	2 545	20.24
Arab States			22	22	0.17
Asia	20	1 351	1 222	2 593	20.62
Europe		155	191	346	2.75
Interregional	552	2 388	1 599	4 539	36.10
Total	670	7 488	4 417	12 575	100.00

Source: ILO.

*Conclusion: Over the October 1999-July 2002 period (34 months), the IFP Declaration has demonstrated its capacity to give effect fully to the mandate entrusted to it. Activities and resource allocation have been consistent with the intent and design of the ILO Declaration. The scope and depth of the IFP Declaration Programme carried out so far attest to a strong commitment on the part of the Office.*

## Mainstreaming

*Finding 2: IFP Declaration relies largely on the technical and administrative support of units throughout the Office in discharging its mandate, but in doing so needs to define better its own role.*

11. In assessing managerial and coordination arrangements, it is important to bear in mind the initial circumstances under which the IFP Declaration was launched. The original managerial structure provided for a shared responsibility between two co-directors. The workload and the cost of the preparation of the first compilation of annual reports and the preparation of Global Reports were seriously underestimated. Discussions on a large technical cooperation programme from a donor started in early 2000 with pressure to have projects prepared and implemented quickly. The tight deadlines led IFP Declaration to assume direct control of the various tasks in hand. This approach gave way in less than a year to increasing collaborative arrangements with technical units and staff throughout the Office. Today the established pattern is for the respective technical units to assume primary responsibility for the technical backstopping of projects, often in collaboration with multidisciplinary advisory team (MDT) specialists. Administrative project management is mostly decentralized to field offices, with IFP Declaration retaining overall coordination responsibility, in particular as concerns relations with donors and the preparation of periodic reports. Units at headquarters participating more directly in the implementation of the current technical cooperation programme are the InFocus Programme on Social Dialogue, Labour Law and Labour Administration (IFP/DIALOGUE), ACT/EMP AND ACTRAV, the Gender Promotion Programme (GENPROM) and the Management and Corporate Citizenship Programme.
12. This three- or four-way (including the MDT) management structure seems to work well, if and when technical support at headquarters and/or in the MDT is fully available. Unfortunately, this is not always the case, as vacancies arise and staff are not immediately replaced, or their workload impedes them from allocating the necessary time.
13. In some cases IFP Declaration has chosen to retain full backstopping responsibility to palliate available technical capacity either at headquarters or in the field. Forced labour is a case in point. Clearly, IFP Declaration cannot pretend to harness all necessary technical

expertise to implement its programme of technical cooperation. Criteria defining respective responsibilities are required.

*Conclusion: There is a discernible trend towards more effective collaboration with technical units throughout the Office in the implementation of the IFP Declaration. This collaboration supports the goal of mainstreaming fundamental principles and rights across ILO programming units. This goal could be further enhanced by adopting clear criteria determining the responsibilities of each unit. A more precise assessment of the actual cost of preparing and reproducing the global and annual reports could facilitate consideration of alternatives.*

*Finding 3: The realization of fundamental principles and rights often depends on the application of other standards such as the Tripartite Consultation (International Labour Standards) Convention, 1976 (No. 144), the Protocol of 1995 to the Labour Inspection Convention, 1947 (No. 81), the Labour Inspection (Agriculture) Convention, 1969 (No. 129) and the Labour Administration Convention, 1978 (No. 150).*

- 14.** The experience so far of the technical cooperation programme of IFP Declaration points to several useful lessons. These underscore the importance of: (i) civil and political liberties to the full implementation of the principles and standards of freedom of association; (ii) effective social dialogue and tripartite consultations for employers' and of workers' organizations to become genuine partners for economic development and the advancement of social justice; and (iii) the ability of the State to enforce basic regulations for the welfare of workers, even in small undertakings. The underlying lesson here is that the realization of fundamental principles and rights at work is dependent on enabling conditions addressed by other international labour standards. At the same time, fundamental principles and rights are a vehicle to address the need for such enabling conditions.

*Conclusion: Although many countries may not be in a position to readily ratify and fully comply with ILO standards in the abovementioned areas, it is important to bear these standards in mind when designing and implementing technical assistance in the area of fundamental principles and rights at work in order to gradually build the foundations of their effective application. Appropriate Office-wide collaboration can only further strengthen this approach.*

## Technical cooperation projects

*Finding 4: IFP Declaration technical cooperation activities follow a learning curve, as lessons are gathered from experience. The slope of the (upward) curve can be steeper (i.e. faster learning) with a systematic effort to collate and review lessons.*

- 15.** The initial design of technical cooperation projects was undeniably hurried, with quality given a lower priority than speed in order to procure funding. As a result, project designs and objectives were overly ambitious, with too little attention paid to specific national circumstances that would inevitably bear on the pace of implementation and the feasibility of objectives. Projects have been delayed or have had to be redesigned as a result. However, the design of technical cooperation projects – compared with those prepared in the first few months of existence of the IFP Declaration – has considerably improved, with more time allowed for consultations and information collection. Combined with a more careful selection of project staff and counterpart institutions, quality of proposals and of implementation has improved. A good illustration is the very detailed proposal prepared in October 2001 to combat forced labour in Brazil. There is evidence of more specific attention given to gender matters, although this area needs to be strengthened.

16. Activities promoting freedom of association and collective bargaining aim for institutional and attitudinal change. All experience points to slow change in such areas. Several mid-term evaluation reports emphasized the need for detailed institutional analysis at the outset in order to better define project objectives.
17. The administrative burden of complying with the varying financial and technical reporting requirements of multiple donors in the same programme should not be underestimated. This presents a particular challenge in maintaining coherence and consistency across the technical cooperation programme.

*Conclusion: Most evaluations of technical cooperation programmes – and the present one is no exception – have emphasized the importance of sound project design, hinged on extensive information collection, in-country consultations and expert advice. Compilation of lessons from technical cooperation should continue to be a prime concern of management in order to sustain improvements in project design, backstopping and monitoring and evaluation.*<sup>4</sup>

*Finding 5: Technical cooperation demand runs ahead of supply, but responses can come in a variety of ways.*

18. Together with a rising trend in the ratification of fundamental Conventions, partly as a result of the visibility given to the ILO Declaration, more requests are received from governments seeking assistance from the ILO in the application of fundamental principles and rights at work. Such requests are channelled through the annual reports (in the case of countries not having ratified the fundamental Conventions), during the debates of the Global Reports at the International Labour Conference and through the regular contacts between the ILO field structure and constituents in the countries. The ILO responds to these demands in a variety of ways and in accordance with available regular and extra-budgetary resources.
19. Not all demands can or need be attended through in-country technical cooperation projects; neither do all such requests involve IFP Declaration. Many are handled by other relevant ILO technical units and specialists, both at headquarters and in the field. This underscores the importance for the Office as a whole of taking responsibility to respond to Declaration-related demands for technical assistance. In-country projects are dependent on the availability of extra-budgetary funding, and donors have their own geographical priorities. Faced with demand outstripping available funding, the ILO Declaration Expert-Advisers have suggested that assistance should be directed on a priority basis to member States having demonstrably indicated their “willingness to move forward in concrete ways to realize the fundamental principles and rights at work”.<sup>5</sup>
20. It is equally important to identify cost-effective ways of responding to demands for assistance, by encouraging exchanges between countries and/or institutions; documenting or making available best practices; facilitating access to relevant literature; and identifying national expertise and resource persons. More flexible technical cooperation funding increases the Office’s capacity to adapt responses to particular needs. Furthermore, appropriate dissemination of lessons must be given high priority. Annual and Global

<sup>4</sup> The Conclusions concerning the role of the ILO in technical cooperation, adopted by the International Labour Conference at its 87th Session (1999), rejoin many of these points.

<sup>5</sup> Introduction by the ILO Declaration Expert-Advisers to the compilation of annual reports, Part I, March 2000.

reports could address such concerns highlighting good practice in the promotion of fundamental principles and rights.

*Conclusion: In a situation in which demand is likely to consistently exceed ILO's response capacity, more cost-effective ways of providing assistance need to be envisaged, based on easy access to relevant information and data sources and use of national expertise, when and where appropriate. More flexible forms of donor assistance can enhance the Office's response capacity. Such forms of assistance should find their place within a longer term strategy beyond the confines of any particular technical cooperation project.*

*Finding 6: IFP Declaration as a programme has defined a set of objectives and performance indicators that stretches out to individual projects providing consistency and transparency to reporting and monitoring mechanisms.*

21. A specific effort has been made to define unit- and project-level objectives and performance indicators that are coherent with the operational objectives of the programme. This greatly facilitates overall programme consistency and ensures greater transparency and accountability with regard to the contribution of specific activities and outcomes to the programme's objectives. These objectives and performance indicators apply to the IFP Declaration programme as a whole, and hence reflect an Office-wide integration in accountability of specific programme results. However, the current system is input-intensive. A simplified progress reporting format of individual technical cooperation projects, possibly in the form of a rating system based on the fulfilment of intended outputs, could be considered. An underlying difficulty is that progress towards realization of fundamental principles and rights at work does not lend itself easily to measurement by indicators, be they quantitative or qualitative. A rating system based on regular assessment of progress against clearly stated objectives and intended milestones could be one means of addressing measurement challenges.
22. The gender audit pointed to the need for greater attention to gender issues within the technical cooperation projects, particularly in addressing gender composition, policies and practices of national institutions through gender-awareness activity design and performance monitoring. Gender focus should be prominent in all subject areas, rather than featured primarily in non-discrimination activities.

*Conclusion: Attention to the further development of performance indicators and reporting procedures in order to adequately monitor the realization and application of fundamental principles and rights, including in gender-specific terms, would benefit the design of technical cooperation projects as well as overall programme monitoring requirements.*

## Wider choice of instruments

*Finding 7: Extensive use of communication and media as a means to further IFP Declaration objectives seems to hold great promise, but the strategy needs further reflection.*

23. A relative novelty introduced by IFP Declaration is the adoption of a communications strategy (radio, print, TV, posters) in the form of either national campaigns or as specific components of technical cooperation projects. National campaigns such as the one carried out in the Russian Federation have raised name recognition and improved the ILO's image and receptiveness to its messages. Radio programmes run in local languages in East Africa on the treatment of workers at the workplace and ILO Declaration principles and rights at work are very successful and directly support project objectives. Such programmes raise public awareness, foster direct participation of citizens, employers and workers, and assist

media specialists in designing and running interactive programmes. This echoes similar highly successful (and cost-effective) ILO experience in radio programmes for small enterprises in Ghana, for instance. The issues dealt with by IFP Declaration, and the attitudinal changes that lay behind real progress, suggest that local – as opposed to global – media campaigns are ideally suited to popularize the practical application of universal human and labour rights. The need for greater integration of technical cooperation and communications strategy in order to refine approaches and messages aimed at specific audiences to support longer term change in attitudes and behaviour is pointed out in the evaluation of the IFP Declaration global campaign.

*Conclusion: There is little doubt that the outreach and cost-effectiveness of a well-designed communications strategy goes far beyond that of a more traditional technical assistance project, although results may be more difficult to measure. The systematic use of communications campaigns should be actively encouraged throughout the IFP Declaration programme, with appropriate attention paid to programme content and development.*

*Finding 8: Actively encouraging other international organizations to support the fundamental principles and rights at work, as called for by the ILO Declaration, can be an effective way of advancing the realization of these principles and rights at the national level.*

24. The Governing Body has been regularly informed of the collaboration between the ILO and the Bretton Woods institutions through its Committee on Employment and Social Policy, particularly regarding the promotion of the ILO Declaration.<sup>6</sup> A related example is the work carried out by IFP Declaration with the Organization of American States (OAS), specifically its labour and employment ministerial committee, in which the fundamental principles and rights at work are actively used to design regional policy guidelines that will influence national policies.
25. There is no doubt that promotional efforts at the global and regional levels integrating fundamental principles and rights at work into policy guidelines and operational programmes, ranging from poverty reduction strategies to procurement standards, will have a significant impact on their application at the country level.

*Conclusion: The value of promoting the practical application of the ILO Declaration into the policy and operational guidelines of international actors and institutions cannot be underestimated and should be actively pursued. ILO research on the integration of economic and social policy objectives could foster that objective.*

## **Fundamental principles and rights and economic and social outcomes**

*Finding 9: The ILO Declaration establishes a link between fundamental principles and rights and balanced economic and social development. The relevance of this link needs to be spelled out in country-specific terms.*

26. The current programme of technical cooperation assistance of IFP Declaration is mainly aimed at promoting freedom of association and collective bargaining in the following four areas: labour law reform; tripartite consultations at the national level; conciliation and mediation; and labour inspection. Advisory services and training seminars have been the

<sup>6</sup> See, inter alia, GB.279/ESP/1 and GB.282/ESP/3.

chief means of action. These efforts aim to build and strengthen institutions and institutional capacity with a view to realizing and making effective freedom of association and collective bargaining. In that sense, these efforts address the many practical obstacles that remain in the way of more effective social dialogue.

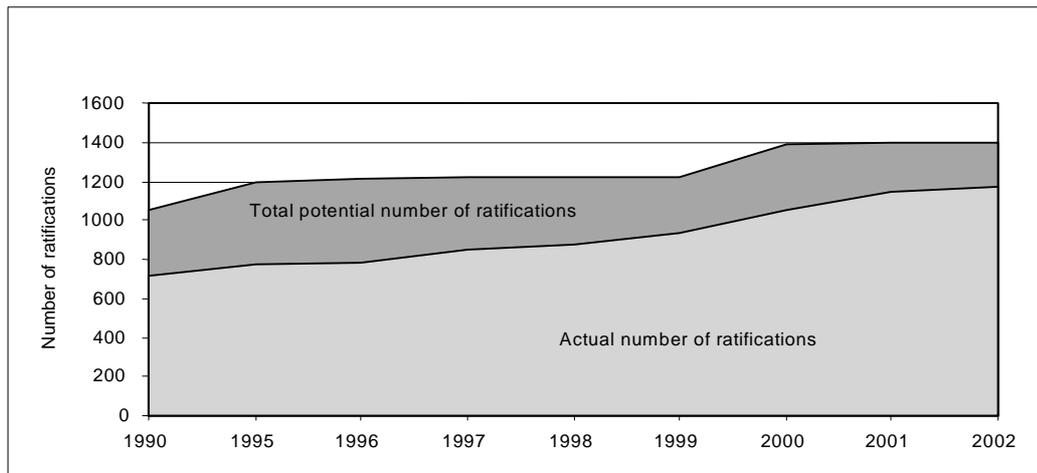
27. Training of police officers in Indonesia to understand better workers' strikes and demonstrations and seminars with traditional chiefs in Niger on elimination of forced labour are just two examples of the way in which ILO technical assistance is moving beyond familiar domains to address attitudinal and practical obstacles to the realization of fundamental principles and rights. However, general training activities are only weakly related to changed institutional capacity, as pointed out by several mid-term evaluation reports.
28. Wherever fundamental principles and rights at work can be linked to concrete issues faced by employers and workers and the workplace, the better their relevance and realization is ensured. A good illustration of this is provided by a project in garment enterprises in Cambodia in which employment and working conditions are directly linked to the application of collective bargaining. The recent Conclusions concerning decent work and the informal economy adopted by the International Labour Conference at its 90th Session (2002), which stressed, inter alia, the need to realize fundamental principles and rights at work for the greater part of the labour force in low-income countries are a clear reminder of the formidable challenges that still lie ahead.

*Conclusion: A better knowledge and understanding of fundamental principles and rights, particularly in the area of freedom of association and collective bargaining, must be based on a country-specific assessment of how these principles and rights are linked to economic and social development – and of the way in which they contribute to poverty alleviation, employment promotion and decent work. Annual and Global Reports could play a significant role here.*

*Finding 10: There is a need to refine further the overall strategy for the promotion and application of the fundamental principles and rights at work, particularly by clarifying the respective roles of supervision and promotion.*

29. The ILO Declaration and its follow-up intends to assist member States promote the fundamental principles and rights enshrined in the ILO Constitution, the respect, promotion and realization of which is an obligation incumbent upon all ILO member States, irrespective of whether or not they have actually ratified the Conventions pertaining to these fundamental principles and rights. The Declaration and its follow-up is therefore a promotional instrument, distinct from the established bodies supervising the application of Conventions ratified by member States.
30. There are at least three reasons for better defining the respective roles of supervision and promotion. The first pertains to the current trend in ratification. The actual number of ratifications of fundamental Conventions – 1,173 registered as of August 2002 (or 83.8 per cent) – is rapidly approaching total potential ratification of 1,400. Should the present trend be sustained, an actual ratification rate of over 90 per cent is not unthinkable in a not-too-distant future (figure 1). Eighty member States have ratified all eight fundamental Conventions and 73.7 per cent of member States have ratified at least one among each of the four categories of Conventions.

Figure 1. Potential and actual ratifications of fundamental Conventions by ILO member States



- 31.** The technical cooperation programme of IFP Declaration has focused on countries having ratified one or more of the fundamental Conventions. The reason for this is clear. These countries call on the Office to assist them in overcoming some of the many practical problems that stand in the way of more effective application and in undertaking any legal reform they might be envisaging – usually in accordance with observations made by the ILO supervisory bodies. This calls for adequate coordination between the supervisory and promotional approaches. Legal matters should be referred to the International Labour Standards Department.<sup>7</sup> Practical matters should be dealt with by the promotional instruments deployed by IFP Declaration in collaboration with the relevant ILO units.
- 32.** There are examples of good collaboration between the International Labour Standards Department and IFP Declaration, such as on trade union pluralism in Benin and forced labour in Madagascar. There are also indications that such collaboration can and needs to be enhanced. The implications for management practices and flows of information cannot be eluded. This would allow IFP Declaration to further define its overall promotional strategy.
- 33.** The second reason addresses the very notion of the application of fundamental principles and rights at work. The diversity of situations, flowing from country, industry, establishment and workforce characteristics, would call for a better understanding of how application takes account of this diversity in order to enhance the link between social progress and economic growth. IFP Declaration promotional activities need to better reflect and build on such diversity in application.
- 34.** A third reason stems from distinguishing between countries and the labour force. In spite of the encouraging trend in ratification of fundamental Conventions, 52 per cent of the total labour force of ILO member States is today found in 19 States that have not ratified, for one reason or another, the Conventions on freedom of association and collective

<sup>7</sup> Two quotes from the reports of the Committee of Experts on the Application of Conventions and Recommendations (Report III, Part IA) are apposite here. “For the ILO, the ratification of a Convention is only the first step in its implementation; the essential part of the process is clearly its application in law and in practice” (para. 43, 86th Session, 1998). “It is often alleged that ILO Conventions are excessively rigid. Attachment to principles, however, does not mean rigidity and inflexibility. On the contrary, it is unity in principle and purpose that permits greater diversity in detail and means of implementation” (para. 156, 89th Session, 2001).

bargaining.<sup>8</sup> Only 40 per cent of the total labour force is located in States that have ratified both instruments (table 3). The challenge of promoting fundamental principles and rights at work in countries not having ratified the relevant instruments remains sobering.

**Table 3. Ratification of Conventions on freedom of association and collective bargaining (status in August 2002)**

	Number of countries	Percentage	Share of total labour force
Member States having ratified both Conventions	137	78.2	39.6
Member States having ratified one of two Conventions	19	10.9	8.6
Member States not having ratified these two Conventions	19	10.9	51.8
Total ILO member States	175	100.0	100.0

Source: ILO.

- 35.** A good example of a promotional effort in countries not having ratified the relevant Conventions is establishment of workplace committees in enterprises in Saudi Arabia and the ensuing collaboration with the Gulf Cooperation Council. Such examples need to be multiplied in order to demonstrate in practical terms the value of fundamental principles and rights at work in addressing enterprise, workplace and labour relations issues.

*Conclusion: Countries that have ratified all or most of the fundamental Conventions are already calling and will continue to call on IFP Declaration for assistance. The full implications of this situation need to be addressed. An overall strategy for the promotion and application of fundamental principles and rights at work, as an essential dimension of decent work for all women and men, calls for greater complementarity between the promotional approach of IFP Declaration centred on capacity building and the supervisory approach. Such a strategy must fully comply with the terms of the ILO Declaration.*

- 36. *The Committee, in the light of its discussion, may wish to recommend to the Governing Body that it request the Director-General to take into consideration the above conclusions, together with the deliberations of the Committee, in the further implementation of the InFocus Programme on Promoting the Declaration.***

Geneva, 4 October 2002.

*Point for decision:* Paragraph 36.

<sup>8</sup> A similar point was made in 1998 by the CEACR in its report (Report III, Part IA) to the 86th Session of the ILC, 1998, para. 42.