



FIRST ITEM ON THE AGENDA

The ILO's technical cooperation programme 2003-04*Contents*

	<i>Page</i>
Introduction	1
I. Quantitative overview	1
A. Overall expenditure.....	1
B. Sectoral breakdown of expenditure	2
C. Expenditures by type of assistance	2
D. Regional distribution.....	2
E. Least developed countries.....	3
F. Approvals.....	3
G. Delivery rates.....	3
II. Resource mobilization: Strategy and implementation	4
III. Technical cooperation in action	6
A. Standards and fundamental principles and rights at work	7
B. Employment.....	9
C. Social protection	15
D. Social dialogue.....	18
E. International Training Centre of the ILO, Turin.....	21
IV. Decent work country programmes – Priority setting at the country level.....	23
V. Technical cooperation and international development frameworks.....	24
The Millennium Development Goals.....	24

Coordination in the multilateral system	24
ECOSOC 2004	25
Cooperation with other UN entities	26
Other developments	26
VI. Evaluation of technical cooperation projects and programmes.....	26
 <i>Appendices</i>	
I. Expenditure on ILO technical cooperation programmes 2001-03 (excluding administrative expenditure) (in US\$'000).....	29
A. By source of funding.....	29
B. By geographical region	29
C. By delivery rate within region (extra-budgetary funding only)	30
D. By delivery rate within technical field (extra-budgetary funding only)	30
II. Analysis of ILO technical cooperation expenditure by type of assistance/input, 2002-03 (excluding administrative expenditure) (in US\$'000).....	32
III. Analysis of ILO technical cooperation expenditure in 2003, by field of activity and source of funds (excluding administrative expenditure) (in US\$'000)...	33
IV. Breakdown, by country and area, of expenditure on ILO technical cooperation in 2003 (excluding administrative expenditure) (in US\$'000).....	35
V. ILO technical cooperation activities in the LDCs, 2002-03: Expenditure by geographical region and by source of funding (excluding administrative expenditure)	40
VI. Nationality of experts and associate experts	41
VII. A. Approvals by donor, 2002-03 (US\$'000)	44
B. Expenditure by donor, including associate experts programme 2002-03 (US\$'000)...	45
C. Approvals by technical field (all sources of funds) 2000-03 (US\$'000)	47
VIII. Technical cooperation by sector at the Turin Centre in 2003 (Number of participants and participant/days).....	48

Introduction

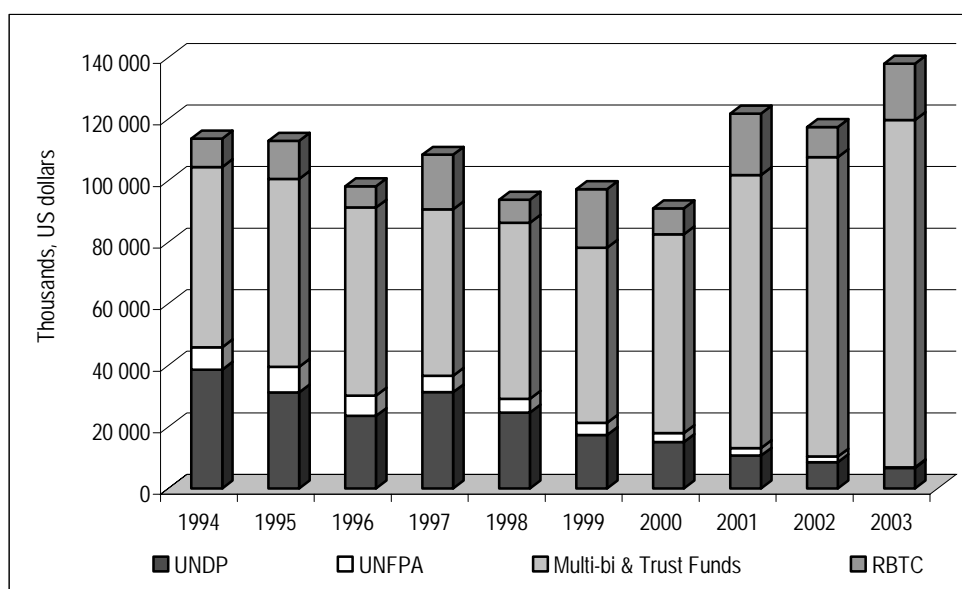
1. This annual report provides information and analysis of the ILO's technical cooperation activities for the period 2003-04. Section I presents a quantitative overview of the programme; Section II deals with resource mobilization for technical cooperation. Analysis of the substantive work in technical cooperation is presented in Section III where concrete results and, where applicable, new developments and outlook for the future are highlighted for each sector as well as TURIN. Section IV, in outlining new modalities in technical cooperation in the framework of strategic planning, reports on decent work country programmes. Section V describes recent developments with implications on technical cooperation for the ILO, in the United Nations system. Finally, Section VI reports on evaluation of technical cooperation.

I. Quantitative overview

A. Overall expenditure

2. Chart 1 shows total ILO technical cooperation expenditures over the period 1994-2003. Total expenditure in 2003 was US\$138 million. This can be compared with a corresponding figure of US\$121.7 million for 2001, which was also the second year of the biennium budget cycle when expenditures are higher. As will be seen in Appendix 1, earlier declines in funding from the United Nations Development Programme (UNDP) and the United Nations Population Fund (UNFPA) continued. UNDP funds constituted US\$6.7 million, i.e. 4.8 per cent of the total. Expenditure of multi-bilateral and trust funds, on the other hand, continued to rise from US\$97.2 million in 2002 to US\$112.8 million in the 2003.

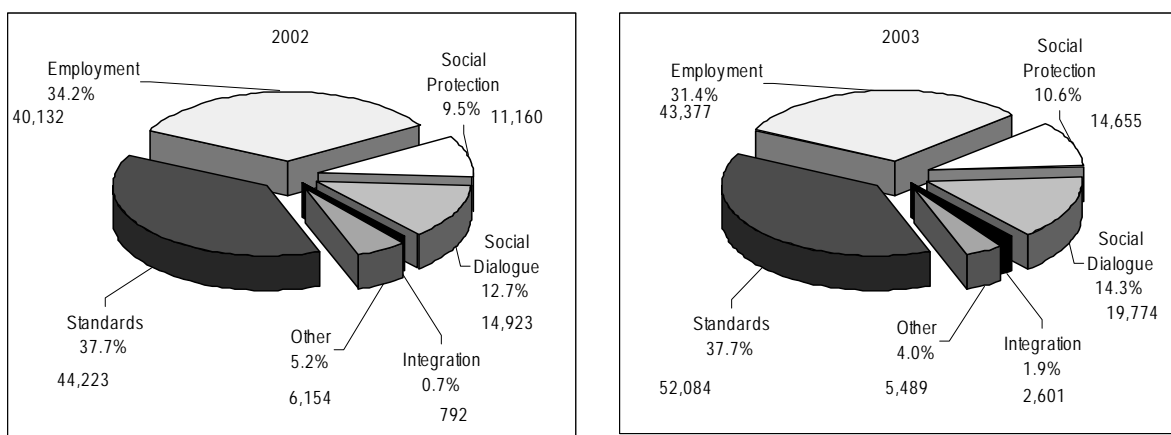
Chart 1. ILO technical cooperation expenditure, 1994-2003 (by source of funds)



B. Sectoral breakdown of expenditure

3. Figure 1 provides a breakdown of expenditures for 2002 and 2003 by technical sectors. In 2003, the Standards and Fundamental Principles and Rights at Work Sector had the highest expenditures with 37.7 per cent of the total, followed by the Employment Sector (31.4 per cent), the Social Dialogue Sector (14.3 per cent) and the Social Protection Sector (10.6 per cent). It was during 2002 that, for the first time for a very long time, the Employment Sector lost its position as the sector with the highest expenditures to the Standards and Fundamental Principles and Rights at Work Sector. The latter retained its percentage of expenditures in 2003 and while the corresponding figures for all the other sectors increased, that for the Employment Sector went down further.

Figure 1. Distribution of ILO technical cooperation expenditure by sector 2002-03



C. Expenditures by type of assistance

4. As shown in Appendix II, in 2003, 32 per cent of the total expenditure was on national experts, external collaborators, locally recruited project staff, United Nations Volunteers and other staff costs. This was followed by expenditures on Experts (down from 26.3 per cent in 2002 to 20.8 per cent in 2003), training, including fellowships, seminars, and in-service training (19.4 per cent), subcontracting (18.6 per cent), and equipment (2 per cent). It will be noted that expenditures on training went up by some 46 per cent between the two years.

D. Regional distribution

5. Appendix 1(B) shows total expenditure by regions, and expenditures on interregional and global programmes. Without taking into account additional expenditures incurred in each region through the latter, the Africa region came first (23.4 per cent) followed by Asia and the Pacific (22.4 per cent), the Americas (17.4 per cent), Europe (6.4 per cent) and the Arab States (2.1 per cent).
6. An important and increasing share of technical cooperation expenditure originated from projects of an interregional nature (28.4 per cent). A breakdown of total expenditures by regions would have to take into account the component coming from the interregional programmes. Although such a breakdown is not available, the available breakdown of approvals of interregional projects can be used as proxies. Approximately 35 per cent of

the allocations were for projects of global nature or core funding – Africa and Asia each got around 20 per cent, 17 per cent went to the Americas, 6 per cent to Europe and just over 1 per cent to the Arab States.

7. As for regional distribution of activities by sector, employment-related activities in the Arab States, Africa and Europe constituted between 45 and 50 per cent of the respective regions' total technical cooperation programme. For the Americas and Asia, standards-related expenditures dominated, accounting for 69 and 50 per cent of their respective totals.

E. Least developed countries

8. Appendix V shows that the least developed countries' (LDCs) share of total technical cooperation expenditure was 15.9 per cent in 2003, compared to 17.5 per cent in 2002, and 18.5 per cent in 2001. Approximately US\$11.9 million went to the least developed countries in Africa, US\$9.1 million to Asia and the Pacific, US\$0.6 million to the Americas and US\$0.2 million to the Arab States. It should be pointed out once again that for a more exact picture, a breakdown on interregional expenditures is required.

F. Approvals

9. Appendix VII(A) and (C) shows approvals by source of funds and technical fields. Approvals in 2003 amounted to US\$150.8 million compared to US\$176.4 million in the previous year. Approvals from multi-bilateral, direct trust funds, international financial institutions, and non-state actors constituted around 93 per cent of total approvals, with approvals from United Nations sources amounting to 7 per cent.
10. As will be seen from Appendix VII(A), the United States continued to be the major donor, contributing US\$67.9 million or 46 per cent of all approvals, followed by the United Kingdom, with US\$14.1 million, and Italy with US\$12 million. Although the contribution from the Netherlands amounted to US\$2.6 million in 2003, it needs to be recalled that it had already contributed US\$43 million during 2002.
11. A breakdown of the 2003 approval figures by technical sector is shown in Appendix VII(C). Standards and Fundamental Principles and Rights at Work Sector accounted for 51.5 per cent (US\$77.6 million) of all approvals followed by the Employment Sector with 20.6 per cent (US\$31 million), Social Protection, 18.5 per cent (US\$27.9 million) and Social Dialogue, 7.9 per cent (US\$11.8 million).

G. Delivery rates

12. The overall delivery rate increased from 64.1 per cent in 2002 to 68.9 per cent in 2003 (Appendix I(C)). At the regional level, Europe increased its delivery rate from 71 to 83 per cent, Africa from 57 to 64 per cent, and the Americas from 64 to 68 per cent. The delivery rate also went up for the interregional and global category from 69 to 74 per cent. While Asia and the Pacific maintained its previous level, delivery rate for the Arab States fell by ten percentage points from 66 to 56 per cent.

II. Resource mobilization: Strategy and implementation

13. The regular budget of the ILO provides a very small amount of resources for technical cooperation – 11 per cent of total TC expenditures during 2002-03. Technical assistance is mainly funded through voluntary contributions of member countries and donor agencies. The share of this extra-budgetary component in ILO overall expenditures has progressively grown over the past few years.
14. The Office interacts with some 60 donor governments and agencies, and has had long-term partnerships with almost half of them. Extra-budgetary resources are mainly provided by: (a) bilateral governmental agencies channelling part of their development cooperation budgets through multilateral organizations; (b) intergovernmental institutions (e.g. the European Union) and development banks; (c) governments directly acquiring ILO services to support their development agenda; (d) local governments and non-state actors, including employers' and workers' organizations.
15. Resources are obtained through a variety of arrangements.
 - 15.1. *Submission of individual project proposals.* Proposals submitted by the ILO are approved by the donor on a case-by-case basis. While this modality provides for flexibility to accommodate new demands and proposals as they are generated, the outcome of individual submissions remains uncertain, negotiations are usually time-consuming and transaction costs are high.
 - 15.2. *Multi-annual framework agreements.* Based on a programme approach, the donor approves an overall allocation for the ILO over a period of time, usually one to four years. The donor and the ILO agree on a set of thematic and geographic criteria after which individual projects are approved by the donors. This approach allows the Office to plan and manage its technical cooperation activities on a more solid and reliable basis, although it precludes providing technical assistance to countries and target groups outside the thematic and timeframe agreed upon with each donor.
 - 15.3. *Partnership agreements.* The Netherlands and the United Kingdom provide funds under this scheme. Funds are earmarked for a period of time and for projects under some specified themes under which the ILO may select programmes and projects as it chooses. This arrangement gives the Office the opportunity to enhance the coherence of its technical cooperation (see section on TC-RAM in GB.288/TC/1).
 - 15.4. *Competitive bidding and calls for proposals.* The ILO participated in competitive bidding or calls for proposals for projects funded by development banks, the EU and bilateral donor agencies. ILO involvement in tender operations has however been sporadic, as the legal and financial rules of the funding bodies and of the ILO are often incompatible; the short timeframe for preparing technical and financial proposals is a major constraint; and, importantly, there may be an incompatibility as the terms of reference of tender documents are fixed and the ILO has no leeway to bring to bear its distinct perspective and approach. Certain donors are increasingly allocating resources through competitive bidding, which means that the ILO may have greater difficulty in accessing these funds in the future.

16. Based on the above mechanisms, the ILO has successfully mobilized a considerable amount of extra-budgetary resources in recent years. However, the ILO faces the following challenges in its resource mobilization exercise.
- 16.1. *Broadening and consolidating the donor resource base.* Over the last five consecutive years, one single donor, the US Department of Labor (USDOL), accounted for over 40 per cent of the new approvals for the technical cooperation programme. Whilst USDOL's contribution has been critical in expanding the outreach and improving the effectiveness of technical cooperation, there is no assurance that this level of funding will continue. Hence, there is a need to broaden the Office's resource base by initiating programmes with new donors, strengthening cooperation with existing donors, possibly on a multi-annual timeframe and generating additional funding opportunities at the local level.
 - 16.2. *Striking a better sectoral and geographical balance.* For the last three consecutive years, Sector I accounted for approximately 50 per cent of all new approvals. Whilst programmes like IPEC have been effectively used as entry points to promote more integrated decent work approaches, the Office would like to ensure that other components of the Decent Work Agenda receive adequate donor attention. Technical cooperation in support of building the capacity of employers' and workers' organizations has not grown at the same pace as the overall ILO programme. Africa's share in technical cooperation has been constantly declining over the past 15 years, despite universal recognition that Africa deserves a special effort.
 - 16.3. *Ensuring continuity.* The magnitude and complexity of some of the development and capacity-building challenges demand that technical cooperation efforts are sustained over long periods of time. This is often inconsistent with the administrative and budgetary timeframes of programming cycles of the ILO as well as of donors. Furthermore, frequent and sudden changes in geographic or thematic priorities of donors present a particular challenge to the relevance and sustainability of technical cooperation.
 - 16.4. *Promoting donor collaboration and reducing transaction costs.* On many occasions the ILO has had to tailor its established project planning, design, budgeting, reporting, evaluation procedures and legal and contractual provisions to donor requirements. The adaptation and application of diverse donor-specific procedures entails high transaction costs and takes a toll on the timely and cost-effective delivery of technical cooperation projects.
17. The Office intends to address the above challenges by both improving its internal mechanisms and seeking donors' and constituents' support along the following lines.
- 17.1. Entering into partnership agreements with a growing number of donor agencies on the basis of multi-annual funding and decision-making mechanisms consistent with the ILO's own programming cycles and strategic priorities. It is proposed that donor programmes be gradually aligned with the ILO Strategic Policy Framework four-year cycle. A number of donors have indicated that they would support this approach.
 - 17.2. The European Commission and the ILO signed a strategic partnership on 16 July 2004, which reinforces the ILO and EC's joint efforts to reduce poverty and improve labour conditions in developing countries. The partnership will also foster closer collaboration towards the achievement of the Millennium Development Goals (MDGs), the Decent Work Agenda and other internationally agreed development targets. The aim is to make the greatest possible contribution to strengthening the

social dimension of development cooperation. The Commission has been working closely with the ILO since 1958.

- 17.3. The agreement with the EC has a multiregional focus and should materialize in the development of joint programmes around five thematic priorities, namely: core labour standards, with a special focus on child labour and education; corporate social responsibility and core labour standards; social dialogue; poverty reduction and employment; and migration and development. The EC has also expressed interest in entering in a policy dialogue with the ILO on the follow-up to the report of the World Commission on the Social Dimension of Globalization.
- 17.4. This new partnership in the field of development signals a tightening of cooperation between the Commission and the ILO and will be implemented within the EU/UN Financial and Administrative Framework Agreement (FAFA) signed by the ILO on 8 July 2003, and with the involvement of the EC delegations at the country level.
- 17.5. Upgrading the capacity and commitment of ILO field offices to mobilize additional resources by negotiating with donor representatives at the local level.
- 17.6. Streamlining the internal priority setting and resource allocation mechanism to ensure that: (a) project submission deadlines enable proper planning, design and negotiation with recipient institutions; (b) the playing field is levelled for different ILO offices and units which can contribute through the submission of well-designed proposals responding to demonstrated constituents' needs and priorities; and (c) the appraisal system is strengthened and fully incorporates different dimensions such as inter-disciplinarity, tripartism and gender mainstreaming.
- 17.7. Facilitating greater coordination among ILO donors by organizing periodic meetings with the donor community, whereby the ILO would present the broad lines of its work programme and technical cooperation requirements. These meetings would allow participating donor representatives to either pledge contributions or indicate interest in funding of specific geographic or thematic areas. This would in turn enable the Office to map and plan potential donor contributions in relation to specific components of its programme and focus subsequent resource mobilization initiatives around these. These meetings should also progressively help streamline planning and submission cycles, project design, budgeting, reporting and evaluation procedures as well as financial and legal requirements with a view to reducing the high transaction costs associated with the adaptation and application of a multitude of different donor-specific contractual provisions.
- 17.8. Supporting the development and submission of specific products and proposals tailored to employers' and workers' organizations and developing incentives for promoting tripartism across the technical cooperation programme.

III. Technical cooperation in action

18. This section highlights technical programmes for each of the sectors and TURIN. An attempt has been made to focus on the concrete results of programmes and projects, new developments and the outlook. Where available, lessons learnt as observed in evaluations undertaken or in the process of implementation of the programmes and projects are also presented.

A. Standards and fundamental principles and rights at work

- 19.** TC projects and advisory services on freedom of association and the effective recognition of the right to organize and collective bargaining have been implemented, in close collaboration between Declaration, LIBSYND, IFP/Dialogue, ACT/EMP and ACTRAV, in over 50 countries covering all regions. Labour law reform and strengthening the enforcement and implementation of labour law have been key components. Projects cooperate with labour administrations to modernize inspection techniques and with labour court judges to improve the timeliness and consistency of decisions. Significant resources also have been committed to improving tripartite and bipartite relations, either through training on collective bargaining, negotiation skills, dispute prevention and settlement, or enterprise-level institutions. Strengthening the capacity of workers' and employers' organizations to organize, recruit, communicate with and provide new services to Members has formed an important element of all projects. The efforts described above are usually implemented through a train-the-trainer approach, networking and the development and dissemination of training materials, case studies and best practices, in order to encourage sustainability. Several projects have assisted constituents to manage the sensitive issue of representativity. Notable progress on all of these issues has been achieved in Ukraine, Burkina Faso, Kenya, Indonesia, Cambodia, the members of the Gulf Cooperation Council, and the countries of the English-speaking Caribbean, among many others.
- 20.** The Governing Body established the Special Action Programme to Combat Forced Labour (SAP-FL), as part of IFP/Declaration in November 2001 – the first ever special ILO programme to help member States tackle forced labour through promotional means. The SAP-FL approach involves five thematic elements to improve efforts to combat forced labour and trafficking: better understanding of the problem, including estimating global incidence of forced labour; heightened global awareness; stronger legal and policy frameworks; improved institutional structures; and field-based projects to help victims of forced labour as well as to prevent its occurrence. Significant progress has now been made in a wide range of countries. Examples include Brazil, where a National Campaign to Combat Forced Labour was launched in Congress in October 2003; Pakistan, where, after an intensive research programme, a National Committee on Bonded Labour held its first meeting in January 2004, and where a Bonded Labour Adviser now works in the Ministry of Labour; China, where policy advice and information exchanges are preparing the ground for vital law reforms and eventual ratification of Conventions Nos. 29 and 105 on forced labour; Viet Nam, where, with ILO assistance, an inter-ministerial task force on forced labour was created in May 2004; and Central and Eastern Europe, where an important training programme is now under way for labour inspectors and police officers involved in monitoring private recruitment agencies and anti-trafficking programmes. It is expected that the next Global Report will serve to place forced labour concerns more squarely on human rights, governance and poverty reduction agendas.
- 21.** The last action programme adopted by the Governing Body in November 2003 regarding the elimination of discrimination in employment and occupation, has recently launched its first projects. One is under way in Brazil to assist the special secretariat of policies to promote racial equality and the Ministry of Labour in the design and implementation of a national policy to prevent and combat racism in the world of work. A similar project has been launched in Albania, Bosnia and Herzegovina, Bulgaria, Croatia, the former Yugoslav Republic of Macedonia, Romania and Serbia and Montenegro in the framework of the Stability Pact for South-Eastern Europe. Technical assistance activities (e.g. in Peru to assist the Intra-Ministerial Committee on Equality of Opportunities in reviewing all the Labour Ministry's equality policies and programmes) are innovative and should lead to broader technical cooperation projects.

- 22.** To promote greater awareness and to enhance the impact of TC projects, partnerships with international and local media have been established in Africa, the Americas and Asia. Through these partnerships, film stories directly related to technical cooperation projects have been disseminated and interactive radio programmes have been broadcast. Such partnerships will be continued, accompanied by training for media in selected countries where projects are active.
- 23.** Technical assistance has been provided to several countries for the ratification or improved application of the equality Conventions (Nos. 100 and 111), the migrant workers' Conventions (Nos. 97 and 143), the Tripartite Consultation (International Labour Standards) Convention, 1976 (No. 144), and the Indigenous and Tribal Peoples Convention, 1989 (No. 169). The countries concerned include Angola, Bangladesh, Bulgaria, China, Colombia, Cyprus, Estonia, Guatemala, Indonesia, the Islamic Republic of Iran, Fiji, Japan, Mauritius, Pakistan, Papua New Guinea, Peru, Philippines, Suriname and Thailand. Assistance provided has included advice on the creation of equal remuneration systems and machinery to combat discrimination, clarification of issues surrounding possible ratifications and technical advisory services for improved application of standards.
- 24.** In addition to this work, a DANIDA (Danish International Development Agency) funded project to promote ILO policy on indigenous and tribal peoples has provided advice and assistance to a number of governments and indigenous organizations in Africa and Asia in relation to the establishment of policies in favour of the indigenous and tribal peoples in their countries. Such assistance has been provided, inter alia, to Cambodia, Cameroon, Kenya, Morocco and Philippines.
- 25.** During the reporting period, the ILO registered 30 additional ratifications¹ of child labour Conventions. As of mid-July 2004, out of 177 member States, 150 had ratified Convention No. 182, and 134 had ratified Convention No. 138. IPEC continued to collect data on the scale and characteristics of child labour in all regions through its Statistical Information and Monitoring Programme on Child Labour (SIMPOC). New survey tools were added and a range of manuals on how to conduct child labour data collection were issued. A number of important research projects were carried out during the biennium, notably on the economic costs and benefits of eliminating child labour, and the impact of HIV/AIDS on child labour. IPEC also continued to raise the profile of the fight against child labour through its two major global awareness campaigns: Red Card to Child Labour and SCREAM (Supporting Children's Rights through Education, the Arts and the Media).
- 26.** IPEC has been active in 28 African countries supporting programmes aimed at: (i) formulation, promotion, enforcement and monitoring of the relevant national legal framework against child labour; (ii) collection and analysis of data on the worst forms of child labour and the development of credible and comprehensive child labour monitoring and reporting; and (iii) development and implementation of comprehensive time-bound policy and programme frameworks to address child labour issues, with a focus on the worst forms of child labour. The Central and West African subregional project to combat trafficking in children for labour exploitation (LUTRENA) assisted in creating an enabling legal environment to strengthen national capacity, and in preventing and rehabilitating children from trafficking through direct action programmes. The West Africa Cocoa/Commercial Agriculture Programme (WACAP) project, covering Cameroon, Côte d'Ivoire, Ghana, Guinea, and Nigeria, mobilized participation and strengthened the capacity of social partners, carried out intensive awareness-raising campaigns and demonstrated a comprehensive package of social protection measures.

¹ As of 1 July 2004.

27. In Asia and the Pacific, interventions continued to be targeted at the worst forms of child labour – prostitution, trafficking, exploitation in domestic work, bondage, carpet weaving, agriculture, footwear, fishing and mining. National time-bound programmes (TBPs) have been launched in five countries – Nepal, Philippines, Bangladesh, Indonesia and Pakistan. In India, the recently concluded project in Andhra Pradesh State played a key role in influencing and complementing State-level efforts and policies. Several projects recently approved in view of successful implementation of previous programmes include: a subregional project in combating trafficking in children and women in Mekong countries; subregional projects on prevention and elimination of child domestic labour; subregional project on combating bonded labour in South Asia; and a national project on combating trafficking in children and women in China.
28. A combination of activities, mainly to improve the application of Conventions Nos. 182 and 138, were being developed in the Americas. IPEC's contribution can be highlighted in Peru on the regulations in implementing the General Education Law of July 2003 and the General Labour Law currently being drafted. In Ecuador, the National Committee for the Gradual Elimination of Child Labour (CONEPTI), published the National Plan for the Elimination of Child Labour, which was developed through broad consultation.
29. A national policy and programme framework to combat child labour, developed through technical cooperation, was endorsed by the Lebanese Government. The ongoing national programme in Yemen has proved effective in complementing the national education strategy aimed at universal education by 2015. In the United Arab Emirates, a major labour-receiving country in the region, the Government adopted measures to combat trafficking of children for camel races.
30. Some of the lessons learnt through evaluation of the implementation process might be highlighted. Experience in implementing programmes underlines the vital importance of understanding the national situation and preparing the ground with constituents before embarking on technical cooperation activities. This knowledge base can be partly constructed from the results of the surveys conducted in connection with the integrated Conference discussions in 2003 and 2004 (on occupational safety and health and migrant workers). Early collaboration with the tripartite constituents – a new experiment in some countries – has, in Declaration experience, helped focus on a limited number of the most achievable objectives. National sustainability is of course also improved by such groundwork; but at the same time the sustained capacity of IPEC in particular to continue to meet the needs of recipient countries will depend on the Office's ability to pursue further streamlining and consolidation of action at the country level through well-trained and efficient teams.

B. Employment

Poverty reduction policy and strategies

31. At the African Union Summit held in Maputo in July 2003 and at the ILO's Tenth African Regional Meeting held in December 2003,² the African Union Heads of State and Government agreed to convene a first of its kind Extraordinary Summit on Employment and Poverty Alleviation, in Ouagadougou, Burkina Faso, in September 2004. The Summit was intended to provide a platform for reaching a regional consensus on a sound employment agenda for Africa to help alleviate poverty that would subsequently guide the formulation or adaptation of policies at the national level. It is an outcome of the work by

² <http://www.ilo.org/public/english/bureau/inf/event/ouagadougou/index.htm> .

the ILO and development partners calling upon member States to place employment at the centre of macroeconomic and social policy-making in Africa.

32. At the Summit, the African Heads of State restated their determination to eradicate poverty through strategies centred on job creation and income generation within the framework of the New Partnership for Africa's Development (NEPAD), the Poverty Reduction Strategies Papers (PRSPs) and the Millennium Development Goals. The Summit adopted a Plan of Action on Employment Promotion and Poverty Reduction.
33. Furthermore, a Social Partners Forum was organized in Ouagadougou on 3-4 September, in collaboration with the African Union Commission.
34. The Forum allowed African employers and workers, as well as NGOs active in labour field, representatives of international and development partners' institutions to reflect on the issue of job creation as the key to poverty reduction in Africa.
35. As part of the Forum, a round table was organized to present the ILO publication: "Success Africa – Poverty reduction through decent work, 30 stories". This selection of success stories, with contributions from different organizations, highlighted development policies that have had a positive and effective impact on employment and poverty reduction in Africa.
36. Development partners such as the Swiss Cooperation (SDC), the Agence Française de Développement (AFD), the EC, the Commission for Africa and International Cooperatives Alliance took part in the debate and stressed the importance of integrating decent work into development cooperation and poverty reduction policies. The conclusions adopted by the social partners at the end of the Forum were presented to subsequent meetings of the African Union leading up to the Summit, namely: the Meeting of the Permanent Representative Committee composed of the African Ambassadors to the Commission of the African Union and the Meeting of the Executive Council, normally composed of ministers of foreign affairs but expanded on this occasion to include the lead ministers from the National Inter-sectoral Committee (ministers of finance) as well as ministers of labour. During the opening ceremony of the Extraordinary Summit, the social partners delivered a message from the Forum of the Heads of State.
37. Findings of analytical work undertaken in a number of countries in different regions on the linkage between economic growth, employment and poverty reduction have increased understanding on the role of employment, and are being used in policy-making for pro-poor growth at the country level and in ILO work on PRSPs.
38. Many countries, especially in Africa, have formulated national poverty reduction strategies, which embrace the Millennium Development Goals. The ILO approach to poverty alleviation emphasizes that economic growth is an essential but not sufficient condition for poverty reduction. Poverty reduction involves growth with a substantial reorientation in favour of the poor (so called "pro-poor growth"). It includes changes in institutions, laws, regulations and practices that are part of the process that creates and perpetuates poverty.
39. In Ethiopia, the PRSP processes have encouraged the social partners to look outwards and examine the role they can play in broad development and planning. Training was provided to help the trade union movement undertake economic analysis and engage in national policy debates. The work on strengthening tripartism placed major emphasis on productivity enhancement through improved labour relations. It has also served to highlight gender issues in the context of the PRSP through a series of national and regional seminars on various issues pertaining to gender and the world of work.

40. The Mali PRSP is one of the few that treated employment not simply as a consequence of growth but as a cause. As a direct outcome of the active engagement of ILO officials and constituents in the participatory process, heavily indebted poor countries (HIPC) resources were earmarked.
41. In Ghana, emphasis was placed on building the technical capacity of the social partners and of the Ministry of Manpower Development and Employment to engage in policy debates for the revision of the PRSP. The social partners are now well positioned to argue for the inclusion of productivity and wages in the PRSP. The Ministry has also successfully accessed HIPC funds, allocated within the PRSP framework, to finance vocational training programmes. The ILO strengthens capacity to deliver and evaluate these.
42. In Indonesia, ILO support to the poverty reduction strategy process centred on providing capacity building for constituents and substantial technical contributions to the PRSP drafting process, including 12 technical briefing notes and a comprehensive report with policy recommendations. The short and focused technical briefing notes served as background documents on issues and policy choices critical to poverty reduction, and as building blocks towards the comprehensive ILO report – *Working out of poverty: An ILO submission for the Indonesia PRSP* – that provides specific recommendations for the Government.
43. The ILO contribution to the PRSP document produced by the Government of Pakistan included technical support, support for greater inclusion of ILO constituents in the PRSP process, articulating their concerns and priorities. A technical capacity-building project on formulating policy for poverty reduction was located in the Planning Division at the request of the Minister, executed by the ILO and funded by UNDP.

Employment policy support

44. The ILO is actively involved in the preparation of the Indonesian Youth Employment Action Plan for 2004-05. In Sri Lanka, RBTC resources have contributed to the formulation of a Plan of Action for Youth Employment, one of the core elements of the national employment strategy.
45. For the Americas, among other successful programmes, Argentina's efforts in securing decent employment and incomes can be noted. The ILO created an ad hoc team with the Ministry of Labour, Employment and Social Security that developed a special emergency programme, supported by the most important national employers' and workers' organizations. As an outcome, an integrated programme for employment reactivation in Argentina was recently launched with a budget of US\$9 million, funded by the Italian Government.
46. One of the major achievements of the gender poverty and employment project has been the sensitization of the constituents in Honduras, Nicaragua, Argentina, Bolivia and Paraguay on the need to re-direct employment policies and strategies for poverty reduction to address the problems of discrimination against women. Spaces for tripartite dialogue were generated through the project's activities. The project was of vital importance in Argentina and Paraguay for the consolidation of the national tripartite commissions of equality of opportunities in employment.
47. There has been increasing pressure for more labour market flexibility in Central and East European countries (e.g. Slovakia, to attract foreign investment) and a threat of "social dumping" from the new EU member States. Taking on the challenge for social inclusion, to avoid polarization of the labour force and to maintain the European social model, six

countries, Bulgaria, Czech Republic, Croatia, Hungary, Lithuania and Poland, have already been involved in the ILO's "flexicurity" project.

48. The gender and employment help desk continued to provide constituents with practical tools and advocacy materials to effectively mainstream gender concerns in employment. The information base on equal employment opportunities covering more than 60 countries has, for example, contributed in the drafting of the Pakistan code on gender justice, the Fijian draft Industrial Relations Bill and amendments to the Labour Code of Bulgaria. The resource kit for promoting gender equality for trade unions was made accessible in electronic format and was widely distributed. The *Information guide on preventing discrimination, exploitation and abuse of women migrant workers* has been extensively used for capacity building of constituents. The gender and employment help desk is being expanded to include general issues of growing concern such as youth employment, older women workers and other life cycle related issues.
49. A lesson learnt is that technical advisory services should increasingly focus on cross-cutting issues. An integrated approach, including multi-faceted components aimed at ultimately achieving different dimensions of decent work, has proven to be the most effective way of achieving gender equality in employment. Depending on countries' contexts, different components should be simultaneously or sequentially implemented.
50. Although the immediate objectives differ, depending on the specific country situations and identified priority concerns, the various national action plans for more and better jobs for women have common strategies and approaches. It may be an opportune time to take stock of the results achieved, practical experience gained, tools developed and tested and, importantly, disseminate the findings.

Job creation

51. A substantial amount of jobs has been created and/or sustained in small enterprises, cooperatives and local economic development agencies through the provision of business development services, organizational assistance, financial services and the opening of new market opportunities. Furthermore, the voice and representation of thousands of workers, employers and self-employed people in the informal economy and rural areas have been significantly improved through cooperative development and association building.
52. The success of the Start and Improve Your Business (SIYB) project in entrepreneurship training in Viet Nam has ensured government support on the national programme. The third phase of the SIYB project in Papua New Guinea has focused on developing SIYB programmes at sectoral levels. The integrated support to small enterprises in Mekong Delta countries project built on achievements in small-scale private sector development in Cambodia, Lao People's Democratic Republic and Viet Nam and is in its second phase. In India, Nepal and Pakistan, reviewing of the policy and regulatory environment for SMEs resulted in SME policy reforms.
53. The second phase of the project on enterprise development in Jordan has prepared Expand Your Business (EYB) packages adapted to the national context. These packages are being produced for the first time in Arabic and will be pilot tested in various countries of the region. Within this context and in view of the outputs of the first phase (Arabic packages on Simplified SIYB and SIYB), most countries of the Gulf Cooperation Council have expressed interest in promoting the role of SMEs in its policy of nationalizing the labour force.
54. In Africa, the Manage Your Business Better (GERME) Regional Project, during the first 18 months of its second phase, has made good progress towards its objectives. More than

3,000 entrepreneurs have been trained. A large number of trainers have been trained, with 300 considered active.

- 55.** Small businesses are lagging behind in south-eastern Europe due to the unfavourable business environment, with cumbersome regulations and difficulties in obtaining financing. The technical cooperation programme has strived to promote an enabling environment to SME development with appropriate financial schemes and micro-insurance.
- 56.** The Employment-Intensive Investment Programme has continued its policy and programme development work focusing on job creation and improving the conditions of work in the infrastructure and construction sector. Training of SMEs in labour-based construction methods and in good labour practices is resulting in enhanced technical and managerial capacity of private sector construction companies as well as of the contracting agencies of the government. ILO constituents are playing an increasingly important role in implementing the work on labour-based approaches in infrastructure.
- 57.** A major new development has been the participation in upstream policy level work and collaboration with the World Bank and the Asian Development Bank in major infrastructure programmes. Following on the work on employment and decent work issues in public/private contracting in Ghana, the World Bank has requested ILO participation in a similar exercise in Kenya. Another new development is the expansion of the programme in Latin American countries (Nicaragua, Honduras).
- 58.** In the area of crisis response, the ILO has made a substantial commitment by allocating a part of the cash surplus from the 2002-03 budget to work in this area and by strengthening capacity in the subregional offices in New Delhi and Harare.
- 59.** The crisis programme has extended its work to a number of countries including Afghanistan, Algeria, Argentina, Iraq, Somalia, Sri Lanka and Uruguay. It has continued its work on tool development for constituents' use in crisis response. Ministries of labour now play an increasingly important role in crisis response work. Efforts are being made to strengthen the capacities of workers' and employers' organizations to participate in such work. Partnership agreements have been made with other agencies (for example, with the United Nations country strategy team for the reconstruction programme for Iraq, and with the UNHCR). Centrality of employment is now accepted as a cross-cutting issue in crisis response programmes being developed by the United Nations system due to strengthened ILO partnerships with other United Nations agencies and donors.
- 60.** The demand for ILO technical support is growing, especially in giving an employment focus in reconstruction programmes in post-crisis situations. For future work in this area, it will be important to maintain a minimum critical mass of technical expertise to be able to respond to the needs of the constituents. With an increasing number of decentralized projects, the ILO field structure will progressively have to play a more important role.
- 61.** Provision of cash-surplus resources and a more modest ILO Rapid Action Fund exclusively for crisis response work has provided a "lesson learnt" by demonstrating the substantial benefits of the ILO being "on the ground" in a crisis situation and to be able to use ILO seed funds to rapidly demonstrate the value of its input and to quickly attract substantial donor funding. In the case of Afghanistan, initial seed funds resulted in a US\$5.5 million programme in 2004 and an anticipated additional US\$6.4 million programme in 2005. Where the ILO has not been able to have expertise on the ground, the results have often been disappointing.

Training and skills development

62. Projects on skills and employability assisted the working poor and other vulnerable groups in developing basic and technical skills needed for wage and self-employment. Particularly targeted were the young unemployed (Niger, Kosovo, Ukraine), people with disabilities, including business women (Ethiopia) and workers in the handicraft sector (Niger, Jordan).
63. An USDOL-funded project was implemented to improve the socio-economic status of vulnerable groups in Pakistan and the Philippines through the development of local economies in the most disadvantaged areas. Recent reports from the project sites indicate very positive results in creating job and income opportunities through enhanced training provision. The training for economic empowerment (TREE) concept provides a relevant framework for upgrading and adapting the community-based training (CBT) programme. This approach takes into account the training needs of the poor and enhances capacities of constituents and local institutions in planning, designing and implementing training and support programmes. In India, assistance was provided in extending government vocational training services; women's access to skill training was increased through CBT methodology in Bangladesh.
64. The employment of people with disabilities project has made a positive impact on the development of disability employment policy and legislation by involving government ministries, members of parliament, the social partners and organizations of persons with disabilities in selected countries of East Africa and the Asia/Pacific region. The project is contributing to the creation of regulatory frameworks that encourage and facilitate the employment of women and men with disabilities. Employers are learning how they could contribute further in providing decent work to workers with disabilities through use of the ILO code of practice on managing disability in the workplace. Local guides based on the code were prepared and used in workshops organized by employers' organizations in Ethiopia and Uganda.
65. A lesson learnt from evaluation of programmes and projects in this field is that for long-term impact, skills development policies must be implemented in the context of effective social dialogue at both national and local levels. A focus on gender, skills for youth and those in the informal economy is essential to address the challenges of poverty alleviation and decent work, and to implement the Global Employment Agenda.
66. In future, skills development programmes that use CBT-TREE would be increasingly needed at all levels, including improving education and literacy of poor people, youth and women, and providing them with technical and social skills. The newly adopted human resources development Recommendation No. 195 will influence technical cooperation work in the field of skills and employability, providing a basis to guide policy and practice. Best practices in skills acquisition and work for persons with disabilities will also assist ILO constituents to better address the education, training and lifelong learning needs of vulnerable groups.

Universitas

67. In an effort to help promote local human development and decent work, the ILO programme "Decent work through training and innovation", commonly known as "Universitas",³ funded by Italy and other multi-bilateral donors, has entered into a three-year partnership with Kennesaw State University (KSU), the third largest public institution of higher learning in Georgia, United States.

³ <http://www.ilo.org/public/english/universitas> .

68. The aims of the collaboration are to establish:
- a curriculum that builds skills for youth in community development for social change through sport; and
 - a teaching module that prepares students both academically and to do field work in the area of international sport and development.
69. KSU and ILO/Universitas have already worked together on field programmes in developing countries. KSU participated in a venture with the United Nations country team in Albania⁴ and with the National Olympic Committee in a common framework using sport as a vector for socio-economic integration as part of the national youth strategy adopted by the Ministry of Youth and Sport. Other activities being carried out at the project level include a women's cooperative for local production and income-generating activities in Mozambique, conducted by the National Olympic Committee with the support of the International Olympic Committee and UK Sports. This and other initiatives could be useful towards the KSU/ILO curriculum on leadership through sports.
70. Under the terms of the agreement, ILO/Universitas will consolidate the reference network of universities and labour institutions interested in developing the programme, and provide KSU and the aforementioned network with necessary technical and organizational support.

C. Social protection

71. A set of technical cooperation projects financed by 14 different donors, provided key elements of the Global Campaign for the extension of social security. In the framework of the Campaign, a special launch was organized in Mozambique for Portuguese-speaking African countries. During this launch, the Government of Portugal committed itself to financing a project aimed at extending social security in the five Portuguese-speaking African countries. The Government of Belgium will finance the second phase of the Programme on Strategies and Tools against Social Exclusion and Poverty (STEP) for a period of four years in Senegal, Burkina Faso, Benin, the Democratic Republic of the Congo, Rwanda and Morocco. The Global Campaign was also successfully launched in Senegal. To enhance technical cooperation activities, a support instrument via Internet was developed: the "Centre for Computerized Apprenticeship and Resources in Social Inclusion" (CIARIS).
72. A two-year project financed by the Government of the Netherlands started in April 2004 and aims at improving coverage and effectiveness of social security systems in Fiji, Samoa, Solomon Islands, Tonga, Vanuatu, Nepal and Honduras. A three-year project funded by the Government of France and designed to reduce social exclusion in Bulgaria, Czech Republic, Hungary, Romania and Slovenia has just started.
73. Continued support has been provided to the implementation of the new national health insurance system in Ghana and a method was developed to finance the premiums to the district mutual health insurance schemes in the Dangme west district. Finance, actuarial and statistical services were provided in 36 countries by the ILO Financial and Actuarial Service (FACTS).
74. In the framework of the ILO response to Argentina's economic crisis, a social budget modeling exercise was conducted and included in the Government's White Paper on the

⁴ <http://www.ilo.org/public/english/universitas/sport/projects.htm> .

crisis. An actuarial valuation of the Argentinian pension system provided the analytical basis for social policy planning, and for medium and long-term financial planning of major components of the social sector.

- 75.** Work is continuing on the development of a permanent observatory on social protection, which is anchored in the global database on socio-economic security, and development of social security indicators that can be used to monitor and evaluate the effectiveness of social and labour policies in terms of poverty reduction, equity and efficiency of delivery. Under this project, the global socio-economic security information system would be extended to all ILO member countries and regionalized.
- 76.** National occupational safety and health (OSH) profiles were prepared in Bangladesh, Kenya, Nepal, United Republic of Tanzania, Thailand, Philippines and Uganda. A joint WHO/ILO OSH profile was prepared in Egypt. Programmes on the elimination of silicosis were launched in Brazil, South Africa, Thailand and Viet Nam. Technical cooperation activities on labour inspection were conducted in Bulgaria, Poland, Serbia and Montenegro, the Russian Federation and other CIS countries as well as in Viet Nam.
- 77.** The SOLVE programme, launched in Asia in 2003, has been rapidly expanding in Thailand, Philippines, India, Malaysia and Sri Lanka. The training manual has been translated into national languages. Enterprise-level training promoting SOLVE methodology has been undertaken in these countries and integrated in their training programmes. In addition, it has been promoted among United Nations agencies in Thailand and at the Asia-Pacific Roundtable Conference held in Thailand in May 2004.
- 78.** National capacity through participatory training to deal with OSH issues in the construction and mining industries were conducted in Viet Nam, Cambodia, Lao People's Democratic Republic, Mongolia and Thailand.
- 79.** An agriculture OSH project was launched in Viet Nam financed by Japan; a project on OSH in small construction covering several Asian countries is being funded by the Republic of Korea. A technical cooperation project on ship-breaking financed by UNDP was launched in Bangladesh.
- 80.** The ILO, the Volkswagen Group and GTZ (the German Agency for Technical Cooperation), signed an agreement to implement a public private partnership (PPP) project on the development of national OSH programmes in Brazil, Mexico and South Africa. A technical cooperation project on addressing psychosocial problems at work financed by Italy started in January 2004.
- 81.** A project financed by the European Economic Commission, aimed at evaluating working and employment conditions in future EU member States has been launched. Under this project, a subregional tripartite conference will be held in Brussels in February 2005 on the improvement of working and employment conditions in new member States. A project financed by two French firms, SODEXHO and ACCOR, will produce and publish a manual on workers' nutrition and food services, providing examples from all over the world on employers' and others' best practices.
- 82.** Compensation for hazardous work is against ILO and EU principles of prevention and control. This is not just a question of reviewing and reforming legislation but also of changing deeply entrenched attitudes. ILO is helping to establish risk-based premiums for employment injury benefits, since this rate structure provides a direct financial motivation to enterprises to ensure safe work.

- 83.** The ILO/AIDS technical cooperation programme includes projects in countries in Africa, Asia, Eastern Europe and the Caribbean. ILO/AIDS has implemented a Swedish International Development Agency (SIDA)-funded project on HIV/AIDS prevention in the transport sector and the informal economy in selected African countries. A final outcome of the 2002-03 transport component was an action plan on regional HIV/AIDS issues in the transport sector.
- 84.** Under an Italian-funded project, action-oriented research has been used as a mechanism to mobilize the tripartite constituents as well as to build the knowledge base needed to develop a sound legal and policy environment for workplace action against HIV/AIDS. A new phase of this project is currently active in Ethiopia, Uganda and Zambia.
- 85.** The USDOL-funded International HIV/AIDS Workplace Education Programme is now being implemented in 16 countries in different regions.
- 86.** ILO work on the fight against HIV/AIDS in the workplace and protection of rights of workers living with HIV/AIDS has been recognized, in particular at the XVth International AIDS Conference in Bangkok (11-16 July 2004). The code of practice on HIV/AIDS has been translated into national languages and used as a guiding principle for workplace policy in India, Nepal, Pakistan, Bangladesh, Indonesia and Thailand. Thailand has adopted a national code of practice and developed a self-help handbook for managers on how to respond to HIV/AIDS. The regional project involving the private sector in the fight against HIV/AIDS has resulted in mobilization of multinational companies and their supply chains, and training of trainers and company peer education.
- 87.** A number of countries sought ILO assistance in improving policies and programmes on labour migration. In Thailand, where the Government has to cope with about one million migrants in an irregular situation, the ILO provided advice on establishing a foreign labour policy that would progressively take the place of ad hoc programmes. A project for the Mekong delta countries has already resulted in establishing cooperation agreements on supervision of labour migration by the respective governments. In Turkey, the ILO advised the Government on elements of draft legislation on immigration. In Ireland, at the invitation of trade unions, an ILO mission designed a programme for promoting the integration of immigrant workers. In the Islamic Republic of Iran and the Russian Federation, the ILO responded to requests for information on best practices regarding placing workers abroad and their protection. A project for West African countries was carried out to train senior officials on labour migration policies including migration statistics, while a mission undertook an assessment of the technical assistance needs in Mauritius. The ILO also launched a three-country project (Albania, Moldova and Ukraine) to help the governments improve programmes to counteract trafficking, provide alternative channels for organized migration, and offer young women alternative sources of livelihood in their own countries. Finally, a large programme of technical assistance for Africa was recently launched in support of the ILO African Initiative on Labour Migration.
- 88.** Some of the lessons learnt are social protection initiatives need complementarity between formal systems and community-based schemes. Strong national identification and ownership of projects are essential for sustainability. Workers' organizations and cooperatives can provide very effective venues for informal economy groups to voice their needs on health micro-insurance. In the fight against HIV/AIDS, it is very important to mobilize social partners and extend partnerships beyond traditional ILO partners.

D. Social dialogue

- 89.** The thematic evaluation report, “Strengthening institutions, processes, legal frameworks and capacity of tripartite constituents for tripartism and social dialogue”,⁵ submitted to the 289th Session of the Governing Body in March 2004, underlined the importance of the Office’s follow-up to the resolution concerning tripartism and social dialogue adopted by the ILC in 2002, particularly in ensuring that the ILO’s strategic objectives were achieved through tripartism and social dialogue. The Office is developing a plan of action which includes both strengthening the processes and capacities of social dialogue and also its value added as a tool to address substantive issues facing constituents. In the discussion of the thematic evaluation, speakers emphasized the importance of tripartism and social dialogue, indicating that they must permeate the work of the Office as a whole, particularly its technical cooperation and that the social partners should be involved in all stages of ILO technical cooperation activities. The evaluation concluded that experience gained from the projects reviewed demonstrates that major impact can be achieved through the strengthening of constituents and the reinforcement of social dialogue and tripartism.
- 90.** ILO constituents have strengthened legal frameworks, institutions and procedures for social dialogue and have adopted gender-sensitive national legislation based on ILO standards. Representation, services and influence of tripartite constituents have improved. Many countries are developing efficient institutions and mechanisms of meaningful social dialogue, including poverty reduction strategies, the promotion of fundamental principles and rights at work, especially the right to organize and collective bargaining, and the establishment of mechanisms for the prevention and settlement of labour disputes. For example, through technical cooperation programmes, the United Republic of Tanzania has successfully completed phase one of its labour law reform (April-June 2004), Kenya’s Law Reform Task Force successfully concluded its work and submitted draft legislation to the Attorney-General. In Uganda social partners reached agreement on “principles for new labour laws”. In Nigeria a tripartite committee reviewed a draft of a revised Trade Unions’ Act and Trade Disputes’ Act. In Ukraine a tripartite working drafting group was created and ILO experts provided technical assistance from the points of view of international labour standards and comparative labour law and practice, including EU law.
- 91.** Social dialogue and tripartism has been further promoted in several regions. In Cambodia, the Cambodia labour dispute resolution project has created the first national Arbitration Council. The innovative approach on promoting social dialogue in dispute settlement in India (People’s court) generated significant interest in other South Asian countries and contributed to reducing the backlog of cases pending before labour courts. In Viet Nam, the ILO/Viet Nam industrial relations project has set up an integrated seven-province tripartite industrial relations infrastructure. The ILO intervention in Bangladesh has contributed to the unanimous adoption of the EPZ Trade Union and Industrial Relations Bill, 2004, thereby allowing trade union rights in EPZs from 1 November 2006. Enterprise level initiatives on social dialogue were promoted through a regional project – South Asia and Viet Nam Project on Tripartism and Social Dialogue (SAVPOT) – which developed a series of operational tools for enhanced bipartite action at enterprise level.
- 92.** Through the ILO/Portugal programme on social dialogue in Portuguese-speaking countries (PRODIAL), tripartite constituents have established social dialogue tripartite bodies at national level in Cape Verde, Guinea-Bissau, Mozambique and Sao Tome and Principe. Senegal adopted, in November 2002, a national charter on social dialogue with a view to upgrading the institutional framework for social dialogue between the State, private sector employers and workers. The charter, which was signed by all employers’ organizations

⁵ GB.289/TC/1.

and the major unions and became effective in March 2003, applies to all sectors of the economy, including the public and the private sectors, as well as the informal sector.

93. Capacity building for effective social dialogue in poverty reduction strategies and PRSPs has been provided to tripartite constituents in selected low-income countries. Through training activities and tripartite workshops, the tripartite constituents were able to participate meaningfully in national dialogue on issues of social and economic policy and to represent competently on gender responsive policies and poverty reduction.
94. The PRODIAC project, funded by Norway, has developed social dialogue mechanisms in Central America. Many countries in Central America are improving the labour dispute machinery, such as El Salvador, Honduras, Nicaragua, and country diagnoses were carried out with the approval of action plans for the coming years.
95. In response to the recommendations made by the constituents during the XVth American Regional Meeting, held in Lima in 2002, two projects on strengthening the institutional mechanisms for social dialogue and strengthening of labour administration services for the Andean subregion started in 2004.
96. It is expected that new technical cooperation activities, in addition to reinforcing the existing tripartite structures and providing better implementation of the legal frameworks, will be aimed at promoting capacity building of tripartite constituents to influence the PRSPs, and to promote decent work through the extension of labour administration services to the informal economy.
97. At the request of the Governing Body, SECTOR has launched a series of action programmes on specific themes in six sectors and one cross-sectoral programme in the 2004-05 Programme and Budget. All programmes are designed to help constituents resolve problems within the ILO fields of competence in the sectors concerned, using social dialogue mechanisms as the medium.

Bureau for Employers' Activities (ACT/EMP)

98. Strengthening employers' organizations by developing and improving their services, attracting new members, and increasing their policy influence through the effective articulation of the business community's views are the focus of ACT/EMP work. ACT/EMP's strategy continues to be in-depth dialogue and strategic planning to enable identification of the employers' organizations' priorities, a process carried out by the employer specialists in the field. This dialogue leads to the development of ACT/EMP workplans to address priority areas of assistance.
99. An important focus has been on raising employers' organizations' awareness of the Global Compact and implementation of its labour principles by member enterprises. The programme, which has been implemented in eight countries in Asia and in one of the Arab States has so far achieved the following results: 20 companies have submitted reports on efforts to implement the labour principles in the Global Compact; 950 individuals were trained in the labour principles, and 30 courses on the principles have been held by trainers trained through the programme. The project, a pilot exercise, is one of the first to have implemented, at the company level, broadly endorsed global principles, and in the process has created valuable experience for carrying the work forward.
100. A regional programme on OSH has been operational in Latin America since 2001 for employers' organizations in Bolivia, Paraguay, Honduras and the Dominican Republic, to raise awareness of employers' organizations and their members on the importance of OSH, and to strengthen their capacity to provide OSH services to their members. Action plans

and strategies were drawn up by all four organizations to establish services. In Bolivia, the focus has been on OSH as a central issue both in the national organization and in its member federations.

101. ACT/EMP developed a baseline data information system, launched in early 2004, which will gather information, describing employers' organization structures and activities in a consistent way and on an ongoing basis. It is intended to be a useful tool for employers' organizations to share information. It is also designed to allow ACT/EMP to better monitor the impact of its technical cooperation programme by providing data on its key performance indicators.
102. In December 2003, ACT/EMP organized an international symposium for employers' organizations to address the ways in which they can further improve their performance by matching services more closely to the needs of member enterprises and by increasing the relevance of services to those enterprises not in the membership. One of the outcomes was a need expressed for assistance on sound governance in employers' organizations, i.e. rules, structures and practices which ensure that their decisions and actions are based on the real views and needs of the majority of members and that there is no undue internal or external influence. In this way, sound governance is an important precondition for the sustainability of any achievements of ACT/EMP technical cooperation. As a first step, an ACT/EMP guide to sound governance in employers' organizations will be prepared. Training workshops at the regional level are planned.
103. ACT/EMP has laid the groundwork for a number of key programmes, which are being planned and implemented in the current biennium. ACT/EMP and ACTRAV jointly developed three proposals for the ILO cash surplus funding which will be the major focus of ACT/EMP technical cooperation activities in this current biennium. They cover the PRSP, informal economy and the Global Compact (which will build on the Dutch-funded activities on the Global Compact carried out last biennium). Two programmes funded by Norway on child labour and on productivity and competitiveness will also be the focus of technical cooperation activities in 2004-05.

Bureau for Workers' Activities (ACTRAV)

104. Assisting workers' organizations in extending their representation, services and union influence in society was a major ACTRAV contribution towards the goal of strengthening tripartism and social dialogue. An Italian-funded project resulted in stronger emphasis on strategic planning in workers' organizations in Africa (United Republic of Tanzania, Rwanda, Mozambique, Sierra Leone, Benin and Swaziland) enabling them to formulate and apply sustainable strategies to implement the ILO Declaration in national contexts, build democracy, strengthen respect for human and trade union rights, and increase women's role in development.
105. Project activities contributed to the strengthening of trade unions through mergers, helped union leaders understand the impact of HIV/AIDS on labour, as well as the need to include the HIV/AIDS issues in collective bargaining agreements.
106. A regional virtual decent work observatory, set up through Spanish funding, allowed workers' organizations in Latin America (Argentina, Brazil, Chile, Paraguay, Uruguay, Colombia, Peru and Venezuela) to consult different observatories and monitor the implementation of the Decent Work Agenda. The project contributed to the elaboration of positive alternatives in the field of labour law, youth employment, informal economy, migration, gender equality, social security and regional integration. Over 55 per cent of participants were women.

- 107.** In Asia, through a project previously funded by Denmark and currently sponsored by Norway, almost 1,200 self-help groups have been set up in remote areas of southern India. The project aims to integrate rural women in the informal economy into unions. Membership of trade unions has increased dramatically as a result. Income-generating activities have put the groups on a stable footing. Village women have been enabled to defend their interests collectively. Action has been taken to negotiate on behalf of gem workers and weavers in the villages. With the help of their union federations, the groups can now enrol their members in social security funds. In Cambodia, a DANIDA project contributed to the establishment of committees on gender equality promotion, wages, PRSP, HIV/AIDS and child labour. The numbers of enterprise-level unions has increased and about 60 per cent in the garment and textile sector are now unionized. Unions have been trained to make use of collective dispute handling systems: 35 cases have been settled by the Arbitration Council and seven cases are being examined.
- 108.** Through its interregional child labour project, ACTRAV has helped strengthen trade unions in their struggle against child labour in Cambodia, Nepal and Zimbabwe. In Mali, this work brought together workers' and employers' organizations.
- 109.** In close cooperation with the international trade union movement, new instruments for knowledge management, research cooperation and high-level capacity building for trade unions have been developed to strengthen workers' organizations in advancing fair globalization and engaging effectively in social dialogue and tripartism.
- 110.** As new developments, the constitution of joint child labour committees, which have enabled trade unions to embark on social dialogue activities, can be mentioned. Eight commercial farms in South Africa and 20 farmers in Ghana have signed up to the "make your farm a child labour free zone" undertaking.
- 111.** The Project on Partnership for Democracy and Peace has linkages with other ILO projects related to the promotion of the ILO Declaration on Fundamental Principles and Rights at Work, IPEC and social dialogue – it encompasses strong components in the areas of human and trade union rights, principles of democracy and governance, social dialogue (tripartism, collective bargaining), gender issues and organization.
- 112.** In cooperation with an international university network, a Masters programme on labour policies and globalization has been established. The pilot course with participants from 20 countries starts in October 2004. Complementary to this initiative and in cooperation with the International Institute for Labour Studies, the Global Union Research Network (GURN) has been created to link up trade union and labour researchers to facilitate information exchange, (online) debates and joint research activities.

E. International Training Centre of the ILO, Turin

- 113.** In 2003, the Centre implemented 403 activities and trained 9,749 participants from 177 countries. Over 55 per cent of the activities were held outside Turin, either in the field or through distance learning. The average rate of women's participation was 40 per cent in 2003. These trends are confirmed for 2004, although the overall volume of activities this year may not equal that of 2003, which was quite exceptional.
- 114.** The Centre continued its deliberate policy of increasingly focusing its activities on the ILO constituencies and of creating opportunities for involving social partners in its training programme.

- 115.** The Government of Italy and the ILO remained the principal sponsors of the Centre's activities, covering about one-third of the total training income. However, the Centre continued to generate income from other sources. Bilateral donors maintained their share of the total contribution to the programmes. A number of customized programmes were implemented with direct financial contributions from the recipient institutions, mainly from Asia, Latin America and Eastern Europe (e.g. Azerbaijan, Brazil, China, Colombia, Croatia, Honduras, Mexico, the Russian Federation, Ukraine and Uzbekistan) and from some African countries (e.g. Mozambique and the United Republic of Tanzania). The investment made by the Centre in prior years to establish a capacity to respond to tender opportunities created nine new projects in 2003, which were awarded to the Centre through competitive bidding. This capacity is being further strengthened in 2004.
- 116.** The Centre's technical capacity has continued to expand in all the main areas related to the ILO mandate and its strategic objectives, while it has maintained a cross-sectoral capacity in learning technology and management of development. Steady progress has been made towards the objective of closer association with the ILO, as well as in joint product development and delivery.
- 117.** Information technology has been increasingly used to augment the impact of training by better preparing participants before courses and supporting them after courses. The Distance Education and Learning Technology Applications (DELTA) programme is a catalyst for the Centre's work in this field. Several distance learning platforms were developed in the context of specific projects in collaboration with all the technical programmes. DELTA has made a major effort to systematize its modular collection for the competency-based training of trainers programme, which is offered in several languages. Moreover, DELTA has been entrusted projects supporting the reform of technical education systems in countries such as Bolivia, El Salvador and Bulgaria.
- 118.** The Centre has strengthened its gender mainstreaming approach in accordance with ILO policy. Drawing on the experience and lessons learnt by the Centre's Gender Coordination Unit through its prior participation in the ILO gender audit exercises, more recently the Centre conducted its own gender audit, i.e. an internal assessment of how far the Centre's environment was conducive to gender equality. In late 2003, the Centre won a tender to train development cooperation officials of the European Commission in gender mainstreaming. Project activities will be carried out from 2004 to 2006 both in Brussels and in 24 developing countries.
- 119.** Progress has been made in the standardization, computerization and use of evaluation tools upon completion of training activities. This has enabled the Centre to use feedback from participants to improve the quality and relevance of its products and services. Concerning impact evaluation, the Centre has decided to concentrate on project evaluation where feasible, and agreed with the sponsor, on thematic reviews. A thematic review is an impact evaluation exercise, which is conducted on a set of activities implemented by the Centre over a period of time (at least 2-3 years) in the same thematic area, for the same type of target audience. In 2003-04, such a review has been undertaken for two regular curriculums, namely the fundamental ILS course, which is offered in May every year to national delegates participating in the ILC, and the Women Workers' Rights course, which has become a regular component of the ILS programme. The thematic review approach will be improved, better defined and refined in the process of the ongoing impact evaluation project. The 2004 theme identified for impact evaluation is the training of judges, lawyers and legal educators in international labour standards. This project, which also aims at providing a model for future exercises in other thematic areas, is expected to be completed in the first quarter of 2005.

120. As for future work, the Centre has been conducting an exercise aimed at defining strategic areas to be developed over the next three-year cycle. Among these, special attention will be given to the follow-up to the report of the World Commission on the Social Dimension of Globalization. The Centre's response to the recommendations of the report will be integrated into its training programmes systematically. A preliminary analysis of those recommendations has highlighted the areas to which the Centre can best contribute.
121. In addition, the Centre, also in close collaboration with the Office, has identified four cross-cutting themes for which new training modules and products will be developed: trafficking in human beings; child labour; labour migration; and HIV/AIDS in the workplace.
122. The Centre has also consolidated its cooperation with the University of Turin and other reputable academic institutions for the implementation of post-graduate courses in relevant subjects.

IV. Decent work country programmes – Priority setting at the country level

123. ILO constituents have endorsed the promotion of decent work as the core ILO mandate, both as a global goal and as an objective in each country. The principles of decent work, combining the four essential dimensions of rights, employment, social protection and representation, together define a path to balanced economic and social development adapted to national situations.
124. Decent work country programmes rest on the identification of a limited number of priority medium-term objectives within the ILO mandate. They define the intersection of ILO strategic and operational objectives with country priorities as expressed by constituents and national development objectives and provide a framework for streamlining ILO activities while achieving greater coherence.
125. The country programme approach is actively promoted by the United Nations family of agencies as the best means to align external assistance with country priorities. The United Nations Development Assistance Framework (UNDAF) is an expression of this. Decent work country programmes are the ILO contribution to UNDAF, to poverty reduction strategies and common country assessments.
126. The ILO has gained some experience in defining decent work country programmes through a pilot scheme (see GB.288/ESP/5) and through other efforts promoted by ILO field offices. In addition, the ILO has been strengthening its contributions to PRSPs in a number of countries drawing many useful lessons applied in others.
127. These different approaches and experiences highlight the merit of pursuing an approach centred on decent work. Most world of work issues are complex, drawing on a range of fields within the labour market and in the governance of different policies. These have to be addressed holistically, even though entry points can be different and/or sequenced. The value of determining the overall objective as the promotion of decent work and thereby identifying priority areas requiring reform is invaluable. A medium-term plan with an overall objective followed by biennial implementation plans provides a sound basis for pursuing a consistent and coherent approach in the promotion of decent work.
128. The promotion of decent work is as much the responsibility of constituents and of other agencies as it is that of the ILO. Realizing decent work depends on a range of actors. This has important implications for the definition of the ILO effort which should increasingly be

directed towards seeking others to support decent work policies and programmes. The ILO must use its limited resources to work as a catalyst and promoter of policies for decent work using all the means of action at its disposal.

V. Technical cooperation and international development frameworks

The Millennium Development Goals

129. The ILO continued its efforts to mainstream employment in the Millennium Development Goals. The importance of decent work (including employment) for achieving the MDGs was emphasized at the Fifth Inter-Agency and Expert Meeting on MDG Indicators (April 2004). Its importance was further highlighted at a public ILO-Department of Economic and Social Affairs (DESA) briefing at United Nations Headquarters on “Employment and the MDGs”. The ILO participated in the drafting of the report of the Millennium Project Task Force on Poverty and Economic Development (TF 1) and at the meeting of the Task Force in Bangkok. In July 2004, the Economic and Social Council (ECOSOC) adopted a resolution encouraging UN entities to assist countries in mainstreaming employment in poverty reduction strategies.⁶

Coordination in the multilateral system

130. One of the UNDG’s priorities for 2004 is based on an ILO proposal entitled: “UNDG policy and position on the harmonization debate in the OECD/DAC and the World Bank, including sector-wide approaches (SWAPs) and MDG/Poverty Reduction Strategy Paper (PRSP) processes”. The UNDG is giving guidance and support to United Nations country teams (UNCTs) for incorporating indigenous peoples’ issues in operational activities and including durable solutions for displaced persons in common country assessments (CCAs), UNDAF and country programmes.⁷ The ILO is involved in inter-agency work for drawing up guidelines in these areas, and it is a member of the quality support and assurance group for CCAs and UNDAFs which now provide for participation of the social partners at all stages.⁸

131. Security Council resolution No. 1539 (2004) on children and armed conflict gives United Nations peacekeepers and UNCTs a formal role for monitoring and reporting on developments on the ground. The ILO was involved in preparing the UN Secretary-General’s Fourth Report on children and armed conflict which refers to Convention No. 182.⁹ It is a member of the inter-agency team preparing the Fifth Report.

⁶ *Coordinated and integrated United Nations system approach to promoting rural development in developing countries, with due consideration to least developed countries, for poverty eradication and sustainable development*, E/2004/L.18 (provisional number).

⁷ The ILO is represented in 58 of the 133 UNCTs.

⁸ During the reporting period, the UNDG issued: CCA-UNDAF Guidelines (July 2004); the Second PRSP Guidance Note (Dec. 2003); Guidance Note on Joint Programming (Dec. 2003); Guidelines for “Operationalizing a strengthened UN system response to HIV/AIDS at country level” (Nov. 2003); and Guidance Note for MDG reports (Oct. 2003).

⁹ *Children and armed conflict*, Report of the Secretary-General, A/58/546-S/2003/1053, para. 6.

132. The ILO participated in: the UNDG Technical Working Group on Iraq; the Iraq Reconstruction Needs Assessment Liaison Group; the UNDG-Emergency Coordinator Humanitarian Affairs Working Group on Transition Issues; and the Technical Working Group on Needs Assessments in Liberia. Employment is now among the cross-cutting issues covered in needs assessments (e.g. Haiti, Iraq, Liberia and Sudan).
133. During preliminary discussions on the 2004 Triennial Comprehensive Policy Review (TCPR),¹⁰ several delegations called for further simplification, coordination, coherence, and joint programming within the United Nations system.
134. The report of the World Commission on the Social Dimension of Globalization is being widely referred to in discussions on policy coherence within the multilateral system.¹¹ The report of the World Commission on the Social Dimension of Globalization calls for decent work to be a global goal. If this is to be realized, there must be policy coherence nationally and internationally. While there have been moves in this direction at the country level, the report highlights the need to improve international policy coordination. In particular, it called on the relevant international organizations to work together on sustainable growth, investment and employment creation through policy coherence initiatives. The Office has been pursuing this recommendation with relevant organizations. The Secretary-General has recommended that ECOSOC's high-level policy dialogue with the heads of the international financial institutions should focus on the "various dimensions of globalization and how to make it work towards the realization of the development goals".¹² In April 2004, the UN Commission on Human Rights adopted a resolution that emphasizes "the need to operationalize the recommendations in the report aimed at full enjoyment of human rights".¹³ The General Assembly adopted a resolution,¹⁴ emphasizing the central role of the United Nations in promoting policy coherence and its commitment to work towards a fair and equitable international economic environment in which globalization benefits all countries.

ECOSOC 2004

135. The ILO had a prominent role in this year's ECOSOC High-Level Segment (June 2004) which focused on least developed countries. The Director-General presented the World Commission report and stressed the need for a fair globalization to achieve the objectives of the Brussels programme of action. Several delegations echoed that view. The ILO hosted a ministerial breakfast, chaired by the Minister for Foreign Affairs and International Cooperation of the United Republic of Tanzania, on the theme of "Globalization and LDCs: The need for a fair and inclusive process". During the ECOSOC Investment

¹⁰ *Triennial comprehensive policy review of operational activities for development of the UN system*, Report of the Secretary-General, A/59/85-E/2004/68.

¹¹ *World Commission on the Social Dimension of Globalization: A fair globalization: Creating opportunities for all*, 2004.

¹² *The role of the Economic and Social Council in the integrated and coordinated implementation of the outcomes of and follow-up to major United Nations conferences and summits*, Report of the Secretary-General, E/2004/71.

¹³ *Globalization and its impact on the full enjoyment of all human rights*, E/2004/23 (Part I), Resolution 2004/24.

¹⁴ *Reaffirming the central role of the United Nations in the maintenance of international peace and security and the promotion of international cooperation*, A/RES/58/317.

Promotion Forum, ILO co-sponsored with the UN Capital Development Fund (UNCDF) a Round table on local private sector development: The role of microfinance/microcredit, chaired by the President of Benin.

Cooperation with other UN entities

- 136.** As a member of the UNAIDS Interagency Task Team on Gender and HIV/AIDS, ILO contributed to the “Operational guide on gender and HIV/AIDS: A rights-based approach”, which also covers HIV/AIDS in the workplace.
- 137.** At its 2004 annual session, UNICEF’s Executive Board referred to UNICEF/ILO partnerships to combat the worst forms of child labour in over 60 countries.¹⁵ Similar joint initiatives were mentioned in three draft country programme documents.¹⁶
- 138.** At the 12th Session of the Commission on Sustainable Development (April 2004) participants were apprised of ILO projects that contribute to job creation and improved sanitation in certain LDCs. Collaboration with UN/HABITAT was underscored.

Other developments

- 139.** The report of the Panel of Eminent Persons on UN-Civil Society Relations notes that trade unions “deserve greater attention ... because of their explicit representational roles”, and calls on the UN Secretariat to engage more with SMEs and their national associations. UN Member States will consider the report during the 59th Session of the General Assembly.¹⁷

VI. Evaluation of technical cooperation projects and programmes

- 140.** Evaluation of technical cooperation activities has continued in accordance with the ILO evaluation framework.¹⁸ The criteria for evaluation included the relevance, efficiency, effectiveness, impact and sustainability of technical cooperation programmes and projects. Given that most of the technical cooperation programmes and projects are financed with extra-budgetary funds, donor concerns and specific requirements in the evaluation process were also incorporated.
- 141.** According to ILO established guidelines, all technical cooperation projects are subjected to evaluation and, depending on the project and the evaluation plan, take the form of self-evaluation, independent internal evaluation, external evaluation, or a combination of all three. Projects of under 18 months duration would have a final evaluation on completion; projects with a duration of between 18-30 months would have a mid-term evaluation, and a final evaluation on completion; projects of over 30 months duration would have annual

¹⁵ *Report of the Executive Director*, E/ICEF/2004/9.

¹⁶ See *Annual report of the Executive Director*, and also documents on Cape Verde (E/ICEF/2004/P/L.5); Southern Cone: Argentina, Chile and Uruguay (E/ICEF/2004/P/L.6); and the Philippines (E/ICEF/2004/P/L.9).

¹⁷ *We the peoples: Civil society, the United Nations and global governance*, A/58/817.

¹⁸ GB.285/PFA/10.

reviews, a mid-term evaluation if stipulated at the time of establishing the project evaluation plan, and a final evaluation upon completion. All technical cooperation programmes or projects with a budget of over US\$350,000 would be subjected to annual self-evaluation; there would be a need for evaluation before starting a new phase, should there be any. An independent evaluation would be carried out at least once during the programme or project cycle. Independent evaluations are carried out internally as well as externally. An internal independent evaluation would require that the team leader, an ILO official, would have had no involvement in any capacity with the formulation or execution of the project that is being evaluated. External independent evaluations are normally carried out by outside consultants. In an attempt to assess longer-term effectiveness, impact and sustainability of major programmes and projects, ex-post evaluations are carried out on a selective basis.

- 142.** The following table shows the number of evaluations carried out between July 2002 and June 2004.

Evaluations carried out (July 2002-June 2004)

Administrating units	Mid-term			Final			Total
	Self and independent	External	Total	Self and independent	External	Total	
Headquarters	49	42	91	29	33	62	153
Field	28	18	38	36	23	59	97
Total	77	60	129	65	56	121	250

- 143.** Of the 250 evaluations carried out, 153 were administered by units at headquarters and 97 by the field. A large number of annual reviews were carried out. In addition, 129 mid-term and 121 final evaluations were carried out. One hundred sixteen of the 250 evaluations carried out were external.
- 144.** The Office is required to submit annually a thematic evaluation around a technical cooperation issue to the Committee on Technical Cooperation. This has been done systematically. In March 2003, a thematic evaluation on “strengthening institutions, processes, legal frameworks and capacity of tripartite constituents for tripartism and social dialogue” (GB.289/TC/1) had been submitted and deliberated upon. The thematic evaluation presented in 2005 will be on “gender issues in technical cooperation”.
- 145.** The framework for evaluation that was approved by the Governing Body calls upon the Office to monitor the evaluation process, analyse technical cooperation evaluation reports for lessons learnt, troubleshoot and contribute to Office-wide databases and dissemination systems of evaluation results, best practices and reports. An important task would be to feed back relevant elements from evaluation results into the ongoing implementation process and into future programmes and projects.

Geneva, 30 September 2004.

Submitted for discussion.

Appendix I

Expenditure on ILO technical cooperation programmes 2001-03 (excluding administrative expenditure) (in US\$'000)

A. By source of funding

Source of funds	2001		2002		2003		2003/2002
	\$	% share	\$	% share	\$	% share	% change
Extra-budgetary							
UNDP ¹	10 644	8.7	8 480	7.2	6 672	4.8	-21.3
Trust Funds ² and Multi-bi ³	88 706	72.9	97 206	82.8	112 843	81.8	16.1
UNFPA ⁴	2 429	2.0	1 852	1.6	166	0.1	-91.0
Subtotal extra-budgetary	101 779	83.6	107 537	91.6	119 681	86.7	11.3
Regular budget (RBTC)	19 966	16.4	9 846	8.4	18 300	13.3	85.9
Total	121 745	100.0	117 383	100.0	137 981	100.0	17.5

¹ Including projects in which the ILO acts as an associated agency: (US\$3,178,621 for 2001, US\$2,784,542 for 2002 and US\$3,068,994 for 2003). Including SPPD projects: (US\$2,167,593 for 2001, US\$2,606,668 for 2002 and US\$2,212,356 for 2003). Excluding STS projects: (US\$1,005,629 for 2001, US\$607,037 for 2002 and US\$714,570 for 2003).

² Including (a) funds deposited by beneficiary governments; (b) reimbursable expenditure under programmes such as UNEP, UNICEF, UNHCR, etc; (c) development banks.

³ Multi-bilateral programmes, including associate expert programmes.

⁴ United Nations Fund for Population Activities.

B. By geographical region

Region	2001		2002		2003		2003/2002
	\$	% share	\$	% share	\$	% share	% change
Africa	32 757	26.9	27 911	23.8	32 246	23.4	15.5
Asia and the Pacific ¹	26 816	22.0	26 699	22.7	30 938	22.4	15.9
Americas	20 043	16.5	19 726	16.8	24 013	17.4	21.7
Arab States	2 290	1.9	2 510	2.1	2 847	2.1	13.4
Europe ²	5 948	4.9	7 589	6.5	8 793	6.4	15.9
Interregional and global	33 891	27.8	32 948	28.1	39 143	28.4	18.8
Total	121 745	100.0	117 383	100.0	137 981	100.0	17.5

¹ Including Afghanistan and the Islamic Republic of Iran.

² Including Israel.

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

Region	2002				2003			
	Alloc.	Expend.	% share (expend.)	% delivery rate	Alloc.	Expend.	% share (expend.)	% delivery rate
Africa	42 647	24 237	22.5	56.8	41 718	26 862	22.4	64.4
Asia and the Pacific ¹	38 387	24 967	23.2	65.0	40 746	26 707	22.3	65.5
Americas	27 623	17 664	16.4	63.9	29 820	20 312	17.0	68.1
Arab States	2 906	1 919	1.8	66.0	2 904	1 613	1.3	55.5
Europe ²	9 795	6 957	6.5	71.0	9 416	7 808	6.5	82.9
Interregional and global	46 394	31 793	29.6	68.5	49 017	36 378	30.4	74.2
Total	167 752	107 537	100.0	64.1	173 621	119 681	100.0	68.9

¹ Including Afghanistan and the Islamic Republic of Iran.

² Including Israel.

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

Field of activity	2003			
	Allocation	Expenditure	% share (expend.)	% delivery rate
Standards and fundamental principles and rights at work				
International labour standards				
Programme management	224	185	0.2	82.5
Social protection and labour conditions	134	121	0.1	90.5
Equality and employment	735	713	0.6	97.1
Standards policy	152	133	0.1	86.9
InFocus programme on promoting the Declaration	9 830	7 381	6.2	75.1
InFocus programme on child labour	63 843	42 315	35.4	66.3
<i>Subtotal</i>	74 917	50 848	42.5	67.9
Employment				
Executive Director's office and common services	498	278	0.2	55.7
Employment strategy	4 813	2 864	2.4	59.5
Recovery and reconstruction				
Programme management	302	79	0.1	26.1
Employment intensive investment	13 789	9 072	7.6	65.8
InFocus programme on crisis response and reconstruction	1 489	1 368	1.1	91.9
InFocus programme on skills, knowledge and employability	7 447	5 261	4.4	70.6
Job creation and enterprise development				
Programme management	487	319	0.3	65.5
InFocus programme on boosting employment through small enterprise development	11 439	8 349	7.0	73.0
Cooperatives	4 162	3 712	3.1	89.2
Management and corporate citizenship	1 555	925	0.8	59.5

Field of activity	2003			
	Allocation	Expenditure	% share (expend.)	% delivery rate
Multinational enterprises	489	166	0.1	33.9
Gender promotion	3 117	2 236	1.9	71.7
Social finance unit	4 778	2 346	2.0	49.1
<i>Subtotal</i>	54 364	36 976	30.9	68.0
Social protection				
InFocus programme on socio-economic security	1 527	1 480	1.2	96.9
InFocus programme on safety and health at work and the environment	1 624	856	0.7	52.7
Conditions of work and employment programme	815	682	0.6	83.7
International migration	561	391	0.3	69.7
International occupational safety and health information	211	149	0.1	70.5
ILO programme on HIV/AIDS and the world of work	4 711	2 653	2.2	56.3
Social security	8 331	6 209	5.2	74.5
<i>Subtotal</i>	17 780	12 420	10.4	69.9
Social dialogue				
Executive Director's office and common services	25	21	0.0	82.4
Employers' activities	927	869	0.7	93.7
Workers' activities	3 696	2 836	2.4	76.7
InFocus programme on social dialogue, labour law and labour administration	11 906	8 077	6.7	67.8
Sectoral activities	1 274	935	0.8	73.4
<i>Subtotal</i>	17 828	12 737	10.6	71.4
Policy integration				
Policy integration	551	257	0.2	46.7
National policy group	646	450	0.4	69.6
International policy group	571	373	0.3	65.3
Bureau of statistics	304	210	0.2	69.1
<i>Subtotal</i>	2 073	1 290	1.1	62.2
Cross-cutting activities				
ILO Turin Centre	1 413	1 211	1.0	85.7
Communications	152	96		
International Institute for Labour Studies	67	30	0.0	44.8
Gender equality	1 652	1 428	1.2	86.4
<i>Subtotal</i>	3 284	2 765	2.3	84.2
Miscellaneous ¹	3 375	2 646	2.2	78.4
Total ILO technical cooperation programmes in 2003	173 621	119 681	100.0	68.9

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

Appendix II

Analysis of ILO technical cooperation expenditure by type of assistance/input, 2002-03 (excluding administrative expenditure) (in US\$'000)

Type of assistance/input	2002		2003		2003/2002
	\$	% share	\$	% share	% change
Experts	30 838	26.3	28 750	20.8	-6.8
Other personnel ¹	35 188	30.0	43 732	31.7	24.3
Training ²	18 311	15.6	26 789	19.4	46.3
Equipment	3 344	2.8	2 771	2.0	-17.1
Subcontracting	21 930	18.7	25 717	18.6	17.3
Miscellaneous	7 771	6.6	10 221	7.4	31.5
Total	117 383	100.0	137 981	100.0	17.5

¹ National experts, external collaborators, locally recruited project staff, United Nations Volunteers and other staff costs.

² Comprising mainly fellowships, seminars and in-service training.

Appendix III

Analysis of ILO technical cooperation expenditure in 2003, by field of activity and source of funds (excluding administrative expenditure) (in US\$'000)

Field of activity	2003				
	Regular budget	UNDP	UNFPA	Trust funds and multi-bi	Total
Standards and fundamental principles and rights at work					
Executive Director's office and common services	76				76
International labour standards					
Programme management	654			185	839
Social protection and labour conditions	38			121	159
Freedom of association	80				80
Equality and employment	68			713	781
Standards policy and information	13			133	145
InFocus programme on promoting the Declaration	175	-4		7 385	7 555
InFocus programme on child labour	134	2		42 313	42 449
Subtotal	1 236	-2	0	50 850	52 084
Employment					
Executive Director's office and common services	2 008	139		139	2 286
Employment strategy	1 349	648	22	2 195	4 213
Recovery and reconstruction					
Programme management	118	2		77	197
Employment intensive investment	94	231		8 841	9 166
InFocus programme on crisis response and reconstruction	389	190		1 179	1 757
InFocus programme on skills, knowledge and employability	1 213	1 031		4 230	6 474
Job creation and enterprise development					
Programme management	616	0		319	935
InFocus programme on boosting employment through small enterprise development	130	298		8 051	8 479
Cooperatives	30	2 332		1 380	3 742
Management and corporate citizenship	22	275		650	947
Multinational enterprises	57	9		157	223
Gender promotion	256	55		2 181	2 492
Social finance unit	121	-147		2 493	2 467
Subtotal	6 401	5 061	22	31 893	43 377
Social protection					
Executive Director's office and common services	155				155
InFocus programme on socio-economic security	82	391		1 089	1 561
Labour protection					

Field of activity	2003				
	Regular budget	UNDP	UNFPA	Trust funds and multi-bi	Total
Programme management	796				796
InFocus programme on safety and health at work and the environment	403	98		759	1 259
Conditions of work and employment programme	6 972			682	7 51
International migration	60			391	450
Occupational safety and health information services				149	149
HIV/AIDS and the world of work	100	49		2 604	2 753
Social security	570	679	144	5 386	6 779
Subtotal	2 235	1 217	144	11 058	14 655
Social Dialogue					
Executive Director's office and common services				21	21
Employers' activities	1 463			869	2 332
Workers' activities	3 685			2 836	6 521
InFocus programme on social dialogue, labour law and labour administration	1 409	155		7 922	9 486
Sectoral activities	480			935	1 415
Subtotal	7 038	155	0	12 582	19 774
Policy integration					
Policy integration	679			257	937
National policy group	433	37		413	883
International policy group				373	373
Bureau of statistics	198	210			409
Subtotal	1 311	247	0	1 043	2 601
Cross-cutting activities					
ILO Turin Centre		-2		1 213	1 211
Communications				96	96
International Institute for Labour Studies				30	30
Gender equality	61			1 428	1 489
Subtotal	61	-2	0	2 767	2 826
Miscellaneous ¹	17	-5		2 651	2 663
Total ILO technical cooperation programmes in 2003	18 300	6 672	166	112 843	137 981
Total ILO technical cooperation programmes in 2002	9 846	8 480	1 852	97 206	117 383

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

Appendix IV

Breakdown, by country and area, of expenditure on ILO technical cooperation in 2003 (excluding administrative expenditure) (in US\$'000)

- Negative figures indicate previous year adjustments. Due to rounding off, some totals may appear incorrect and under 500 appears as zero.
- Expenditures incurred in developed countries are for beneficiaries in developing countries (e.g. research and training).

Country or territory	Regular budget	UNDP (executing agency)	UNDP (associated agency)	UNFPA	Trust funds	Total
Africa						
Africa regional	2 941	138	-16		12 938	16 001
East African regional	8					8
West Africa regional	5					5
Algeria	83					83
Angola	32					32
Benin	66		55		170	291
Botswana	10			-5	24	29
Burkina Faso	82		20		213	315
Burundi	9	-32				-23
Cameroon	40	-1			69	108
Cape Verde	21					21
Central African Republic	7		-148			-141
Chad	16	97				113
Comoros	11	86		2		99
Congo	18				30	48
Côte d'Ivoire	67	9				76
Dem. Rep. of Congo	22	5		-5	573	595
Djibouti	13					13
Egypt	76				81	158
Equatorial Guinea	1					1
Eritrea	13	17				29
Ethiopia	216				352	568
Gabon	23				172	196
Gambia	16	333				348
Ghana	225				422	647
Guinea	31	17	109			157
Guinea-Bissau	12	7	-2			17
Kenya	77	5	60		153	296

Country or territory	Regular budget	UNDP (executing agency)	UNDP (associated agency)	UNFPA	Trust funds	Total
Lesotho	10				32	43
Libyan Arab Jamahiriya	4					4
Madagascar	71	101			3 597	3 769
Malawi	18				9	27
Mali	58	-8			357	407
Mauritania	35	22	34			90
Mauritius	50	16	24			90
Morocco	106				491	597
Mozambique	6	104	55		16	183
Namibia	16				1	17
Niger	72	-13	89		310	459
Nigeria	27	-15			693	705
Rwanda	43					43
Sao Tome and Principe	12				58	70
Senegal	117	275			172	564
Seychelles	22					22
Sierra Leone	17	-6				11
Somalia	13	41			197	250
South Africa	72	-16	76		758	889
Sudan	64	106			329	499
Swaziland	6					6
Tanzania, United Republic of	94	170			1 173	1 437
Togo	52	116			88	256
Tunisia	55	58				112
Uganda	49	12			639	701
Zambia	82	-4	2		616	696
Zimbabwe	73	12			124	210
Total Africa	5 383	1 652	358	-8	24 860	32 246
Asia and the Pacific						
Regional	1 413				6 739	8 153
Afghanistan	101				273	374
Bangladesh	175	2	351		3 691	4 220
Cambodia	104				2 004	2 108
China	328				322	650
Fiji	87	42			1	130
India	379	48			2 664	3 091
Indonesia	200	327			1 578	2 105
Iran, Islamic Republic of	19	100				119
Japan	5				102	107

Country or territory	Regular budget	UNDP (executing agency)	UNDP (associated agency)	UNFPA	Trust funds	Total
Kiribati	7					7
Korea, Republic of	11				2	13
Lao People's Dem. Rep.	39				631	670
Malaysia	60		112			172
Maldives		-3				-3
Mongolia	56				285	341
Nepal	132	128			1 317	1 578
Pacific Multi Islands	0					0
Pakistan	166	108			1 873	2 148
Papua New Guinea	119	-3	7		19	142
Philippines	344	51	158		691	1 244
Samoa		20				20
Singapore	-2					-2
Solomon Islands	6	62	48			116
Sri Lanka	228		-2		807	1 033
Thailand	130				666	796
Timor	22	117			272	411
Togo		5				5
Trust Territories of Pacific Islands	-1					-1
Vanuatu	10					10
Viet Nam	93	52			1 039	1 184
Total Asia and the Pacific	4 231	1 057	673	0	24 977	30 938
Americas						
Inter-American regional	1 274				11 275	12 549
Latin-American regional	344				376	720
Central American regional	27				233	260
Antigua Barbuda	7					7
Argentina	174					174
Aruba					19	19
Bahamas	4				2	6
Barbados	36				20	57
Belize	8				2	10
Bolivia	28				633	661
Brazil	371				678	1 049
Caribbean Islands	193					193
Chile	218				339	557
Colombia	68	10			840	918
Costa Rica	93				477	570
Cuba	32					32

Country or territory	Regular budget	UNDP (executing agency)	UNDP (associated agency)	UNFPA	Trust funds	Total
Dominica	5				3	8
Dominican Republic	27				812	839
Ecuador	82				5	87
El Salvador	39				1 314	1 353
Grenada	3				12	16
Guatemala	15				635	650
Guyana	20				14	34
Haiti	8	-22	14		623	623
Honduras	-3				319	316
Jamaica	21				187	208
Mexico	134				274	408
Netherlands Antilles	-1					-1
Nicaragua	14				765	779
Panama	23				112	135
Paraguay	27	17				44
Peru	183				209	392
Saint Kitts and Nevis	4				9	13
Saint Lucia	27				26	53
Saint Vincent and the Grenadines	6					6
Suriname	9	0				10
Trinidad and Tobago	55	-1			8	63
Uruguay	105	13			56	174
USA	4					4
US Virgin Islands	2					2
Venezuela	17					17
Total Americas	3 702	18	14	0	20 280	24 013
Arab States						
Regional	529				148	677
Occupied Arab territories	180				779	959
Bahrain	45	160	-1			204
Iraq	63	12				76
Jordan	169	-16	39		53	247
Kuwait	18					18
Lebanon	51	32			151	234
Oman	11				5	16
Qatar	11					11
Saudi Arabia	24					24
Syrian Arab Republic	98					98
United Arab Emirates	25	25				50

Country or territory	Regular budget	UNDP (executing agency)	UNDP (associated agency)	UNFPA	Trust funds	Total
Yemen	8				225	233
Total Arab States	1 234	213	38	0	1 361	2 847
Europe						
Regional	416	-1			2 008	2 423
Albania	4				174	179
Azerbaijan	10	265				275
Belarus	-57				471	414
Bosnia and Herzegovina	1				207	208
Bulgaria	23				64	87
Croatia	1		1 988			1 988
Cyprus	1				6	7
Czech Republic	15	7				22
Estonia	10					10
Georgia	3	40				43
Germany	10					10
Hungary	15	13			79	108
Ireland					13	13
Israel	13					13
Italy					102	102
Kazakhstan	30					30
Latvia		-5			172	167
Luxembourg					16	16
Macedonia, Former Yugoslav Rep. of	14					14
Moldova, Republic of	60					60
Poland	32	9				41
Portugal					18	18
Romania	10				136	145
Russian Federation	193				386	579
Slovakia	6					6
Slovenia	4					4
Tajikistan	31		-7		2	25
Turkey	8				270	278
Ukraine	52	330	5		815	1 202
Uzbekistan	77				4	81
Yugoslavia	3	2			220	224
Total Europe	985	661	1 985	0	5 162	8 793
Total Interregional	2 765	2		174	36 203	39 143
Total	18 300	3 603	3 069	166	112 843	137 981

Appendix V

ILO technical cooperation activities in the LDCs, 2002-03: Expenditure by geographical region and by source of funding (excluding administrative expenditure) (in US\$'000)

Region	UNDP		ILO regular budget		Multi-bi and trust funds		UNFPA		Total	
	2002	2003	2002	2003	2002	2003	2002	2003	2002	2003
Africa	3 030	1 660	936	1 378	7 582	8 904	87	-2	11 636	11 939
Americas	227	-9	5	8	363	623			594	623
Asia and the Pacific	420	610	252	575	7 488	7 917			8 160	9 101
Arab States	14		25	8	168	225			207	233
Total	3 690	2 261	1 219	1 969	15 601	17 668	87	-2	20 597	21 896
ILO global expenditure	8 480	6 672	9 846	18 300	97 206	112 843	1 852	166	117 383	137 981
Share of LDCs (%)	43.5	33.9	12.4	10.8	16.0	15.7	4.7	-1.5	17.5	15.9

The least developed countries in 2003 for each region are as follows:

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

Appendix VI

Nationality of experts and associate experts

	2002		2003	
	Experts	Associate experts	Experts	Associate experts
Albanian		1		
Algerian			1	
Argentine	3		4	
Australian	6		6	
Austrian		1		
Bangladeshi	4		2	
Belgian	9	1	9	1
Beninese	2			
Bolivian				
Botswana			1	
Brazilian	5		5	
British	29		31	
Bulgarian			2	
Burkina Faso	2		3	
Burundi	1		1	
Cambodian				2
Cameroonian	2		2	
Canadian	16		14	
Chilean	3		2	
Chinese	5		6	
Colombian	2		2	
Costa Rican	2		2	
Croatian			1	
D.R. of Congo	2		1	
Danish	6	6	6	5
Ecuadorian				1
Egyptian	1		2	
Ethiopian	2		1	
Fiji				1
Filipino	5		8	
Finnish	1	1	1	1
French	31	4	38	4
Georgian	1		1	
German	6	3	11	4
Ghanaian	2		3	

	2002		2003	
	Experts	Associate experts	Experts	Associate experts
Guinea-Bissau	1			
Indian	10		13	
Indonesian	1			1
Iranian	1		2	
Irish	5	1	4	1
Israeli			1	
Italian	11	6	17	7
Ivorian	2		1	
Jamaican			1	
Japanese	3	7	4	7
Jordanian	1		1	
Kenyan	1		1	
Kyrgyzstan				1
Lebanese	2		2	
Luxembourg		1		
Malawian	1		1	
Malaysian	1		1	
Mauritian	1		1	
Mexican	1		1	
Mongolian			1	
Myanmar				
Nepalese			2	
Netherlands	23	12	23	8
New Zealander	2		2	
Nicaraguan			1	
Nigerian	1		1	
Norwegian	8	1	5	3
Pakistani	1		4	
Peruvian	5		10	
Polish	2		1	
Portuguese	1		2	2
Rep. of Korea	2	1	2	1
Russian Federation	1		1	
Rwandese	1		1	
Salvadorian	1		2	
Senegalese	3	2	1	3
Sierra Leonean	1		1	
Slovene	1		1	
South African	2		2	
Spanish	10	1	9	1

	2002		2003	
	Experts	Associate experts	Experts	Associate experts
Sri Lanka	2		2	
Sudanese	1			
Swedish	5	4	6	5
Swiss	5	1	6	1
Tanzanian	1		1	
Thai	3		6	
Togolese	2	1		1
Trinidad & Tobago	2		3	
Tunisian	1		1	
Turkish	3		3	
U.S.A	18		22	
Ugandan	1			
Ukrainian	1		1	
Uzbek				1
Vietnamese		2		4
Zimbabwean	2		3	
Total	304	55	351	59

Appendix VII

A. Approvals by donor, 2002-03 (US\$'000)

Donors	2002	2003
Multi-bilateral donor		
United States	67 378	67 900
United Kingdom	2 591	14 069
Italy	11 784	12 012
Spain	4 451	5 008
European Union	–	4 183
Germany	5 200	3 369
Japan	1 330	3 212
Switzerland	4 511	3 173
Denmark	1 580	3 010
Canada	1 863	2 953
France	5 416	2 790
Netherlands	42 978	2 587
Portugal	2 419	2 274
Sweden	4 335	2 183
Belgium	1 910	2 178
Ireland	–	1 811
Norway	3 846	1 039
Flanders	485	868
Republic of Korea	168	500
Finland	321	430
Panama	250	250
Multi donors	–	235
Austria	–	150
Australia	218	44
New Zealand	41	–
Subtotal multi-bi donor	163 078	136 227
Direct trust funds	484	1 163
International financial institutions		
Asian Development Bank	1 011	–
World Bank	569	1 725
Sub-total international financial institutions	1 580	1 725
Non-state actors		
Foundations	577	648
Social partners	1 439	1 020

Donors	2002	2003
Private sector initiatives	164	157
Others	319	61
Subtotal non-state actors	2 499	1 886
United Nations		
UNDP	8 063	2 799
UNAIDS	656	5 734
UNFPA	–	15
UNHSF	–	1 179
UNFIP	–	86
UNHCR	–	12
UNESCO	20	–
UN Volunteers	18	–
UNIFEM	15	–
Subtotal United Nations	8 772	9 826
Total donors	176 414	150 826

Note: Donor categories have been revised as a result of the implementation of IRIS. In particular, non-state actors has been created to reflect funding from foundations (e.g. ECT, AGFUND); social partners (e.g. NHO, ICA, RENGO); private sector initiatives (e.g. Migros, Sodexho and ACCOR Services); and others (e.g. IPU, University of Stellenbosch, JIL).

B. Expenditure by donor, including associate experts programme 2002-03 (US\$'000)

Donors	2002	2003
Multi-bilateral donor		
United States	29 064	38 192
Netherlands	11 436	15 117
United Kingdom	8 104	8 691
Norway	5 203	6 746
Italy	6 868	5 902
France	2 915	4 287
Sweden	4 180	4 082
Denmark	2 925	3 832
Germany	4 181	3 400
Japan	2 757	2 405
Spain	2 484	2 106
Belgium	1 925	1 837
Canada	1 124	1 581
Switzerland	1 571	1 497
Portugal	709	1 290
Ireland	871	1 284
Luxembourg	777	908

Donors	2002	2003
Finland	1 216	867
Flanders	–	486
Republic of Korea	302	460
Panama	272	269
European Union	543	255
Austria	380	196
Australia	18	100
Multi donors	–	52
Nordic Development Fund	36	4
Hungary	4	–
New Zealand	30	–
Poland	6	–
United Arab Emirates	58	–
Subtotal multi-bi donor	89 963	105 845
Direct trust funds	713	784
International financial institutions		
Asian Development Bank	165	359
African Development Fund	19	58
World Bank	1 224	1 224
Development Bank of South Africa	30	–
Inter-American Development Bank	49	25
Subtotal international financial institutions	1 487	1 666
Non-state actors		
Foundations	524	256
Social partners	869	614
Private sector initiatives	–	5
Others	139	1 042
Subtotal non-state actors	1 531	1 918
United Nations		
UNDP	8 480	6 672
UNAIDS	850	895
UNCDF	655	329
UNDCP	991	789
UNESCO	–	17
UNFPA	1 852	166
UNHCR	15	2
UNHSF	–	54
UNIFEM	–	15
UNFIP	970	510
UNMIK	27	20
UN Volunteers		

Donors	2002	2003
IFAD	5	0
Subtotal United Nations	13 843	9 468
Total donors	107 537	119 681

NB: Donor categories have been revised as a result of IRIS implementation. In particular, "Non-state actors" has been created to reflect funding from foundations (e.g. ECT, AGFUND, FOR, WAF); Social partners (e.g. SCC, SIM, PCM, KEF, NHO, APF, RENGO, ITF, ICA); private sector initiatives (SODEXHO and ACCOR); others (e.g. FIF, IAT, MEX, SFM, HEN, JIL, OMF).

C. Approvals by technical field (all sources of funds) 2000-03 (US\$'000)

Technical field	2000		2001		2002		2003	
	\$	% share	\$	% share	\$	% share	\$	% share
Standards and fundamental principles and rights at work	57 371	45.1	76 675	53.4	85 598	54.9	77 699	51.5
Employment	37 876	29.8	36 537	25.5	36 817	23.6	30 998	20.6
Social protection	14 239	11.2	9 860	6.9	19 119	12.3	27 853	18.5
Social dialogue	17 098	13.4	15 825	11.0	11 223	7.2	11 844	7.9
Integration		0.0	1 372	1.0	1 236	0.8	160	0.1
Others	583	0.5	3 185	2.2	1 960	1.3	2 272	1.5
Total	127 167	100.0	143 454	100.0	155 954	100.0	150 826	100.0
Miscellaneous ¹	7 500		11 118		20 460			
Grand total	134 667		154 572		176 414		150 826	

¹ "Miscellaneous" corresponds to the amount approved for Universitas in 2000, for the United Kingdom in 2001 and for France, Italy, the Netherlands and the United States in 2002, not yet distributed by technical field.

Appendix VIII

Technical cooperation by sector at the Turin Centre in 2003 (Number of participants and participants/days)

Sector	Strategic objective	Turin technical programme	Participants		Participants/days	
			Number	%	Number	%
Sector I	No. 1: Promote and realize standards and fundamental principles and rights at work	International Labour Standards and Human Rights	1 128	11.57	3 874	5.14
Subtotal			1 128	11.57	3 874	5.14
Sector II	No. 2: Create greater opportunities for women and men to secure decent employment and income	Employment and Skills Development	1 315	13.49	8 808	11.69
		Enterprise Development	1 441	14.78	9 136	12.13
		European Social Fund Projects	1 230	12.62	7 116	9.45
Subtotal			3 986	40.89	25 060	33.26
Sector III	No. 3: Enhance the coverage and effectiveness of social protection for all	Social Protection	790	8.10	5 131	6.81
Subtotal			790	8.10	5 131	6.81
Sector IV	No. 4: Strengthen tripartism and social dialogue	Social Dialogue	693	7.11	4 197	5.57
		Workers' Activities	688	7.06	5 864	7.78
		Employers' Activities	361	3.70	1 246	1.65
Subtotal			1 742	17.87	11 307	15.01
Cross-sector		Management of Development	1 319	13.53	13 736	18.23
		Distance Education and Learning Technology Applications (DELTA)	335	3.44	2 468	3.28
		Other activities	287	2.94	1 253	1.66
		Post-graduate courses	162	1.66	12 512	16.61
Subtotal			2 103	21.57	29 969	39.78
Total			9 749	100.00	75 341	100.00