

Strategic objective No. 1:

Promote and realize standards and fundamental principles and rights at work

37. International attention concentrates increasingly on rights at work, particularly international labour standards, because it is in the workplace that many concerns about the economic and social effects of globalization come together. This is perfectly illustrated in the international commitment to eliminate child labour with particular emphasis on its worst forms. The workplace is also where — aided by a correct mix of social programmes — the proper balance can be found between labour market flexibility and decent working and living conditions for all.

38. The ILO's challenge under this strategic objective is to ensure that the normative system, based on Conventions and Recommendations, is effective. The primary goal is social justice through the observance of rights that protect working people's dignity and integrity from work-related abuses and discrimination, while empowering workers and the socially excluded to achieve better lives. This requires a normative system that performs and is respected in an era of open economies and societies, massive technological change and globalization of labour markets. The necessary environment — and a worthy goal in itself — is one of social cohesion, obtained through dialogue and tripartism: the recognition by States and the international community that the interaction of employers, workers and governments is the most productive way to address social and economic issues.

39. The ILO will have an impact well beyond its traditional sphere of influence in the international community as the tripartite constituents work creatively together to these ends. Progress towards achieving this strategic objective will depend on technical cooperation drawing on both the Organization's normative action and processes deriving from the Declaration on Fundamental Principles and Rights at Work and the International Programme for the Elimination of Child Labour (IPEC). The Governing Body's review of the supervisory and promotional aspects of standard setting will help to provide the strong tripartite consensus required to modernize and strengthen the standards system, thus building a solid foundation for implementation of the ideas set out in *Decent work*.

Table 4. Strategic resources for Standards and fundamental principles and rights at work by operational objective

	Proposed regular budget strategic resources (in constant 2000-01 US \$)	Estimated extra-budgetary expenditure (in constant 2000-01 US \$)
Operational objective		
1a Standards and fundamental principles and rights at work	11,795,840	17,450,000
1b Child labour	25,915,044	60,000,000
1c Normative action	39,742,140	2,950,000
<i>Total 2002-03</i>	<i>77,453,024</i>	<i>80,400,000</i>
<i>Revised 2000-01</i>	<i>69,711,745</i>	<i>50,803,000</i>

40. This table gives the total strategic resources available for work on Standards and Fundamental Principles and Rights at Work. The increase shown under the regular budget consists of an additional \$1.8 million in Headquarters technical programmes, an additional \$5.2 million in the regions, primarily for backstopping of technical cooperation and related advisory services, and an increase of \$0.8 million in support services on a pro rata basis.

41. The increase in extrabudgetary expenditure is nearly \$30 million. Two thirds of this increase relates to child labour and the remainder to the Declaration. However, much of the \$17.5 million for work related to the Declaration will in practice contribute directly to the other three strategic objectives, and in particular to social dialogue.

Decent work

42. The Declaration process has demonstrated that elements that are embodied in ILO standards and principles can help to map out the concept of decent work. International labour standards relating to all four strategic objectives help to define the action that needs to be taken for its realization in varying development situations. The cross-cutting issues of gender and the protection of vulnerable groups, workers with disabilities, migrant workers and indigenous and tribal peoples, are also reflected in the Organization's standards.

43. The ILO will place special emphasis on assistance to countries in which the need and prospects for concrete improvements are identified by the Declaration follow-up and the supervisory mechanisms. The experience of time-bound programmes for the elimination of child labour in particular sectors and countries is expected to yield lessons for other aspects of decent work.

44. In addition to the specific contributions described throughout this strategic objective, inter-sectoral initiatives will include:

- with the Employment Sector, research and action on measures to integrate fundamental principles and rights at work in employment strategies for decent work and to apply ILO standards through improvements at the workplace; and work on employment-generation schemes to assist parents and combat child labour;
- with the Social Protection Sector, using technical cooperation and research on these subjects to strengthen the promotion and application of relevant Conventions on occupational safety and health and conditions of work;
- with the Social Dialogue Sector, promoting fundamental principles and rights at work as the underpinning of successful social dialogue, the participation of employers' and workers' organizations in action under the Declaration and IPEC, as well as in standard setting, supervisory processes and action to improve the application of standards.

Operational objective 1a: Standards and fundamental principles and rights at work

ILO member States give effect to the principles and rights concerning freedom of association and collective bargaining and the elimination of forced labour, child labour and discrimination in employment and occupation.

The **InFocus Programme on Promoting the Declaration** aims to:

- ensure that the Declaration on Fundamental Principles and Rights at Work and its Follow-up is increasingly well known and applied within all member States;
- provide effective support to the Declaration follow-up by servicing the Review of annual reports and the Global Report procedures;
- identify technical cooperation needs related to fundamental principles and rights at work and mobilize resources and action to address the needs.

Its work is largely addressed under Operational objective 1a. This In Focus programme will be evaluated in 2002-03.

45. Approximately \$17,500,000 in extra-budgetary resources is expected to be used to support progress on implementing the Declaration, consistent with the action plans adopted by the Governing Body in November of each year. Priorities for action are expected to include addressing Convention ratification challenges identified by Expert-Advisers and improving the application of Conventions already ratified. Much of this work will take place through technical cooperation projects in the field. If additional extra-budgetary funds become available, ILO technical cooperation in this field will be expanded to cover aspects of the Declaration such as forced or compulsory labour.

Indicator 1a.1

Member States that have ratified either:

- (i) all eight fundamental Conventions; or
- (ii) at least one Convention in each of the four categories of fundamental principles and rights.

Target

- (i) 50 per cent of member States (87);
- (ii) 135 member States.

Strategy

46. The ILO will concentrate efforts on those States where ratifications are not in place but are most feasible. Some 100 member States have ratified at least one Convention in each of the four categories and 122 are expected to have done so by the end of 2001. As of November 2000, 28 member States had ratified all eight fundamental Conventions. Annual reports under the Declaration follow-up, Global Reports and ensuing action plans will be used to identify specific challenges to be overcome and the most effective technical cooperation activities. Technical expertise available in the International Labour Standards Department and field teams, together with facilitation of involvement of employers' and workers' organizations and improvement of labour legislation provided by the Social Dialogue Sector, will be central to this strategy.

Indicator 1a.2

Member States in which there are positive changes, as noted in the ILO Declaration Expert-Advisers' introduction to the compilations of annual reports on the Declaration.

Target

20 member States.

Strategy

47. The priority will be to support States in achieving compliance with the principles and rights. The ILO Declaration Expert-Advisers use information from annual reports to highlight for specific States good practices in countries in the same region or at similar stages of development in relation to the fundamental principles and rights at work. Consistent with this strategy, the support of national employers' and workers' organizations will be mobilized through information, advocacy and training. The aim will be to build confidence and support for eventual ratification in countries not yet bound by all fundamental Conventions. Since the reporting procedure under the Declaration is new, the target figure is an estimate. However more information will be available in the Declaration Expert-Advisers' introduction to the compilation of annual reports to be submitted to the March 2001 Governing Body.

Indicator 1a.3

Member States that have begun implementation of gender-sensitive technical cooperation that specifically addresses needs or problems identified in reports submitted under the Declaration, the introduction by the ILO Declaration Expert-Advisers and plans of action adopted by the Governing Body.

Target

20 member States.

Strategy

48. Information generated in the Declaration follow-up will help identify good practices in countries already applying the fundamental principles and rights at work. This will lead to effective national-level technical cooperation projects such as those launched in six member States in 2000. Success stories will also be highlighted in the Follow-up processes, improving the climate of support for added actions.

Operational objective 1b: Child labour

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

The **InFocus Programme on Child Labour** aims to:

- enable countries to detect and prevent the worst forms of child labour, obtain withdrawal of children from these forms as a matter of urgency and formulate policy and implement programmes for the effective abolition of child labour;
- promote the ratification and implementation of the Worst Forms of Child Labour Convention, 1999 (No. 182), and the Minimum Age Convention, 1973 (No. 138);
- increase public awareness of child labour and mainstream the issue into policy-making;
- identify priority areas for action and implement technical cooperation to support the elimination of child labour.

Its work is largely addressed under Operational objective 1b.

49. IPEC expenditure on extra-budgetary technical cooperation activities is expected to be \$60 million during 2002-03. The strategy will continue to develop national capacity and collaborate with other international organizations in order to maximize the impact of ILO efforts in the elimination of child labour. Information dissemination and the advocacy campaign will be global as well as regional and national. The ILO will mainstream child labour to make for more effective utilization of available extra-budgetary resources. Technical cooperation will continue to target specific groups and sectors, with national time-bound programmes aiming at the elimination of the worst forms of child labour. Countries in South Asia, with the bulk of child labour in the world, will account for more than half of IPEC's technical cooperation programme, while the remainder will be channelled into the continuing expansion of the programme into many member States in other regions.

Indicator 1b.1

Member States that ratify:

- (i) the Minimum Age Convention, 1973 (No. 138);
- (ii) the Worst Forms of Child Labour Convention, 1999 (No. 182).

Target

- (i) 30 additional member States;
- (ii) 65 additional member States.

Strategy

50. Promotional efforts for both Conventions will concentrate on regions where fewer countries have ratified. Ratification targets for 2000-01 are set at 105 member States for Convention No. 138 and 87 member States for Convention No. 182. Positive experiences of similar countries that have ratified the Convention will be used to overcome governments' doubts about the requirements of the Conventions and the demands of the supervisory processes.

Indicator 1b.2

Member States that carry out national quantitative and qualitative studies on the extent of child labour.

Target

32 additional member States.

Strategy

51. The Statistical Information and Monitoring Programme on Child Labour (SIMPOC) will combine expertise within the ILO and external resources to carry out national surveys and empirical studies. It will build on the experience of studies already completed in 30 member States to refine methodologies. The focus will be on countries that have ratified one or both of the Conventions and most need comprehensive information. Such information will enable an improved understanding of child labour trends and underlying factors and the special situation of the girl child. It will indicate linkages with other development issues such as education and training, adult employment, crisis and conflict management and health questions, including HIV/AIDS. These studies will lead to an expanded IPEC database, positioning the ILO as a global clearinghouse for best practices in the compilation and publication of statistics on child labour.

Indicator 1b.3

Member States that formulate policies and programmes specifying time-bound targets for the elimination of worst forms of child labour, taking into account the special situation of the girl child.

Target

20 additional member States.

Strategy

52. Experience gained through the first 12 national time-bound programmes will be used to help member States and their constituents specifically address the elimination of child labour in their economic and social development programmes. To support that, the sectors with the worst forms of child labour will be identified among countries that are signatories of a Memorandum of Understanding and have ratified Convention No. 182. Priority activities will then be developed with the advice of the Social Dialogue Sector, employers' and workers' organizations in particular sectors and the gender specialists.

Indicator 1b.4

Children who benefit from ILO action in particular in regard to the worst forms of child labour and the girl child.

Target

1 million.

Strategy

53. The indicator relates to a target group which includes:

- children who benefit directly through withdrawal and rehabilitation from child labour; and
- children prevented from entering the labour market, by means of raised awareness among parents and the community, and IPEC programmes to provide alternative sources of household income.

54. SIMPOC work will improve measurement and understanding of the complex subject of child labour, while article 22 reports on Convention No. 182 from ratifying countries, annual reports under the Declaration follow-up from non-ratifying countries and the 2002 Global Report will help to clarify the situation involving its worst forms. That information, along with contact with other ILO programmes, will enable targeted actions at the national level to eliminate particular occurrences of child labour, as the time-bound plans also begin to produce results. Best practices will be documented and shared widely.

55. Because child labour is more common in some economic sectors in particular regions and subregions, achievement of the indicator may also be demonstrated in different ways. For example, measurement may be sectorally based, or refer to benefiting children as a percentage, or in terms of sample surveys following results of ILO and country programmes. Similarly, the results of stronger advocacy and support for international and national actions in favour of education will produce results in terms of prevention, for children at risk of premature and inappropriate employment.

Operational objective 1c: Normative action

Services are provided to the supervisory bodies, constituents and the Governing Body and the International Labour Conference, enabling existing standards to be supervised and new standards to be set.

56. While the supervisory work relating to Conventions must be carried out with regular budgetary resources for reasons of transparency and credibility, external resources would enable greater promotion of Conventions relating to forced (including bonded) labour and indigenous and tribal peoples in those regions where these are recognized issues. Technical cooperation activities under this operational objective are expected to expand beyond the current estimate of nearly \$3 million for the 2002-03 biennium. Actions would be oriented towards addressing problems raised by the supervisory bodies under Conventions Nos. 29 and 105 on forced labour and Convention No. 169 on indigenous and tribal peoples and where there are prospects of ratification or improved implementation of those Conventions.

57. If available, additional resources would help to address other problems considered by the supervisory bodies and to obtain further ratifications of other Conventions. That work would concentrate on standards singled out by the Governing Body for promotion, particularly those most directly related to decent work (e.g. employment policy, labour inspection, tripartite consultations).

Indicator 1c.1

Improvements in ILO standards-related activities.

Target

- (i) Adoption of a programme of action on occupational safety and health standards.
- (ii) Consideration by the Governing Body of similar discussions in two additional areas for 2004-05.

Strategy

58. Based on orientation given by the Governing Body, the Office will carry out analysis and extensive consultations on improvements in ILO standards-related activities, with the overall requirements of increased effectiveness and efficiency, to include: re-evaluation of standard setting; choice of suitable subjects for standards; reassessing existing Conventions; supplementing the framework Conventions; flexibility; reconsidering the process for adopting standards; concentrating attention on high-impact standards.

59. Adoption of an integrated approach to standard setting, drawing on all sectors, enhances the relevance and the effectiveness of ILO standards-related activities. It will also extend the impact of related supervisory and promotional activities. Occupational safety and health will be the first focus. Development of a proposed direction will draw on working partnerships, especially with the Social Protection Sector and field-assisted consultations with tripartite and regional groups. This will set the stage for in-depth discussion at the Conference in 2003. Expected outcomes of the

Conference would be a programme of action on occupational safety and health standard setting for future Conferences as well as an identification of best approaches to increasing the impact of ILO standards in this area.

Indicator 1c.2

Reports processed for the Committee of Experts.

Target

90 per cent of reports received.

Strategy

60. Higher quality and more timely article 22 reports and employer and worker organization inputs enable better preparation for the Committee of Experts and processing of 90 per cent of reports instead of approximately 80 per cent as previously. Accordingly, standards specialists in the field and the Turin Centre's increasing training capacity will work with governments to improve national participation in the supervisory processes. Supplementary advice and assistance will be sought from other technical sectors especially at the working level in order to ensure that advice to the Committee of Experts on technical aspects of Conventions deals with priority issues and facilitates solutions. Through the supervisory procedures, regular dialogue on ratified Conventions with all governments will be ensured.

Indicator 1c.3

Complaints examined by the Committee on Freedom of Association.

Target

First examination by the CFA within 12 months of receipt of complaint.

Strategy

61. While current processing timeframes reflect this target, complaints received are increasingly complex. There is room for the field structure to be more systematically mobilized. The chief aim will be to obtain governments' timely replies after complaints are first lodged. Efforts will be made to ensure that complainants and respondent governments are fully aware of procedures and receive appropriate assistance with freedom of association issues. This will involve cooperation with employers' and workers' organizations consistent with ILO support for institutions and processes for social dialogue.

Indicator 1c.4

Rate of response from governments for each supervisory body session.

Target

70 per cent for each session of the Committee of Experts.

Strategy

62. This target represents a notable improvement on current levels (60 per cent). Experience suggests that some governments are not sufficiently aware of their reporting obligations or lack capacity to comply. Assistance will be provided to field operations in their work with governments on responses, especially on those issues amenable to dialogue and action. Governments will be encouraged themselves, in cooperation with employers' and workers' organizations, to identify obstacles to the elaboration of timely, appropriate responses. The supervisory process will help to identify specific areas for the Office's technical assistance.

Indicator 1c.5

Improvements in the application of the fundamental Conventions noted in the biennium by the Committee of Experts.

Target

- (i) 20 cases of *satisfaction*;
- (ii) 90 cases of *interest*.

Strategy

63. The Global Reports under the Declaration follow-up, together with action plans for technical cooperation approved by the Governing Body, will lead to ILO actions that will assist States bound by the fundamental Conventions to overcome issues found by the supervisory bodies. Results are expected to be apparent to the Committee of Experts in subsequent examinations and the cases of *interest* will increase beyond the 40 expected in the 2000-01 biennium. Additional extra-budgetary resources would be used to address issues such as information and training on collective bargaining; research and advocacy on gender equality in employment; implementation of existing and new legislation in cooperation with the Social Dialogue Sector; employment and poverty eradication programmes to end worst forms of child labour.

Indicator 1c.6

Cases of progress in the implementation of Conventions other than the fundamental ones noted in the biennium by the Committee of Experts.

Target

- (i) 40 cases of *satisfaction*;
- (ii) 200 cases of *interest*.

Strategy

64. This target maintains the level of performance set for the 2000-01 biennium. Meanwhile, priority attention will be given to Conventions identified by the Governing Body which can help to map out the concept of decent work. Work will be undertaken with all sectors to pinpoint the main problems of implementation in varying development situations and suggest solutions that can then be put to the governments concerned with the help of the field structure. Presentation of this progress in the reports of the supervisory bodies will be more attractive, while a publications and communications strategy will be developed to make the supervisory process more widely known and effective.

Indicator 1c.7

Cases of progress noted in the biennium by the Committee on Freedom of Association.

Target

50 cases.

Strategy

65. Assistance will be offered, in cooperation with the employers' and workers' relations bureaux of the Social Dialogue Sector, to involve all national social partners in addressing the issues raised by the Committee on Freedom of Association (CFA). The follow-ups called for by the CFA will be highlighted in the reports for more particular discussion in the Governing Body, in order to obtain guidance as to how the progress sought might be achieved. The field structure's collaboration will be actively sought to give the necessary priority to freedom of association questions. Extra-budgetary resources and promotional means at the disposal of the Declaration IFP will be used wherever possible, in addition to a communications programme designed to make the work of the CFA and the principles it defends more well known. The baseline for this target in the 2000-01 biennium is 40 cases of progress.