



SEVENTEENTH ITEM ON THE AGENDA

## Report of the Committee on Technical Cooperation

1. The Committee on Technical Cooperation met on 6 November 2007 chaired by Mr Yimer Aboye (Government, Ethiopia). The Employer and Worker Vice-Chairpersons were Mr Jeetun and Ms Yacob respectively.
2. The Committee had the following agenda items:
  - I. The ILO's technical cooperation programme 2006–07
  - II. Implementation of Decent Work Country Programmes
  - III. Resource mobilization for technical cooperation: Implementation report
  - IV. Follow-up to the ILO Declaration on Fundamental Principles and Rights at Work: Technical cooperation priorities and action plans regarding the elimination of discrimination in employment and occupation
  - V. Other questions
3. The Chairperson, calling the meeting to order, welcomed Ms Alette Van Leur, the newly appointed Director of the Department of Partnerships and Development Cooperation, and the representative of the Director-General at the current meeting.
4. At the request of the Chairperson, Ms Van Leur presented the reports for the first three agenda items. She explained that the three reports, as well as the two reports on UN reforms, and the Regular Budget Supplementary Account (RBSA) being submitted respectively to the Governing Body and PFA were interlinked and therefore needed to be considered in conjunction.
5. Introducing the first report on technical cooperation, she briefly described its three components – a quantitative and comparative review of the technical cooperation programme of the ILO for the period 2006–07; implications of UN reforms on the ILO's technical cooperation programme; and technical cooperation activities of the International Training Centre of the ILO, Turin. With regard to the first part, she explained the type, sectoral and regional distribution of technical cooperation, and highlighted the approvals in 2006 which, at US\$243.1 million, were at an all-time high. On the second part of the report, on UN reforms, Ms Van Leur touched upon, among others: the High-Level Panel report with far-reaching proposals for reform of the entire UN system; delivering as one in

eight pilot countries; ILO/UNDP partnership; growing global recognition and endorsement of the Decent Work Agenda; the great opportunities for the ILO to push the Decent Work Agenda to the top of the national strategic plans; the Chief Executives Board for Coordination (CEB) adoption in April 2007 of the *Toolkit for mainstreaming employment and decent work* into work programmes of all UN agencies; the ILO–UNDP Executive Workshop held in Turin in April 2007 which had brought together 12 UN Resident Coordinators who were also UNDP Resident Representatives, including six from the UN pilots together with their ILO counterparts. The final part of the first report provided facts and figures pertaining to the technical cooperation activities of the International Training Centre of the ILO, Turin.

6. Ms Van Leur told the Committee that the aim of the second report was to provide a brief and set the stage for an interactive debate with the Regional Directors on the implementation of the Decent Work Country Programmes (DWCPs). The third report was the second status report on the resource mobilization strategy adopted by the Committee on Technical Cooperation in November 2004. In this context, the representative of the Director-General briefed the Committee on the second informal meeting of donors that had taken place the day before with the participation of the Officers of the Committee on Technical Cooperation. The meeting had provided an opportunity to discuss ways of strengthening the ILO's technical cooperation programme in a rapidly changing aid architecture, with a focus on UN reform, and had led to a much better understanding amongst donors of the active role being played by the ILO in UN reform.

## **I. The ILO's technical cooperation programme 2006–07**

7. Mr Jeetun (Employer Vice-Chairperson), speaking on behalf of the Employers' group, commended the Office for providing an insight into how ILO's technical cooperation was being delivered at the national level within the context of UN Development Assistance Frameworks (UNDAFs). Expressing his appreciation for resource mobilization initiatives taken by the Office which had already resulted in increased UN funding, he called for continued and further efforts in the context of DWCPs and their integration within UNDAFs.
8. Observing that standards and fundamental rights at work continued to have the highest expenditure since 2002, and being of the opinion that employment creation and poverty alleviation, skills development and employability were a priority in all regions and key to fighting child labour, the Employers' group wanted to see a prominent employment component in the work done by IPEC. They were concerned with the impact the decision of the United States to discontinue funding of IPEC would have on the Programme and hoped that discussions with the European Union would bear fruit.
9. His group was pleased that some of the donors were earmarking funds to employment-related programmes; he called upon the Office to mobilize funds for the Social Dialogue Sector, and to make special efforts for Africa, particularly in building social partner institutions. Mr Jeetun expressed gratitude to the Government of the Netherlands, and emphasized in particular the assistance given to the Dutch Employers' Cooperation Programme that provided support to capacity building to employers' organizations through the Bureau for Employers' Activities and Turin. Noting the increased funding resulting from local resource mobilization efforts, and recognizing the potential thereof, he underscored the need for building the capacity of ILO field offices to take on the task.

10. The Employer Vice-Chairperson expressed concern over the low delivery rates in Africa, and feared that whilst the absorption capacity remained low, more resources for the region could not be requested.
11. With regard to the ILO's participation in the ongoing UN reforms, he pointed to the difficulties being faced in pilot countries in which the ILO did not have an office. Referring to the mistrust that had existed in the past between ILO and other UN agencies, he felt encouraged with the partnership agreements with the UNDP and the joint work to be carried out leveraging the strengths and competencies of each organization.
12. Mr Jeetun expressed satisfaction with the prominence given in the report to the Turin Centre and concluded by proposing a point for decision on the Centre in the ILO's technical cooperation work.
13. Ms Yacob (Worker Vice-Chairperson), noted the recent increase of technical cooperation expenditures and the positive trends of funding from the UN system. While acknowledging the increase of expenditures in absolute terms for all strategic objectives, she regretted the imbalance pertaining to the standards strategic objective where a large amount of the funds had been allocated to child labour-related programmes leaving few resources to the other international labour standards, notably freedom of association and collective bargaining. Referring to the low level of resources that had been allocated to social dialogue issues, it was felt that the ILO and the donor community should provide equal attention to the four strategic objectives.
14. Appreciating the efforts of the Office to increase resource mobilization for Africa, she called for an extension of such efforts to the Americas, the Arab States, as well as to European countries in transition which required special assistance in conducting legal and institutional reforms.
15. The increased use of local expertise and institutions in the technical cooperation programmes was recognized as positive. However, the fall in expenditures for capacity building risked adversely affecting the programme.
16. The Worker Vice-Chairperson asked for information on both the proportion of experts from workers' organizations and whether all experts in general received training on tripartism and ILO values prior to becoming resource persons.
17. Commenting on the Office's expectation to receive funds from the European Union, she asked to be notified of the sectors and regions where this funding would be utilized, requesting that part of it be earmarked for capacity building of the social partners. Noting the increase in non-state funding and public-private partnerships, she requested that future reports provide information on the content of the projects, on how they related to DWCPs, and the involvement of the social partners.
18. The fall in the overall delivery rate for the Africa region was a concern for the Workers' group, which called upon the Office to urgently address the issue as the point for decision called for more resources being allocated to Africa.
19. On UN reform, the eight "One UN" pilot countries, and the ILO's participation in UNDAFs, she felt that special attention needed to be given to a more systematic inclusion of employers' and workers' organizations in the process. Recognizing in the process a unique opportunity for the ILO to promote decent work, she stressed the importance of ensuring that decent work objectives were included in UNDAFs.

20. The Worker Vice-Chairperson concluded by requesting that the Office ensure that future reports provide information on the level of participation of the social partners in all technical cooperation programmes of the ILO, including those of the International Training Centre of the ILO, Turin; and that such reports should further reflect on how such programmes contributed to the realization of the four strategic objectives of the ILO and to the strengthening of capacity of ILO constituents.
21. Speaking on behalf of the Africa group, and with a view to assessing the One UN programmes and the extent to which the unique tripartite structure of the ILO had been taken into account, the representative of the Government of Malawi asked whether any progress report on the implementation of the eight “Delivering as One” pilots could be made available. The ILO should continue to play its role in contributing to the UN system-wide effort to maximize coordination, coherence and the relevance of its operational programmes, particularly in Africa. The Africa group further called on the ILO to strengthen its technical cooperation efforts with an emphasis on an effective service delivery for Africa.
22. The representative of the Government of Sweden, speaking on behalf of the group of 38 industrialized market economy countries (IMEC), noted several positive developments with regard to the ILO’s technical cooperation programme, including the increased level of expenditure, the growing number of multi-annual agreements and partnership programmes with some of the ILO’s main donors, the progress in the development and implementation of DWCPs, and the work done to harmonize the ILO’s technical cooperation programme with the rest of the UN system at the country level. In this regard, further information was requested concerning the programmatic and administrative improvements that had resulted from the UNDP–ILO partnership signed in February 2007.
23. Despite the progress that had been made with regard to Africa, IMEC encouraged the Office to continue its efforts to increase the share of total technical cooperation expenditures for Africa and the least developed countries (LDCs). Noting with concern the low delivery rate in 2006, more information was requested in this regard. IMEC also requested additional information on the Office’s efforts to streamline and set priorities vertically across sectors and regions, incorporating DWCPs, and asked that resources be made available to address these priorities.
24. With regard to UN reform, the Office was asked to share its thoughts on the extent to which the “Delivering as One” reform process was expected to influence the manner in which technical cooperation would be formulated, financed, and implemented in future. IMEC further requested information on the process of harmonizing common positions among the specialized agencies, and an update on the performance of regional and headquarters’ review mechanisms and guidelines to support DWCP design and implementation.
25. The representative of the Government of South Africa noted significant imbalances in the expenditure across the four strategic objectives and regions, and called for a better integration of donor priorities with the priorities set by the Governing Body of the ILO. He praised the ILO’s efforts to mobilize resources for Africa, and requested more information on its plans to further increase such efforts for the region. Disappointment was expressed that participants in a recent ILO Forum on Decent Work and a Fair Globalization in Lisbon, Portugal, had not highlighted the important UN reform processes that were under way, despite the noticeable increase in momentum and expansion of the UN reform process. More information about the “One UN budgetary framework” and the inclusion of tripartism in UNDAFs was requested, in particular in light of recent UNDAF processes in Angola and South Africa.

26. The representative of the Government of France noted with interest the increase in absolute expenditure on all strategic objectives, regretting the decline in relative expenditure on social dialogue. She emphasized a multisectoral approach for the promotion of decent work. The French Government welcomed the increased resources for Africa and encouraged the Office to further mobilize resources for this region and for the LDCs, and to strengthen the ILO's local capacity. Expressing concern about the low delivery rates, she requested further information on the reasons for its decline in Africa. Expressing the opinion that increased volume of extra-budgetary resources limited the planning capacity of the ILO, she reiterated the need for the Governing Body to set up transparent criteria for the allocation of voluntary contributions.
27. The representative of the Government of India underscored the enormous challenge for developing countries created by employment generation and felt that the Employment Sector should be accorded the largest share of the total technical cooperation budget accordingly. In addition, he urged the ILO to give priority to the poorer regions, and expressed the need for more emphasis on the informal sector, especially in the area of social protection. It was felt that greater emphasis should also be given to institution-building with a view to developing centres of excellence in the area of skills development; this was particularly important as, with the emergence of globalization, high levels of skills and competence were indispensable. He advocated the use of local experts and the services of available institutions to maximize the effectiveness of the technical cooperation, and stressed the importance of ensuring sustainability of projects.
28. A representative of the Government of Tunisia acknowledged the increased donor contributions to assist developing and transition countries to make progress in terms of employment and fighting inequality, in particular in Africa and some Arab countries, notably the Palestinian Territories. Whilst recalling the importance of reinforcing the partnership with the other UN specialized agencies, she highlighted the successful experiences in human development. It was felt that, to the extent possible, the ILO should use national expertise and reinforce its capacity to respond more effectively to the constituents' needs. The role of the ILO needed to be strengthened in the UN system to maximize cooperation, coordination, coherence and pertinence of operational programmes.
29. A representative of the Government of the United States clarified the United States stand vis-à-vis IPEC. She stressed that the decrease in funding for IPEC did not represent a waning of American support for IPEC's work in the area of child labour, but that legislative details had prevented the allocation of funds designated for work on child labour issues to IPEC. With regard to the decent work *Toolkit*, the Office was asked to share its experience to date.
30. The representative of the Director-General, Ms Van Leur, responded to the deliberations of the Committee on the agenda item. She recognized the important contribution of the United States to IPEC and other ILO programmes. She also stressed the importance of Article 8 of Convention No. 182 on the worst forms of child labour, which had been ratified by 165 member States, calling on Members to assist one another through enhanced international cooperation. With regard to partnership with the European Union, she confirmed that the Office was currently finalizing its negotiations of several large projects in the areas of child labour, employment and migration.
31. The question of alignment of donors' priorities with Governing Body priorities was considered an important issue by the Office. The ILO pursued its efforts through regular consultations with donors and new modalities, such as the RBSA, and informal meetings with the donors were being explored.

32. Ms Van Leur pointed out that the DWCPs focused on recipients' needs, and constituted the basis of negotiation with donors, for the formulation of the programme and budget, and for the reporting of the strategic objectives outcomes. She assured delegates that the DWCP exercise was under constant review and indicated that the issue would be discussed at greater length during the interactive session with the Regional Directors that had been scheduled that afternoon.
33. The representative of the Director-General indicated that it was too early to evaluate the impact of the new UNDP/ILO partnership programme which focused primarily on joint UNDP and ILO action on employment.
34. On the question of the falling delivery rate for Africa, Ms Van Leur drew attention to several factors, referring to the new system of reporting in IRIS and the different cut-off dates for reporting expenditures. She also emphasized the unprecedented increase in allocations received towards the very end of the reporting year thus giving very little time to programme and incur expenditures.
35. *The Committee on Technical Cooperation, having taken note of the analyses and information provided in the ILO's technical cooperation programme 2006–07 (GB.300/TC/1), recommends that the Governing Body:*
- (i) encourage the Director-General to further strengthen technical cooperation in all regions with emphasis on Africa and least developed countries, resource mobilization, and effective delivery;*
  - (ii) confirm that the ILO should continue to play its role in contributing to the UN system's efforts to maximize coordination, coherence and relevance of operational programmes; and*
  - (iii) request the Director-General to further integrate the International Training Centre of the ILO, Turin in the delivery of the ILO's technical cooperation programme.*

## **II. Implementation of Decent Work Country Programmes**

36. The Chairperson, Ambassador Yimer Aboye, informed the meeting that, in keeping with the practice that this Committee had recently set, this agenda item would be covered in an interactive manner. The Office report was based on contributions from the regions; the specific write-ups for the different regions were presentations from the respective Regional Directors and as such, there would not be a need for the Regional Directors to make oral presentations. At the end of the debate the Regional Directors would be called upon to respond.
37. The Employer Vice-Chairperson, Mr Jeetun, underlined the importance of full integration of the DWCPs in UNDAFs and emphasized the need for the involvement of the social partners in their formulation and implementation. Engaging the social partners in such a way strengthened their capacity and represented an investment in communication and outreach strategy programmes.
38. Agreeing with the Office report that priorities should vary from one region to the other, he maintained that tripartism and institution-building should be cross-cutting. Concerned that, while DWCPs were being used as the main programming element in discussions with

donors, few of the latter had provided funds for them, he urged for more cost sharing with UN partners. Mr Jeetun encouraged national stakeholders and international donors to focus their attention on concrete results instead of advocacy.

39. The Employer Vice-Chairperson concluded by underscoring the need for new skills, methods, approach and mind-set to enable the United Nations to recognize the employers' role at the national level, especially in countries without an ILO office.
40. The Worker Vice-Chairperson, Ms Yacob, observed that the implementation of DWCPs and the UN reform process, particularly with respect to the involvement of the social partners, had been reported in an optimistic fashion. Citing information she had received from the field, she highlighted the weak involvement of the social partners in the processes.
41. DWCPs did not address the four dimensions of decent work in an integrated way, with unequal treatment of certain dimensions of decent work. International labour standards and a rights-based approach to development, for instance, were not included in the programmes. Observing that most of the standards-related programmes were to do with child labour, she pointed out other serious problems that existed. She found no mention, for example, of any programme for the ratification of Conventions Nos 87 and 98 in the DWCPs of China and India. On this issue, she pointed out that the Declaration programme had requested countries which had not ratified the core Conventions to show what steps they were taking to promote those Conventions – this aspect was missing in the DWCPs. She also pointed out that DWCPs did not reflect the decisions of the Committee on Freedom of Association and the Committee on the Application of Standards.
42. Observing that most DWCPs had an employment focus, she inquired whether, as the Workers' group had suggested in previous meetings of this Committee, the tripartite document on operationalizing the employment component of DWCPs, adopted by the ESP in March 2006, had been disseminated in the field. She was of the view that a similar document for standards – in particular freedom of association and collective bargaining – could be useful. Ms Yacob concluded by reiterating the Workers' support for the Decent Work Agenda.
43. Speaking on behalf of the Africa group, the representative of the Government of Malawi emphasized the importance of programmes oriented towards building the capacity of the social partners, particularly that of the unions. Political will and commitment on the part of the governments was essential for these programmes to be meaningful and he called upon them to include these projects in their national budgets in order to ensure their sustainability. At the same time, he encouraged the Office to carry out aggressive resource mobilization efforts for DWCPs.
44. The representative of the Government of Sweden, speaking on behalf of the IMEC group, welcomed the progress made in integrating the DWCPs in UNDAFs and linking them to Poverty Reduction Strategy Papers in several countries. Whilst too soon to examine concrete outcomes and results of the DWCP process, it was felt that the types of indicators could be identified to measure the success of the DWCPs, both in a particular country and as a vehicle for delivering the ILO's technical cooperation as a whole. She asked the Office for further reflection on this issue. Noting that the ILO appeared to be establishing a DWCP in every member State, and believing that the ILO's technical cooperation programme should not intervene everywhere, she wondered whether there had been any prioritization in programming in view of the limited availability of resources and needs-based approach to technical cooperation. She inquired how the Office was streamlining its regular budget towards DWCPs.

45. The representative of the Government of Italy, speaking on behalf of the Committee members of the European Union, expressed her strong support for the DWCPs. She recalled that the EU Council of Ministers had called upon both the European Commission and EU Member States to support DWCPs and institutional capacity building, including for the social partners, both in the Council's June 2007 Conclusions on promoting employment through development cooperation, and in its December 2006 Conclusions on decent work. The speaker stressed that major efforts should be made to achieve greater coherence of policies and programmes. She called for training and awareness initiatives for government officials outside of the labour ministries, as well as for the donor community and other development actors. In this respect, the European Union welcomed the cooperation between the ILO and the European Commission on training and awareness-raising initiatives on decent work of EC delegations in EU partner countries.
46. The representative of the Government of Cuba reiterated his Government's commitment towards the achievement of the global goal and indicated that full employment and decent work were incorporated in the national development strategies of his country.
47. The representative of the Government of India maintained that decent work called for the integration of economic and social objectives and for a good combination of employment policies, rights at work, social protection and social dialogue. He affirmed that as decent work provided a framework for shaping policies and programmes, it required special focus towards achieving a clear and measurable impact in the countries within the given resources. He said that the DWCP for India focused on issues related to child labour, rights of women workers, and HIV/AIDS and that there was a need to reinforce those activities.
48. The representative of the Government of China welcomed the increased interaction between the ILO and the UN system at the operational level. He noted the adjustment that the donors were making towards the new UN delivery services; the increased role of the UN Resident Coordinator; and the positive impact on DWCPs that the One UN Programme could have, particularly in terms of resource mobilization and effective delivery.
49. The representative of the Government Nigeria indicated that his Government, together with the ILO Office in Nigeria, was able to finalize a DWCP. He expressed his satisfaction for the partnerships developed with the World Bank and the Global Fund on HIV/AIDS-related programmes; with Shell on occupational safety at work in the Niger Delta; as well as with the International Training Centre of the ILO, Turin for the training delivered to national officials in capacity building and other areas related to the DWCP.
50. Mr K. Ahmed (Worker member) highlighted the importance of setting aside appropriate resources for the DWCPs. He felt that among the priorities listed for Asia in the Office report, issues such as good governance and local development would need to be added. He also emphasized the need to reinforce programmes focusing on development of skills for employment. He saluted the capacity building and training programmes carried out with the Bureau for Workers' Activities and indicated the importance of reinforcing social dialogue programmes.
51. The representative of the Government of Kenya urged national governments to commit part of their national budgets to the implementation of the country programmes. The donor community should be encouraged to step up their funding. Recognizing the need for an inclusive and participatory process in the drafting, implementation and evaluation of the country, he felt there was a need to first build capacity and strengthen the tripartite institutions. Kenya had established a DWCP and had set up an implementation committee consisting of various stakeholders. The speaker wished to be informed about the lessons learned from other countries and urged the Office to document and share the best practices.

52. The representative of the Government of Jordan referred to a pilot project in the area of decent work which he felt provided a good example of success and proof of the multiple benefits of such action. However, many countries in his region were victims of conflicts and post-conflict situations and Jordan had faced socio-economic problems as a consequence. He therefore expressed the hope that the ILO and donors would give special consideration to assisting the countries concerned, without which far-reaching negative results beyond the region could be anticipated.
53. The Regional Director for Africa, Mrs Amadi-Njoku, explained that the low delivery rate recorded in the region was partly due to delays emanating from different and often incompatible financial accounting systems, especially for countries where the ILO did not have an Office and depended on the UNDP for financial transactions.
54. She pointed out a number of measures the Regional Office was undertaking to enhance the development and implementation of technical cooperation projects and programmes that included developing a guidance note and integration of DWCPs into national development frameworks. Furthermore, joint programming between subregional and ILO offices was also being geared towards facilitating implementation of the region's technical cooperation portfolio. She further referred to the recently signed ILO–UNDP partnership agreement in having assisted in accelerated delivery of projects and programmes, and predicted a rise in delivery rates by the end of the year.
55. The Regional Director for the Americas, Mr Jean Maninat, referred to the Hemispheric agenda established at the XVI American Regional Meeting and pointed out that the DWCPs in the different countries adhered to ILO core principles, and were developed in consultation with the tripartite constituents. He reiterated that the consultative process adopted led to ownership on the part of the tripartite partners. The Bureaux for Employers' and Workers' Activities, as well as all social actors of the regions, were consulted through this process. He pointed out that 15 countries had incorporated priorities that focused on normative issues of the ILO, including issues pertaining to freedom of association. He also noted that relations with UNDP had been particularly beneficial to the ILO in that the broader UN system better understood the ILO and its tripartite structure and was increasingly accommodating its modus operandi within the broader UN operational framework at the regional and country levels.
56. The Regional Director for the Arab States, Ms Nada Al Nashif, said that concerns of the tripartite partners regarding the content of the DWCP had led to further deliberations geared towards building a consensus on the priority to be addressed, the outputs, and the outcomes. To give the DWCPs a programmatic design, an implementation plan, and an in-built results-based management mechanism was an integral part of the action plan. This approach had led to DWCPs becoming a catalyst for change both internally for the ILO in the region and in the broader development framework, as evidenced by its inclusion in the Jordanian Prime Minister's agenda. As such, even the social partners, through the DWCPs, were now able to access sources other than the ILO to implement it. However, she did reiterate the need to enhance the capacity of the social partners in the DWCP formulation, implementation, monitoring and evaluation.
57. The Regional Director for Asia and the Pacific, Ms Yamamoto, focused her response on the involvement of the ILO's tripartite partners within the national UNDAFs; their involvement in identifying the priorities in the DWCPs was instrumental. She underscored the importance of the full involvement of tripartite partners in the development of UNDAFs at the country level, and urged that this be a priority in the coming biennium. She further stated that the qualitative participation of the constituents should be addressed as much as the quantitative, ensuring that they have the capacity to articulate the various issues being discussed and debated by a range of development stakeholders. She pointed

out that priorities have been, and will continue to be, hinged upon the national development plans and resources necessary to effect delivery. In order to access extra-budgetary funding from within the United Nations, she highlighted how a donor-mapping exercise was under way with support from RBTC funds which was regarded as investment for resource mobilization.

58. The Regional Director for Europe, Ms Nesporova, stated that the tripartite partners were at the core of the process of formulating DWCPs. She expressed appreciation for the capacity-building resources that benefited ILO constituents and staff in this regard. As for the linkages with the broader development framework, she underscored the fact that the DWCPs were aligned to national development priorities and UNDAFs, a result of which had been the integration of employment issues into the One UN Country Programme. She further pointed out that normative matters of the ILO were integrated into the DWCP aimed at improving reporting obligations of member States that had ratified Conventions. She cautioned, however, that human resources in the Office were not fully at par with the pace of developments in the region.
59. In her response, the representative of the Director-General, Ms Van Leur, reiterated the importance of tripartite consultation and social dialogue in developing DWCPs. She made reference to the *Toolkit* upon which the ILO and its constituents must now build to add quality to the DWCPs being formulated. With regard to the alignment of DWCPs to UNDAFs, she underlined the importance of regularly briefing the tripartite partners on the ongoing UN reforms and of developing synergies between the ILO's specific agenda and fitting it into the national development agenda. With regard to mainstreaming international labour standards in DWCPs, she assured members of the Committee that the *Toolkit* and the quality assurance mechanism were to be used to ensure that the focus of the ILO's normative role was integrated into the programme.
60. *The Committee on Technical Cooperation invites the Governing Body to call upon the Office to take into account the comments and observations made by the Committee during its current session; and to provide to its future sessions on a regular basis, status reports highlighting formulation, content, implementation, outcomes and impact of Decent Work Country Programmes in so far as technical cooperation is concerned.*

### **III. Resource mobilization for technical cooperation: Implementation report**

61. The Employer Vice-Chairperson (Mr Jeetun) noted the 38 per cent increase in extra-budgetary contributions to a total of US\$243 million in 2006, but expressed concern that social dialogue did not receive adequate funding.
62. Highlighting the need to improve the delivery rate for technical cooperation programmes and projects in Africa, he proposed that a tripartite committee be established under the auspices of the Regional Office. He supported the efforts of the Office to achieve greater coordination among ILO donors, and urged the ILO to take the lead role to create a better understanding amongst donors of the critical role of tripartism and strong social partners in development. While noting with interest the special allocation that had been made to strengthen the capacity of the social partners, he requested additional information about how this had been implemented and to what extent the Bureaux of Employers' and Workers' Activities had been involved.

63. The Worker Vice-Chairperson (Ms Yacob) stressed the need to enhance overall predictability of voluntary contributions to the ILO, and supported the ILO's efforts to enter into multi-annual partnership agreements with its donors. She further stated that the RBSA was an important new development, and asked the Office for additional information with regard to the amounts made available by donors and the funds expected to be mobilized in the next five years, as well as the criteria and procedures to access these funds, in particular for the social partners.
64. Welcoming the overall positive trends of ILO resource mobilization, including the significant share of locally mobilized resources, she highlighted the importance of local resource mobilization training for ILO staff, including the Bureaux of Employers' and Workers' Activities specialists, and ILO constituents in this regard. She noted with concern that some strategic objectives and key programmes therein did not benefit from the increased extra-budgetary resources, and called for specific data and indicators on the involvement of the social partners in all technical cooperation activities. When negotiating with its donors, the Office should insist on the need to support the four dimensions of decent work and tripartism, as well as the ILO's rights-based approach on a permanent basis.
65. The Worker Vice-Chairperson welcomed the further development and improvement of partnership agreements and the inclusion of strategies to mainstream tripartism, gender equality, and specific capacity building for workers' and employers' organizations. She was grateful for the support of the Netherlands, Norway and Sweden for supporting the social partners through the Bureaux of Employers' and Workers' Activities, and called upon the United Kingdom, Denmark and other donors that will negotiate partnership agreements with the Office in 2008 to also consider ways of supporting the social partners. She thanked all donors that had mainstreamed gender equality in the agreements they had signed with the Office, and invited other donors do so as well. Ms Yacob thanked the Office for organizing the second Informal Meeting of ILO Donors, and requested the Office to continue to involve the social partners to ensure that their perspectives were better reflected.
66. With regard to Public-Private Partnerships (PPPs), the Worker Vice-Chairperson referred to the position of the Workers' group during the Committee on Technical Cooperation's discussion of the PPPs in March 2007, and reiterated the need for the PPPs to be in conformity with ILO principles and values and respect tripartism and social dialogue. She noted that the PPP guidelines would be discussed by the Committee on Technical Cooperation in March 2008, and requested that documents prepared for that purpose would clearly reflect the sentiments of the Workers' group. She stressed the importance of having clear rules to avoid PPPs being used to undermine the mandate and tripartite nature of the Organization. In this regard, she requested information on the extent to which the non-state actors currently funding projects which respected the values and principles of the ILO and whether those projects contributed to the advancement of decent work.
67. Speaking on behalf of the Africa group, the representative of the Government of Malawi highlighted the need to share experiences and lessons learned from the eight "Delivering as One" pilots, and from the participation of the Office in the joint UN missions to those pilots. He was pleased to note that the ILO had explored new partnership agreements with the Governments of Denmark, Germany, Ireland and Sweden, and that, like other regions, Africa had received an increased amount of resources in 2006 compared with 2005. Further noting how some governments in Africa had adopted Sector Wide Assistance Programmes, where all donor funds would be channelled through a basket fund modality for work in a specific sector, he highlighted the need for any new technical cooperation project to be linked to national growth and development strategies. In order to mobilize

resources at the national level, there was a need for political will and commitment and to budget some of the activities into the national budget for the sustainability of projects.

68. The representative of the Government of Sweden, speaking on behalf of the IMEC group, welcomed the steps taken with regard to local resource mobilization and the elaboration of partnership agreements with some donors in order to strengthen the relevance of ILO strategic objectives and DWCP priorities in the resource mobilization process. She noted the new appraisal process set up by the Office in 2006, and asked the Office to elaborate more on this and what it would entail for the allocation of regular budget funding for DWCPs. She stressed the importance that IMEC attached to PPPs as a funding opportunity that could contribute to the implementation of DWCPs, and urged the Committee to adopt guidelines as soon as possible. She noted the development of the RBSA and looked forward to engaging in a discussion in the Programme, Financial and Administrative Committee (PFA) of the Governing Body on the best ways to build on the results-based management framework for effective monitoring and evaluation and to ensure clear results, accountability and transparency. Finally, she welcomed the timely ILO engagement in UN reforms and active participation in planning and shaping the reform agenda. IMEC looked forward to further discussions on how the ILO will use its comparative advantages to position itself in the ongoing reform processes.
69. The representative of the Director-General, Ms Van Leur, responded to the deliberations of the Committee. On the PPPs, she said that there were ongoing negotiations with the Gates Foundation. On the question raised on RBSA, she maintained that a response might be premature as discussions with donors were still ongoing and the issue was expected to come up for discussion at the PFA on the following day. With regards to the firewall, Ms Van Leur indicated that the UNDP was to split the two current functions of the Resident Coordinator; within a few years there would be separate posts for the UNDP Resident Representative and the United Nations Resident Coordinator. The representative of the Director-General concluded by informing the Committee that the Officers of the Committee on Technical Cooperation had decided to put PPPs on the agenda for the March 2008 session of the Committee on Technical Cooperation.

#### **IV. Follow-up to the ILO Declaration on Fundamental Principles and Rights at Work: Technical cooperation priorities and action plans regarding the elimination of discrimination in employment and occupation**

70. In introducing his statement, Mr Jeetun, speaking on behalf on the Employers' group, reiterated his group's commitment to the Declaration, its four principles and its follow-up and inquired about any Office plans to celebrate the tenth anniversary of its adoption in 2008. In acknowledging that the Global Report was meant to provide a dynamic picture of the situation as it related to the area of discrimination, he found the definition provided in the 2007 Global Report too broad. While he expressed his group's willingness to contribute to reducing discrimination at the workplace, he considered this attempt at an action plan needed further development with clear objectives, targets, outcomes, and required resources rather than a summary of proposed activities to be undertaken.
71. He was supportive of several activities proposed, especially those related to awareness raising through educational campaigns, information sharing, and capacity building. He was equally supportive of activities such as the development of a compendium of good practices, codes of conduct, guidelines, training, and the integration of equality concerns in

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DWCPs. He inquired what the Office meant in its proposal in paragraph 13 to “review” collective agreements.

- 72.** Ms Yacob, speaking on behalf of the Workers’ group, acknowledged that discrimination in all forms was abhorrent and continued to exist in both developed and developing countries, in particular as far as it affected women. She also noted that another creeping problem was discrimination against youth. In view of the growing phenomenon of discrimination, which illustrated the universality of Conventions Nos 100 and 111, she commended the work of the Office on the preparation of the 2007 Global Report and strongly supported the proposed action plan. She welcomed the work envisaged with trade unions, especially in the area of racial discrimination and xenophobia. However, she expressed her group’s disappointment that not many activities on this theme were geared directly to governments, and supported the proposal for a technical meeting on this subject. In supporting the proposed activities, in particular those related to institutional capacity building through education, research and documentation, she suggested that the Office integrate equal remuneration and job evaluation methods in DWCPs. In addition, she called for capacity building to focus on strengthening trade unions’ organizing and bargaining capacities to enable them to engage with employers and governments to campaign for equality.
- 73.** The representative of the Government of Malawi, speaking on behalf of the Africa group, highlighted the fact that despite the call to fight discrimination at the workplace, problems not only persisted but had, in fact, extended beyond traditional forms of discrimination to include factors such as age, disability and sexual orientation, among others. In expressing support for the action plan, he requested the ILO to consider the allocation of extra-budgetary resources to complement the existing regular budget funding required to develop programmes to combat discrimination of any form in the workplace. He was particularly in favour of the capacity-building activities proposed for the social partners so that they would be able to effectively address discriminatory practices within their organizations.
- 74.** The representative of the Government of India expressed his country’s support for the ILO’s initiative on the elimination of all forms of discrimination in employment and occupation. He highlighted his Government’s initiatives to address issues related to gender inequality and discrimination against women in particular. He described the schemes being implemented, as well as the various legal and policy initiatives in place to ensure social justice and empowerment of traditionally discriminated members of society. In this connection, he recommended the further elaboration of the concept of regulatory frameworks and expressed support for the proposed action plan.
- 75.** The representative of the Government of Nigeria indicated that, despite the efforts made by several governments in his region, the problem of discrimination still persisted, not only in its traditional, but also in its modern forms. However, in those African countries where democracy and representative governments were taking root a more equally balanced situation was developing. He expressed his concern, however, that in spite of the resources allocated by his Government and other donors to raise awareness on the issue of HIV/AIDS, workers living with HIV continued to be discriminated against by employers in his country, in particular those working in unorganized sectors. He hoped that the proposed implementation of a national workplace policy on HIV/AIDS combined with the priorities and main issues related to discrimination in employment and occupation identified in the action plan would assist in resolving these discriminatory practices in his country.
- 76.** The representative of the Government of South Africa offered his country’s support to the proposed plan of action regarding the elimination of discrimination in employment and occupation.

77. In responding to the discussion on behalf of the Office, Mr Tapiola (ED/NORM) said that the tenth anniversary of the adoption of the 1998 Declaration would coincide with the Conference discussion on strengthening ILO capacity. It was important to draw lessons from the Declaration in this context. He also noted that this anniversary would coincide with the sixtieth year of the adoption of the Freedom of Association and Protection of the Right to Organise Convention, 1948 (No. 87), and in 2008 the Global Report would address this topic.
78. Referring to the definition of discrimination, he recalled that Convention No. 111, while noting certain grounds in 1958, included the possibility of other distinctions, exclusions or preferences that could impair equality of opportunity or treatment in employment and/or occupation, as may be determined by member States in consultation with their social partners. That was the reason that both Global Reports to date on this principle had found discrimination in fact to be a moving target, where old forms tended to persist while new forms emerged, often resulting in multiple forms of discrimination.
79. Concerning the query regarding the term “the ILO will review collective agreements”, he made clear that this meant studying or drawing lessons from how collective agreements address equality issues.
80. In concluding, Mr Tapiola noted that this was indeed an attempt at proposing an action plan, in a complex area where there had been the lowest amount of donor funding to date. At the same time, this required a broad-based effort to address different forms of discrimination, going beyond the Declaration programme and Sector 1 as such. In this effort, the Office would continue to cooperate with relevant programmes (e.g., GENDER, MIGRANT) and in particular the Bureaux for Employers’ and Workers’ Activities, so that the action plan covered various forms of discrimination. It would be implemented in the spirit expressed through the discussion on the subject by the International Labour Conference and the Governing Body.
81. *The Committee recommends that the Governing Body endorse this second plan of action on the principle and right of non-discrimination, and request that it be kept informed, through the Committee on Technical Cooperation, of the implementation of the activities proposed.*

## V. Other questions

82. There being no issue under this agenda item, the Chairperson closed the meeting, informing the Committee that in accordance with the standard procedures, the report of the meeting would be approved on its behalf by the Officers of the Committee. They would also agree on the agenda for the meeting of the March 2008 session of the Committee.

Geneva, 9 November 2007.

*Points for decision:* Paragraph 35;  
Paragraph 60;  
Paragraph 81.