

GSM Tables

Outcome 1

Effective and efficient utilisation of all ILO resources

Indicator	Target	Progress/Results	Responsible Units
1.1 Improved effectiveness in the management of human resources	Milestones for 2012-13 in the Human Resources Strategy for 2010-15	Detailed reporting prepared separately as per the Human Resources Strategy	HRD
1.2 Improved effectiveness in the management of information technology	Milestones for 2012-13 in the Information Technology Strategy for 2010-15	Detailed reporting prepared separately as per the Information Technology Strategy	INFOTEC
1.3 Alignment of extra-budgetary and RBSA resources with decent work outcomes at global, (sub)regional, and national level.	Milestones for 2012-13 in the technical cooperation strategy for 2010-15	Detailed reporting prepared separately as per the Technical Cooperation Strategy	PARDEV
1.4 Improved maintenance and utilization of ILO office facilities.	Timely implementation of the headquarters renovation project	The project has been implemented according to the pilot plan agreed with the contractors. The Office has received the detailed design documents which will guide work through March 2014. Longer term plans will be guided by decisions to be taken by the Governing Body in March 2014.	DDG/MR (Renovation project)

	Maintenance plans created and implemented for all ILO owned facilities outside Geneva	<p>A technical survey was drawn up and sent to Directors of all ILO-owned facilities with a view to:</p> <ul style="list-style-type: none"> - determining the current state of the premises (architectural, structural, mechanical and electrical components); - identifying which of the components were supported by a maintenance contract; - listing the recurrent costs and expenditures; - identifying the funds to be allocated for the next and future financial periods. <p>The survey was completed for all ILO-owned premises and an initial analysis undertaken, with recommendations for next steps.</p>	INTSERV/ FACILITIES
1.5 Progress toward climate neutrality	An environmental audit will be introduced	<p>The audit was launched in 2012 for ILO offices selected on the basis of their environmental impact and taking into account ownership, building size (square footage) and number of staff: Geneva, Lima, Brasilia, Santiago, Buenos Aires, Addis Ababa, Abidjan, Dar es Salaam, Bangkok, Islamabad, New Delhi and Brussels.</p> <p>The audit reviewed existing systems and processes impacting the environmental performance of the ILO, such as sustainable buildings, energy, water, waste, land management and sustainable procurement.</p> <p>The methodology included analysis of records, direct observation, interviews, visit of premises and a survey. A report was elaborated for each selected office. Local consultants, a staff member based in Geneva and an international expert were hired for this project. The final report presenting the consolidated analysis and recommendations for improvement completed end 2013.</p>	INTSERV/ FINANCE

Outcome 2

Effective and efficient governance of the Organisation

Indicator	Target	Progress/Results	Responsible Units
2.1 ILO constituents guide the implementation of ILO activities at the country level through Decent Work Country Programmes	Constituents involved in the development of 100 per cent of Decent Work Country Programmes	Constituents have been involved in the design and implementation of all Decent Work Country Programmes (about 31 were completed during the biennium)	PARDEV/ PROGRAM
2.2 External Auditor's opinion on the ILO financial statements and on follow-up action	Unqualified audit opinion and successful implementation of International Public Sector Accounting Standards	The Office received an unqualified audit opinion on the financial statements for the 72 nd financial period (2010-11) and also for the consolidated financial statements for the year ended 31 December 2012. The financial statements for 2012 were fully compliant with International Public Sector Accounting Standards (IPSAS).	FINANCE
2.3 Quality assessments provided in internal audit and independent evaluation reports and timely and effective implementation of recommendations.	High-priority audit findings and recommendations implemented not later than six months of the audit report's date	<ul style="list-style-type: none"> • Total number of high priority recommendations fully implemented within the six-month target date: 96 (out of 228) or 42%. • Total number of high priority recommendations partially implemented or being implemented as at the due date: 124 (out of 228) or 54.5%. 	IAO
	Other findings and recommendations implemented within 12 months of the audit report's date	<ul style="list-style-type: none"> • Total number of medium and low priority recommendations fully implemented within the twelve-month target date: 140 (out of 280) or 50%. • Total number of medium and low priority recommendations partially implemented or being implemented as at the due date: 124 (out of 280) or 44%. 	
	Milestones in the evaluation strategy for 2010-15	All the quantitative and qualitative targets for the eleven biennial milestones for 2012-13 identified in the 2010-15 evaluation strategy were fundamentally met as reported in detail in ILO's Annual Evaluation report 2012-13- (GB.319/PFA/7)	EVAL

<p>2.4 Increased recognition and mitigation of risks</p>	<p>All elements of the system in place and maintained</p>	<ul style="list-style-type: none"> - Responsibility for risk management on the Office has been formally assigned to the Office of the Treasurer. - The Strategic Risk Register was reviewed and revised and included in the Programme and Budget for 2014-15. - Resources are being put in place to ensure systematic implementation of Enterprise Resource Management throughout the Office. 	<p>TR/CF</p>
<p>2.5 Efficient planning, preparation and management of International Labour Conference and Governing Body sessions and Regional Meetings</p>	<p>10 per cent increase in constituents' level of satisfaction</p>	<p>A draft survey was submitted for comments to the Geneva based Consultative Group (composed of the Government Group Chairperson, the Regional Coordinators and the Secretaries of the Employers' and Workers' Groups). However, the Group decided not to follow-up on the survey in the middle of the implementation phase of the Governing Body reform as well as the start of the review of the functioning of the ILC. It was also decided that the post-GB meeting of the Screening Group (GB Officers as well as members of the Geneva based Consultative Group) would provide the opportunity to take stock of what had worked and what had not. The Geneva Group therefore preferred informal exchanges through the groups' representatives rather than a survey being sent to all Governing Body members and to ILC delegates. Nevertheless, substantial feedback has already been received. Regarding the implementation of the GB reform, while the Governing Body will examine the need for further improvements at its March 2014 Session, the overall positive impact of this reform has been repeatedly emphasized by the three groups of constituents.</p> <p>During the recent informal consultations on the functioning of the ILC, feedback has also been received indicating that constituents were satisfied with many changes that were trialled at the 2013 Conference. The "paper smart policy" implemented at the 2013 European Regional Meeting as well as the increased use of videoconference services were also well received by our constituents.</p>	<p>RELMEETINGS</p>

95 per cent of official documents published on time	<table border="1"> <thead> <tr> <th rowspan="2"></th> <th colspan="2">2012</th> <th colspan="2">2013</th> </tr> <tr> <th>No.</th> <th>On time</th> <th>No.</th> <th>On time</th> </tr> </thead> <tbody> <tr> <td>GB</td> <td>126</td> <td>85%</td> <td>134</td> <td>98%</td> </tr> <tr> <td>ILC</td> <td>12</td> <td>50%</td> <td>11</td> <td>91%</td> </tr> <tr> <td>Other Official Meetings</td> <td>3</td> <td>100%</td> <td>8</td> <td>100%</td> </tr> <tr> <td>Average</td> <td></td> <td>78.4%</td> <td></td> <td>96.5%</td> </tr> </tbody> </table>		2012		2013		No.	On time	No.	On time	GB	126	85%	134	98%	ILC	12	50%	11	91%	Other Official Meetings	3	100%	8	100%	Average		78.4%		96.5%																
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Provision of adequate and timely legal advice in all cases	<p>Provided timely legal review of all significant legal matters in GB and ILC documents including reform of the Conference, oversight of the procedure for election of the Director General and related follow-up, and the new Director-General's personnel and other reforms. Also delivered sound legal advice on requests received by HQ and field units on diverse matters. Delivered timely credentials services for ILC and Regional meetings. Negotiated solutions to advance ILO-Swiss relations concerning the renovation of the HQ building, and related zoning law. Progress made on activities concerning legal protection of the ILO in selected member States.</p>	JUR																																												

<p>2.6 Enhanced governance and policy-setting functions of ILO organs</p>	<p>Revised methods of work, content of Governing Body sessions and time frame introduced</p>	<p>Constituents expressed satisfaction at improvements made, such as live updates on the programme of work (displayed on various screens outside the GB Room as well as posted on the GB website) which facilitated their work, as well as the new system of submission of amendments which gave them enough time to consult their capitals on issues that required doing so.</p> <p>As a result of the revised methods of work, in particular the implementation of a continuous plenary, it was possible to conclude the March GB session one day early, which resulted in savings.</p>	<p>RELMEETINGS</p>
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