

within this framework. The current period is 2010-2011. Programme reports covering the same cycles are presented to the Governing Body. For 2010-2011, ILO has introduced work plans based on framework objectives for its projects, thereby making it easier to measure results. Norway wishes to introduce gender equality as a separate target and as an indicator for other goals in order to ensure the effectiveness of the action plan.

Improving the visibility and simplifying the communication of results both at country level and within the multilateral system will strengthen the work of ILO. There is a need for general information on results, and more clearly defined priorities.

3. Norway's policy towards ILO

ILO's Decent Work Agenda is of particular relevance for Norway, besides being given growing priority in development cooperation. The Norwegian Government's own strategy to promote decent work emphasises the importance of strengthening workers' rights at the global level, and strengthening ILO is one of the main objectives.

Resources were allocated in particular to support ILO's efforts to implement its Decent Work Agenda, through specific projects within ILO, at country level and for country programmes. Priority was given to the promotion of rights, social dialogue, gender equality, labour inspection, abolition of child labour and ILO's role in the multilateral system to promote greater coherence. There was focus on projects in a number of coun-

ILO has drawn up strategies for results-based management, human resource development and focus on knowledge/research to improve the organisation's internal effectiveness. ILO has internal and external audit functions and a control mechanism, and an evaluation unit that reports annually to the Governing Body. An Independent Oversight Advisory Committee has been established, and a review is to be carried out of this body in 2011 to improve the organisation's control and oversight activities. ILO has a special Ethics Officer, whose duties include protecting whistle-blowers, and an Office of the Mediator, which can mediate in work-related issues for anyone who has a contractual relationship with ILO. A policy on anti-corruption and anti-fraud was laid down in a directive issued in June 2009.

tries, including Brazil, India, China, South Africa and Angola. Norway granted NOK 6 million to ILO for efforts to follow up on the Recommendation concerning HIV, AIDS and the World of Work that was adopted in 2010. Norway is an active advocate of making gender equality one of the main topics in the Decent Work Agenda.

The goal of Norway's policy towards ILO is to promote decent work in Norwegian foreign, development, trade and working life policy, and to promote greater coherence at global and national level. ILO and the social partners are the main cooperation partners. Increased employment, social protection and criteria for decent work will be priority areas in efforts to promote economic development in poor countries.

ILO

International Labour Organization

1. Facts and figures

Type of organisation: UN specialised agency

Established in: 1919

Headquarters: Geneva

Number of country offices: 63 country offices, incl. regional offices and the ILO office for the UN

Head of organisation: Director-General Juan Somavia (Chile)

Governing Body: A tripartite structure with 56 members comprising 28 government representatives, 14 employers' representatives and 14 workers' representatives. 10 seats held permanently by certain member states, the remainder held on a rotating basis

Dates of Governing Body meetings in 2011: 3-25 March, 17 June, 3-18 November

International Labour Conference (ILO's general assembly): 2010: 2-18 July, 2011: 1-17 June

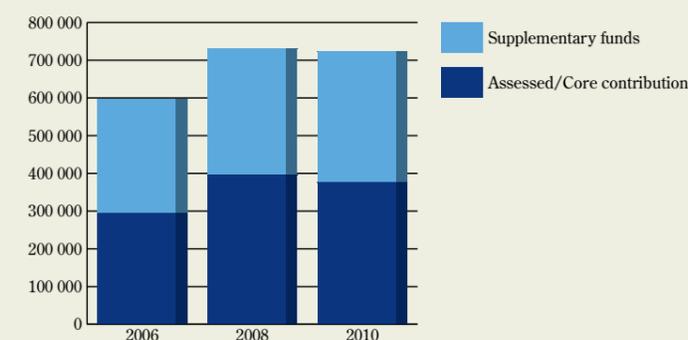
Norway's representation in ILO: One Nordic country is represented in the Governing Body in each term; Denmark holds the position for 2011-2013. The Nordic countries' representation is based on an informal rotation system

Number of Norwegian staff: 10

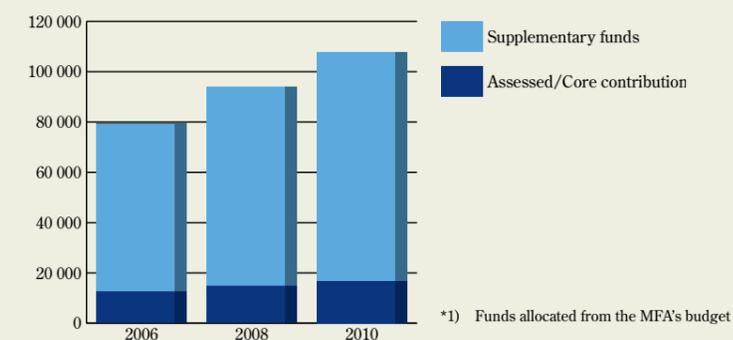
Responsible ministry: Norwegian Ministry of Labour (delegation member), Norwegian Ministry of Foreign Affairs (MFA)

Website: www.ilo.org

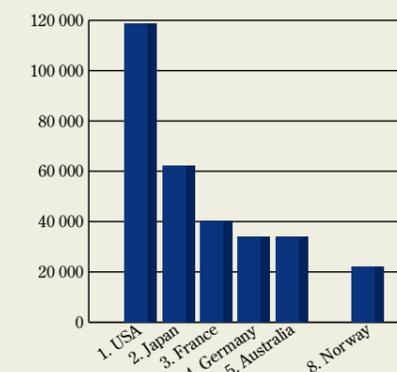
Total revenues (in US\$ 1000)



Norway's contributions^{*1)} (in NOK 1000)



The five largest donors, and Norway, in 2010 (in US\$ 1000)



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<http://www.regjeringen.no/en/dep/ud/selected-topics/un>.

Mandate and areas of activity

The International Labour Organization (ILO) was established in 1919. ILO became part of the UN system upon its creation in 1945 as the UN's specialised agency for labour issues, and is the oldest UN organisation. ILO's mandate is to promote social justice through full employment with respect for workers' rights, dialogue between the social partners and social protection (e.g. social security). ILO differs from other UN organisations in that governments, workers and employees are all full members with decision-making authority.

ILO plays an increasingly pivotal and relevant role in the globalised economy, in the field of international law, as a normative actor, as a political arena, as a country-level actor and as a driving force in relation to other international organisations. As a result of the economic crisis that followed in the wake of the financial crisis, there is growing unemployment and pressure on workers' rights, labour standards and social protection programmes. This situation has highlighted the importance and role of ILO.

ILO fulfils its mandate primarily by adopting international conventions and recommendations. The organisation is also engaged in wide-ranging, global development cooperation to help Member States accede to, implement and enforce the conventions and recommendations, thereby strengthening workers' rights, social justice, democracy, employment and poverty reduction.

The Decent Work Agenda sums up ILO's overarching goal of promoting social justice by ensuring employment and decent working conditions throughout the world. This goal is pursued through four strategic objectives:

- Workers' rights – promote and implement international labour standards and fundamental workers' rights through ILO's core conventions
- Employment – create opportunities for women and men to obtain decent work that provides them with a living, enables them to make investments, develops skills and promotes enterprise
- Social protection – expand access to and the effect of social protection
- Social dialogue – promote social dialogue and tripartite collaboration with independent labour unions and employers' organisations

ILO's eight core conventions can be placed in four main categories: prohibition of child labour, freedom of association, prohibition of discrimination and prohibition of forced labour.

1. Prohibition of child labour

ILO Convention No. 138 concerning the Minimum Age for Admission to Employment and Work: Aboli-

tion of child labour: the minimum age for admission to employment or work must not be less than the age of completion of compulsory schooling (normally not less than 15 years). Ratified by 160 states

ILO Convention No. 182 concerning the Prohibition and Immediate Action for the Elimination of the Worst Forms of Child Labour: Prohibits the worst forms of child labour. Ratified by 174 states

2. Freedom of association

ILO Convention No. 87 concerning Freedom of Association and Protection of the Right to Organise: Establishes the right of workers and employers to join organisations to promote and protect their interests. This right shall be exercised freely and shall apply to all workers and employers without exception. Ratified by 150 states

ILO Convention No. 98 concerning the Application of the Principles of the Right to Organise and to Bargain Collectively: Protects workers who exercise their right to organise, provides protection to workers' and employers' organisations against acts of interference by each other, promotes voluntary collective bargaining. Ratified by 160 states

3. Prohibition against discrimination

ILO Convention No. 100 concerning Equal Remuneration for Men and Women Workers for Work of Equal Value: Promotes equal remuneration for men and women workers for work of equal value. Ratified by 168 states

ILO Convention No. 111 concerning Discrimination in respect of Employment and Occupation: Promotes equality of opportunity and treatment in employment and occupation. Ratified by 169 states

4. Prohibition against forced labour

ILO Convention No. 29 concerning Forced or Compulsory Labour: Promotes the suppression of the use of forced labour. Ratified by 175 states

ILO Convention No. 105 concerning the Abolition of Forced Labour: Prohibits the use of any form of forced or compulsory labour. Ratified by 171 states

Results achieved in 2009/2010

The financial crisis and the ensuing labour markets crisis gave new relevance to the ILO's mandate and sphere of activity. The focus is on promoting economic growth that creates and is driven by jobs, not growth without jobs.

ILO has succeeded in establishing its agenda for decent work as a key prerequisite for a socially sustainable global economy. The Decent Work Agenda and the Global Jobs Pact adopted in 2009 are backed by the entire UN system, and have also gained acceptance in G20. ILO has entered into

closer cooperation with the World Trade Organisation, the World Bank and the International Monetary Fund. Norway has played an active role in this connection by promoting policy coherence. Norway has also provided financial support through the programme agreement.

In 2010, ILO continued its work on the ILO Declaration on Social Justice for a Fair Globalization, which was adopted at the International Labour Conference in 2008. The Declaration is designed to promote coherence and an integrated approach at the international level. Norway has played an active role in advancing these efforts. The conference "Decent Work – a Key to Social Justice for a Fair Globalisation", which was held in Oslo in September 2008, was followed up on in collaboration with ILO on the forum "Decent Work – Tools to Counter the Crisis", held in Geneva in June 2009, and an ILO-IMF conference in Oslo in 2010: "The Challenges of Growth, Employment and Social Cohesion".

At the International Labour Conference in 2010, the issue of standard-setting for decent work for domestic workers (persons working in private homes) was addressed for the first time. The Convention concerning Decent Work for Domestic

2. Assessments: Results, effectiveness and monitoring

Due to ILO's tripartite structure and mandate, the organisation is highly political. This is ILO's strength and what distinguishes the organisation from other UN agencies. This strength is reflected in the work of the Governing Body and the work of the organisation in general. It creates a dynamics in, and a firm foundation for internal processes, but also for the organisation's role in promoting democracy. It offers different channels for accessing information and potential partners on the ground. The donors (Member States) have as many members in the ILO's Governing Body as the social partners combined. This can present a challenge for budget and decision-making processes.

First and foremost, ILO is a normative actor that serves in an advisory capacity in development cooperation. In order to measure results, we therefore assess the establishment of country programmes for decent work, the number of ratifications and the integration of the Decent Work Agenda in the multilateral system.

ILO has a strong political influence in the multilateral system and in respect of some of its members. The goal of Decent Work is high on the international agenda. ILO has a rights-based focus, and administers more than 100 conventions. The majority of the Member States have ratified the eight core conventions, and steady progress is being made on ratification of the other conventions. ILO has permanent systems for supervising implementation of conventions and recommendations in 175 countries. However, the supervisory system has

Workers was adopted at the International Labour Conference in 2011. A recommendation (No. 200) concerning HIV and AIDS and the World of Work, along with a resolution concerning the implementation of the recommendation, was also adopted at the 2010 Conference.

ILO has more than 800 projects through which it provides technical assistance to its members, and since 2009 has further developed its country programmes for decent work so as to integrate them into the UN framework for development assistance. At the end of 2009, there were more than 80 country programmes, and a focus on HIV and AIDS was included in more than 50 of these programmes. The social partners are now more effectively involved in country programme processes.

A total of 119 ratifications of ILO Conventions were carried out in 2008/2009. This is good with a view to the objective of universal ratification by 2015. ILO also adopted a Gender Equality Action Plan for 2008-09, and initiated a special gender equality campaign that has enhanced efforts to promote gender equality in the organisation.

limited possibilities of imposing penalties. Implementation at country level varies and is a topic of discussion for the annual Conference Committee on the Application of Standards.

ILO has a large database with country-level information; there is not as much focus on aggregate data even if they exist. Comprehensive statistics are available on the labour market situation, the implementation of global standards and national legislation.

In Norway's view, there is a need to restructure, improve and simplify governance, budgeting and reporting processes in ILO. A special working group was appointed to propose reforms of the functioning of ILO's governing organs. Changes were adopted in 2011, with a view to ensuring better, more effective governance and improving documentation and information to members. To some extent, ILO's reporting and evaluation processes are too comprehensive to be effective governance and inspection tools for members. The organisation's methods of work and access to general information are sometimes perceived as cumbersome and complex. While a large number of good, comprehensive reports and documents are produced that are increasingly accessible on the Internet, their content is difficult to access due to their format.

ILO is governed through its Strategic Policy Framework 2010-2015, which is based on specific targets under ILO's strategic objectives. Two-year budgets and programmes are adopted