



SIXTH ITEM ON THE AGENDA

**Effect to be given to the conclusions concerning human resources training and development, adopted by the International Labour Conference at its 88th Session (2000)**

1. At its 88th Session (2000), the International Labour Conference adopted a set of conclusions concerning human resources training and development, inviting the Governing Body to request the Director-General to give due consideration to them for the future work of the Office and to take them into account when preparing the Programme and Budget for the 2002-03 biennium (*Provisional Record* No. 21).
2. The conclusions stressed that human resources development and training help individuals to gain decent work and escape poverty and marginalization. Human resources development, education and training contribute significantly to promoting the interests of individuals, enterprises, economy and society. Skills development is an essential pillar of decent work.
3. Since the Conference the Office has prepared an item included in the portfolio of proposals for the agenda of the 91st Session (2003) of the Conference concerning the revision of the Human Resources Development Recommendation, 1975 (No. 150).<sup>1</sup> This proposal takes account of the conclusions. The Recommendation would be complemented by a practical guide and a database.
4. The strategies that the Office proposes for achieving the operational objective of ensuring that “ILO constituents invest more in training and human resources development for enhanced employability” are in line with the conclusions, as reflected in the documents submitted to the Governing Body at its present session concerning the programme and budget.<sup>2</sup>

<sup>1</sup> GB.279/5/1.

<sup>2</sup> GB.279/PFA/6.

5. In line with the conclusions, other major outputs of the InFocus Programme on Skills, Knowledge and Employability intended for the biennium 2002-03 include –
  - a database and benchmarks on investment in training, differentiated for region, industrial sector and enterprise size;
  - a database on best practices in developing a national qualifications framework and a study on the comparability of frameworks based on this database considering professional competency standards and the recognition of prior learning;
  - development tools to promote the adoption of best practices in training for women and persons with special needs;
  - technical cooperation projects to support the strategies and to deliver key products of the programme.
6. These and other activities will be developed in close collaboration with the social partners. Cooperation with UNESCO, regional organizations and potential donors is an essential part of the programme strategy.
7. Improving the performance of enterprises and the employability of workers in the informal economy – in order to transform what are often marginal, survival activities into decent work that is integrated into mainstream economic life – is a major issue for the ILO's work in skills development. It would be highlighted in the global conference on the informal sector that has been proposed for 2002.
8. In the current biennium, the Employment Sector is modifying its workplans to give more specific effect to the conclusions, as follows:
  - resources are allocated to begin preparation of the draft Recommendation and its accompanying practical guide;
  - systematic data collection is oriented towards the early delivery of the databases mentioned in the conclusions;
  - investment in training will be discussed in the Asian and Pacific region at a tripartite meeting in December 2000, and similar consultations are foreseen in Africa and Europe in 2001;
  - the development of national qualifications frameworks will be initiated as part of the ongoing work on new regional model competency standards, which will be reviewed at a technical meeting in October 2000;
  - the preparation of an information base on national policies and experiences in employment and human resources development – based on the national reports on the Employment Policy Convention, 1964 (No. 122), and the Human Resources Development Convention, 1975 (No. 142) – will be completed in 2001 and the results made available on the Internet and CD-ROM.

Geneva, 2 October 2000.