



Implementation of Decent Work Country Programmes

1. Context

The 11th ILO African Regional Meeting (Addis Ababa, April 2007) adopted the Decent Work Agenda for Africa 2007- 2015 to enhance the implementation of the Ouagadougou Plan of Action and called 'on the ILO to work with its constituents to encourage all member States in Africa to have DWCPs '.

DWCPs are already being implemented in Côte d'Ivoire, Burkina Faso, Burundi, Ethiopia, Ghana, Kenya, Lesotho, Mali, Nigeria, United Republic of Tanzania, Uganda, Zambia and Zimbabwe.

In 2009, DWCPs will be formulated /finalized in Algeria, Benin, Botswana, Cameroon, Cape Verde, Comoros, Djibouti, DRC, Egypt, Ethiopia, Gabon, Gambia, Guinea, Guinea Bissau, Liberia, Madagascar, Mali, Malawi, Mauritania, Morocco, Mozambique, Namibia, Rwanda, Sierra Leone, South Africa, Swaziland and Togo. Negotiations to initiate the DWCP preparation process are ongoing in most remaining countries.

DWCPs in Africa are developed and implemented as integral parts of global, regional and [national](#) development frameworks. This includes the MDGs, the ILO 2008 Declaration on Social Justice for a Fair Globalization, AU Plan of Action on Employment and Poverty Alleviation, the Decent Work Agenda for Africa and PRSP.

2. Links to the UN Country Programmes

The ILO has taken active part in the UNDAF process by ensuring that the DWCPs are part of the joint UN framework. In Tanzania, for instance, the ILO is managing the joint programme on "Wealth Creation, Employment and Economic Empowerment" on behalf of the UN system.

3. Participation of employers and workers' organisations in the development and/or implementation of DWCPs

Systematic efforts are being carried out to ensure employers' and workers' organizations participation in the formulation and implementation of DWCPs. In Kenya, Tanzania, Uganda, Lesotho, Nigeria, Ghana and Zambia, employers' and workers' organisations participated in consultative workshops and follow-up meetings to define and validate the DWCP priorities and outcomes. Moreover, they are members of DWCP implementation committees.

4. Main substantive priorities identified in the DWCPs

Priorities identified in the DWCPs include:

- Promotion and respect of fundamental principles and rights at work;
- Reduction of child labour (particularly in its worst forms);
- Employment intensive approaches;

- Policies and programmes to promote women's and youth employment;
- National social security policy (including a basic social security package);
- Prevention and mitigation of the impact of HIV/AIDS in the world of work;
- Strengthening labour administration and social dialogue;
- Strengthening the capacities of employers' and workers' organizations;
- Developing labour statistics and improving capacity for labour market information (data) collection and analysis;
- Gender remains a cross-cutting theme.

5. Funding mechanisms and levels and gaps including local resource mobilisation

- Through its regular and extra-budgetary resources, the ILO supports the implementation of some DWCP outcomes. However, these funds are not sufficient to guarantee the long term sustainability of these programmes;
- Some governments have contributed to the implementation of DWCPs. Zambia's Ministry of Labour was recently reclassified as an economic ministry and now has more possibilities to contribute to the implementation of its programme;
- The creation of the One UN Fund in some of the pilot countries has opened opportunities for funding DWCP priority activities integrated into the UNDAF. In Uganda, the DWCP was the entry point in accessing HIV/AIDS resources within the UN Country Team.
- With RBSA resources, the ILO is now expanding its support to DWCP outcomes that are results-driven and focused. The main areas of focus are youth employment, child labour, women entrepreneurship, employment intensive investments, social security, labour migration, labour market information and micro finance. These interventions are anchored on the promotion of fundamental rights and capacity building initiatives for constituents.

6. Concrete results and outcomes obtained already and those realistically envisaged through DWCPs

- National policies against child labour have been adopted (Tanzania and Uganda) and goals / indicators to reduce child labour have been integrated within the PRSP (Tanzania);
- Policies and programmes on HIV/AIDS in the workplace have been developed (Zambia, Lesotho, Tanzania, Uganda, Kenya and Ethiopia);
- Comprehensive reviews of social protection have been undertaken (Tanzania and Zambia).
- National Employment Policies as well as youth employment policies and programmes are being developed (Lesotho and Tanzania), and policies and programmes on the employability and employment of persons with disabilities are being implemented (Zambia and Uganda);

7. Lessons learnt and steps taken or to be taken for the way ahead

- a) Participation of social partners should be further enhanced by implementing a capacity development programme for constituents. This will not only facilitate the operationalisation of the programmes, but it will also foster sustainability by intensifying workers' and employers' participation in the identification of UNDAF and PRSP priorities; and in the implementation of DWCPs. The Region plans to organize such capacity building programmes for its constituents based on

the capacity building tools being developed by PROGRAM (in collaboration with ACRTAV and ACTEMP)

- b) To be effective, gender mainstreaming should be integrated from the formulation stage as illustrated in Lesotho, Mali and Tanzania. The on- going gender audits being undertaken in collaboration with the UNCT will enhance gender mainstreaming capacities and related results in country programmes.
- c) Improved data collection on Decent Work deficits as well as national progress towards Decent Work would contribute to the effective targeting and implementation of DWCPs. RBSA funds will be used to enhance LMI as an effective response.
- d) The focus on “Delivering as One UN” can create opportunities for funding some of the DWCP outcomes which are integrated into UNDAFs. It also creates avenues for ILO’s work to contribute more than hereto to joint UN objectives and programmes on human rights (workers, women, children); building national capacities (strengthening workers’ and employers’ organizations); influencing policies and developing local partnerships (as with ILO constituents). In this regard, a meeting has been planned this year to provide Directors in the region the opportunity to distill the lessons learnt from the Delivering as One UN pilot countries, and develop effective arrangements for maximising the potential benefits of the UN reform for promoting the decent work agenda.
- e) To further reinforce local resource mobilisation, Ministries of Labour should be strengthened to obtain funds within the new decentralised funding systems. The capacity building initiatives indicated in para 7 (a) are expected to empower Ministries of Labour to obtain funds available through the UN and national resources.

8. Sub regional Decent Work Programming

In addition, the ILO is collaborating with the East African Community (EAC) to finalise the first Sub regional Decent Work Programme (SDWP) in Africa.