



International  
Labour  
Organization

# **ACTIVITY REPORT 2006-2007**

**International Labour Organization  
Subregional Office for Eastern Africa**

**ADDIS ABABA**

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## Foreword

During the biennium 2006-07 the ILO Subregional Office for eastern Africa based in Addis Ababa continued to provide technical assistance to its tripartite constituents in Ethiopia and Djibouti, as well as 12 other countries in the subregion technically covered by the SRO. Assistance was given in implementing technical cooperation projects in areas of International Labour Standards, Employment and Income, Social Protection, Tripartism and Social Dialogue. Moreover, the ILO-SRO provided capacity building as well as technical and policy advice to constituents in the aforementioned sectors.

Important results were achieved. The achievements, impacts and challenges faced while implementing activities as well as the proposed way forward for each strategic objective for the next biennium are presented in the following sections.

Geared towards realizing the decent work agenda in the subregion some of the highlights of the achievements during the past biennium include:

Comoros and Djibouti submitted reports that were overdue on ratified conventions;

Ethiopia, Ghana, Nigeria and United Republic of Tanzania have incorporated the elimination of the worst forms of child labour in their ongoing development programmes;

A manual on training in occupational safety and health in the weaving sector in Ethiopia was developed;

Workplace guidelines have been developed and used in the training on “Mitigating the Impact of HIV/AIDS at the Workplace” in 15 enterprises in Ethiopia;

The TCRAM Programme funded by the Netherlands Government was launched in Ethiopia, Liberia and Madagascar;

In Ethiopia, 55 trainer of trainers and 240 peer educators were trained from the agricultural cooperatives and the transport sectors on combating and mitigating the HIV/AIDS pandemic;

An online database application system for the dissemination of labour market information and indicators for eastern Africa, starting with Ethiopia, Kenya, United Republic of Tanzania and Uganda was set up;

The Ethiopian Federal Micro and Small Enterprises Development Agency drafted a micro and small-enterprises policy;

In Ethiopia, a large campaign was implemented through the media disseminating information on social dialogue and the new labour legislation; and

Tripartite constituents in Ghana, United Republic of Tanzania, Rwanda and Uganda developed their respective Decent Work Country Programmes.

In addition, through ILO-SRO's staff development programme, SRO staff members benefited from a number of trainings within and outside Ethiopia. Moreover, representatives from the area offices in Abuja, Antananarivo and Dar Salaam, joined colleagues of the SRO for group trainings on HIV/AIDS and Project Cycle Management conducted in Addis Ababa.

During the biennium, there were some discrepancies between the national demand and the available technical and financial assistance in some areas such as labour statistics, child labour, unionization and labour participation. In the next biennium (2008-09) the ILO-SRO in Addis Ababa will continue to contribute to national objectives towards addressing the Decent Work Agenda by mobilizing sufficient financial and technical resources to meet the demand. The SRO will also continue to exert efforts in ensuring the sustainability of national programmes and projects implemented by fostering national commitments and enhancing national ownership through capacity building efforts. Last but not least, the SRO will also continue to enhance the capacity of its staff members through the Staff Development Programme.

ILO-SRO in Addis Ababa would not have been as successful during the biennium without the combined effort of our partners, tripartite constituents and my colleagues within the ILO Subregional Office in Addis Ababa, the Regional Office for Africa, the ILO offices in Abuja, Antananarivo, and Dar es Salaam and the ILO headquarters.

I look forward to our continued partnership.

Alice Ouedraogo

Director  
SRO Addis Ababa

## Background and Introduction

The ILO Subregional Office (SRO) for eastern Africa, represents the ILO in the Ethiopian Country Team. The SRO is responsible for planning, implementing and evaluating ILO activities in fourteen countries in the subregion. It covers Djibouti and Ethiopia from its office in Addis Ababa; Kenya, United Republic of Tanzania, Somalia and Uganda through the ILO office in Dar es Salaam; Comoros, Madagascar Mauritius, and Seychelles under the ILO office in Antananarivo and under the ILO office in Abuja it covers, Ghana, Liberia, Nigeria, and Sierra Leone.

There are nine specialists within the SRO Addis Ababa: International Labour Standards, Occupational Safety and Health, Labour Statistics and Economist, Employers' Activities, Enterprise and Management Development, Employment Intensive Works, Social Dialogue and Labour Administration, Workers' Activities and Child Labour. These specialists provide technical assistance to constituents in identifying their objectives and contribute toward the attainment of the decent work country objectives and priorities through technical cooperation programmes.

In September 2004, an African Union Extraordinary Summit on Employment and Poverty Alleviation took place in Ouagadougou. At the summit, Heads of State and Government representatives promised to:

"...place employment creation as an explicit and central objective of our economic and social policies at national, regional and continental levels, for sustainable poverty alleviation and with a view to improving the living conditions of our people"

The Ouagadougou summit adopted a Declaration, Plan of Action and Follow up mechanism on Employment and Poverty Alleviation in Africa. The meeting set the framework for ILO's work in Africa by highlighting the importance of mainstreaming the "goal of generating full and productive employment and decent work for all" in all social and economic policies at national, regional and continental levels. Following the conclusions and documents developed at the Ouagadougou summit, the Decent Work Agenda for Africa 2007-15 was developed.

In April 2007, the 11th African Regional Meeting (ARM) took place in Addis Ababa. Its objective was to identify the strategies and steps that need to be devised by African governments, workers, employers, organizations, as well as the ILO and its development partners to reduce poverty by delivering decent work in the region. At this meeting, the Decent Work Agenda for Africa (DWAA) (2007-2015) anchored on the Plan of Action by the Ouagadougou summit, was adopted by ILO's constituents. To sum up, the DWAA 2007-11 constitutes:

"A consolidation of the actions undertaken by the ILO and its constituents to follow up on the conclusions of the Ouagadougou Summit of 2004 which adopted a Declaration, Plan of Action and Follow-up Mechanism on Employment and Poverty Alleviation in Africa"

Following recommendations from the 11<sup>th</sup> ARM, Directors of all ILO Offices in Africa met in Dar es Salaam on September 2007 to reflect on progress made in the 2006-07

biennium, set key priorities for the region for the 2008-09 biennium and identify means of achieving targets set forth in the DWAA.

In light of these significant regional and subregional events that have shaped the context in which the ILO-SRO operates, a Decent Work Country Programme (DWCP) is developed for each country in consultation with constituents and partners. The Decent Work Country Programme, developed through tripartite consultations, is the main vehicle for ILO's assistance for governments to ensure sustainable poverty reduction through integrating decent work priorities into the national development agenda. Most countries in the subregion have a DWCP while others are in the process of developing one.

Subsequent sections will present the outcomes of the combined efforts of the ILO-SRO in Addis Ababa and ILO offices in Abuja, Antananarivo and Dar es Salaam, towards realizing the targets set forth in the DWAA in the subregion.

# I. Activities and Achievements

## Part One

### Standards and Fundamental Principles and Rights at Work

#### **1. International Labour Standards**

International Labour Standards (ILS) play a key role in promoting social justice at large, and the ILO has, since its inception, developed a unique normative role in a wide range of fields in the world of work. In order to ensure implementation in practice of the obligations incurred by Member States upon ratifying Conventions, the submission of annual reports by Governments to the ILO supervisory bodies is crucial as it allows for an assessment of gaps to be filled. Full implementation of Standards further requires a number of activities to be undertaken, such as general awareness raising, harmonisation of national legislation with ILS, and rendering court decisions consistent with Standards.

#### ***Achievements***

During the period under review, a number of activities were undertaken by the SRO in line with the objectives described above, namely reporting by governments on ratified conventions, enforcement of standards, and review of national legislation in line with International Labour Standards. Particular attention in all these activities was paid to national institutional capacity-building mainly, on training key stakeholders, in a bid to ensure sustainability.

Assistance was provided to several governments characterised by a longstanding backlog regarding their constitutional obligation to report on ratified Conventions (Article 22 of the ILO Constitution). Accordingly, the SRO delivered several workshops intended for Ministry of Labour officials and the social partners, as well as representatives of relevant technical ministries such as the Ministry of Justice, of Women Affairs and of Foreign Affairs, and Parliamentarians. The workshops pursued a double objective, of familiarising the participants with the purpose and the methodology of reporting under Article 22, and initiating the setting up of an inter-ministerial unit to jointly report and discuss the comments made by the Committee of Experts for follow-up.

As a result, several countries resumed their reporting obligations. Djibouti already started submitting its reports, and the Comoros sent in 16 overdue Article 22 reports within a week after delivering training. In Madagascar, the formerly established national inter-ministerial unit to prepare Article 22 reports was revived during a training session on ILS, and in Zanzibar the first training session on ILS was delivered to a tripartite and intergovernmental audience.

In a complementary bid to reinforce the capacity of states to apply the conventions, the judiciary was also targeted in several countries in order for national courts to take into account ILS in their labour judgments where

relevant. Accordingly, in Ethiopia, a training programme was conducted by the SRO in close collaboration with the Turin Training Centre and the Federal Supreme Court, with the financial support of UNDP, and in Madagascar, support was provided by the SRO Specialist in two regionally organised training workshops. Subsequent to the training several court decisions, in both countries, reversed the earlier practice rendering it in line with relevant ILS.

Technical assistance was further provided to countries in the process of reviewing their legislation to conform to ratified international labour standards. Legal advice was given to both Mauritius which was in the process of analysing its national legislative framework to render it compatible with Discrimination Convention No. 111, 1958 (Employment and Occupation) and to Ethiopia in its efforts to revise the Private Employment Agencies' Proclamation, in accordance with ratified Convention No. 181 on same topic.<sup>1</sup>

In order to ensure sustainability of the first results achieved following the technical assistance provided to the constituents, particular attention was paid to building up of national institutional capacity. Thus, a number of officials were given special training opportunities in order to either further deliver training on ILS to national counterparts, or to better apply ILS through improved Article 22 reporting or through court decisions taking account of ILS. In particular, judges, officials from the Ministry of Labour and from the Kenya National Commission for Human Rights, as well as lecturers, all from Kenya, were able to benefit from training in Nairobi and Turin, with the financial support of the Governance, Justice, Law and Order Support Programme (GJLOS).

## **2. Targeted action against child labour**

A major highlight of the biennium was the publication, in May 2006, of the ILO's latest Global Report on child labour entitled "The End of Child Labour: Within Reach". Prepared as part of the follow-up to the ILO Declaration on Fundamental Principles and Rights at Work, this report provided new estimates of the number of child labourers worldwide and analyzed the progress made in combating the problem over the period 2000-2004 regionally. It indicated significant declines in child labour at the global level, buttressed by substantial advances in the area of policy, including ratification of the core ILO child labour conventions.<sup>2</sup> However, sub-Saharan Africa stands out as the major region with the least progress in tackling child labour. It has the highest incidence of child work (26 percent in the 5-14 years age group), and was the only region where the number of child workers actually increased.

In response to the findings and recommendations of the Global Report, the 11th Africa Regional Meeting of the ILO (Addis Ababa, 24 to 27 April 2007) pledged "to continue to build the strong political support and concerted action by national

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<sup>1</sup> In addition, several studies were undertaken in Ethiopia regarding the context in which recruitment practices occur, namely a study on Overseas and Domestic Private Employment Agencies and a study on the Legislative Framework on Trafficking in light of International Labour Standards.

<sup>2</sup> Convention on the Minimum Age for Admission to Employment (No. 138) and the Worst Forms of Child Labour Convention (No. 182).

and local governments, employers' and workers' organizations, civil society and the international community required for the elimination of child labour, starting with its worst forms." The meeting resolved that "all African States prepare by 2008 time-bound national action plans for the elimination of the worst forms of child labour by 2015," within the framework of the Decent Work Agenda for Africa 2007–2015. The achievement of these targets serves as the principal focus of the Subregional Office's work in the area of child labour.

### **Achievements**

During the period under review, the SRO provided substantial amounts of technical support for the design and implementation of child labour programmes in a large number of countries in the Africa region. Assistance was provided for the implementation of national Time-Bound Programmes (TBPs) in Ghana, Kenya, and United Republic of Tanzania mainly through ILO projects implemented under the International Programme on the Elimination of Child Labour (IPEC). TBPs are comprehensive multi-sectoral programmes aimed at eliminating the Worst Forms of Child Labour (WFCL) within a specified time frame, in line with the provisions of the ILO Worst Forms of Child Labour Convention, 1999 (No. 182).<sup>3</sup> Key areas of focus in SRO technical support included strengthening the knowledge base for addressing child labour, policy development and institutional capacity building.

In Ethiopia, Ghana, United Republic of Tanzania and Uganda, support was also provided towards the design of sectoral and national action plans against the WFCL. In Ethiopia, the SRO provided financial and technical assistance to the Ministry of Labour and Social Affairs for data analysis and a policy workshop, along with preparatory work towards the development of measures to combat the WFCL in the cotton and textiles and horticulture sectors, as well as in solid waste management in Addis Ababa.

In Ghana, SRO technical assistance was critical for the design of a major National Programme for the Elimination of Child Labour in the Cocoa sector, completed in 2006, as well as the formulation of a broader multi-sectoral National Action Plan, expected to be completed in 2008. Initial support was also provided towards the implementation of a National Action Plan in Nigeria.

Significant amounts of technical support were also provided for the design and/or implementation of child labour programmes in several other countries outside the immediate coverage area of the SRO. These included Botswana, Lesotho, Namibia, South Africa and Swaziland (all through the IPEC-supported project, *Towards the Elimination of the worst forms of child Labour*), the Democratic Republic of Congo, Mali and Zambia. Areas covered included technical backstopping, programme formulation and capacity building for strategic planning.

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<sup>3</sup> For further information, see the *TBP Manual for Action Planning*, available at <http://www.ilo.org/public/english/standards/ipec/themes/timebound/map.htm>.

## Part Two

### Employment

Employment, particularly decent and productive work, is the only sustainable way of combating poverty and ensuring fairer globalization. In this regard, one of the objectives for the ILO during the past biennium was to “create greater opportunities for women and men to secure decent employment and income”. Efforts under this objective in the subregion focused on employment creation through enterprise development, skills and employability, employment-intensive investment approaches and labour market policies.

#### **1. Employment Creation Through Enterprise Development**

Upward of 80 percent of the working population are in the informal economy. Most suffer from under employment, poor working conditions, lack of social protection and are at risk from HIV/AIDS. Working in the informal economy is not by choice. Most would rather have a job, preferably one which meets the minimum labour standards – a decent job.

For the ILO-SRO generating decent jobs in suitable enterprises focused on supporting micro and small scale enterprises to improve productivity and working conditions as a means of achieving better living conditions for workers. In this regard, support was given to governments as well as constituents to develop new Medium, Small and Micro Enterprises (*MSE*) policies (Ethiopia) and to implement the programmes arising from the existing *MSE* policies (Djibouti, Ghana, Kenya, Liberia, Mauritius, United Republic of Tanzania and Uganda).

In Ethiopia, support was given to the Federal Micro and Small Enterprises Development Agency, in collaboration with relevant stakeholders, to develop a Micro and Small Enterprises policy.<sup>4</sup> Similarly, Support was given to the Ministry of Labour and Human Resource Development in Kenya in the implementation of the national Small and Miduim-sized Enterprises (SME) development policy. In Ghana, Kenya, Liberia, Mauritius, United Republic of Tanzania and Uganda support was given through various technical cooperation projects to the implementation of projects that assist in meeting the goals and objectives of the SME policies in these countries.

ILO support focused on the utilization of tried and tested Business Development Services (BDS) tools like Start and Improve Your Business (SIYB) and Expand your Business (EYB). Support with value chain up grading was provided in traditional weaving in Ethiopia, dairy in Uganda, and cassava in Liberia. Business environment reform was supported through the media in Uganda. Association building support giving representation and voice to operators in the informal economy was undertaken in Djibouti, Ethiopia, Liberia, United Republic of Tanzania and Uganda.

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<sup>4</sup> The policy is now waiting to be formally adopted by the government.

Women Entrepreneurship Development was enhanced through the successful Irish funded WEDGE project in Ethiopia, Kenya, United Republic of Tanzania and Uganda. Through this programme, women entrepreneurs were assisted with access to market, Business Development Services (BDS), holding Month of Woman Entrepreneur and capacity building of Women Entrepreneurs Associations.

## **2. Skills and Employability**

In the past biennium the capacity of constituents was enhanced to develop skills and employability policies, programmes and strategies at the national, local and regional levels. This was achieved through the SRO's assistance in providing skills development and employability related support services to ensure sustainability of poverty reduction policies and programmes.

Special emphasis was given to enhancing the skills and employability of women in Djibouti and Kenya. In Kenya, technical support was given for the development of a project on Growth Oriented Women Entrepreneurs (GOWEs) that provides credit and management training for the women entrepreneurs. Moreover, similar technical support was given to the Ministry of Women's Affairs of Djibouti in formulating Women Entrepreneurship Development programmes. Similarly, technical assistance on starting and enhancing business were given in Uganda and Mauritius. For example, support was given to Mauritius Employers Federation to develop their capacity to implement the Know About Business (KAB) and the Expand Your Business (EYB) training programmes.

## **3. Employment Intensive Investment Approaches**

A concerted effort was made to develop the capacity of governments in developing and implementing policies and programmes on employment-intensive investment focusing on infrastructure. After taking stock of all ongoing and completed Employment-Intensive Investment Programme (EIIP) in the sub region and based on the information gathered on demonstrated commitment Ethiopia, Ghana, Liberia and United Republic of Tanzania, were targeted for ILO's intervention. Uganda also received technical assistance from the SRO.

With support from EMP/INVEST, SECTOR, TURIN and the ILO area offices, two levels of intervention were identified for the operationalization of activities at the national and enterprise/community levels.

### ***National Level***

The main thrust of the activities carried out at national level entailed the promotion of the adoption of Employment-Intensive Investment Programme (EIIP) approach through dissemination of EIIP policy studies supportive of local resource based methods. In Ethiopia, a Rapid Assessment of Poverty Impact (RAPI) method for assessing, in a realistic and cost effective manner, the impact of EIIP on poverty was conducted. The results of the study were presented at the

12<sup>th</sup> regional seminar for Labour Based (LB) practitioners in Durban, South Africa<sup>5</sup>.

In United Republic of Tanzania, the ILO supported the implementation of Labour Based Technique (LBT) ‘scaling up’ programme, which is intended to support the wide spread adoption of LBT and advance the integration of labour based approaches in the national planning process.

Also the study on ‘ Towards a semi autonomous Training Institute-identification and formulation of initial development requirements’ was completed and the Japanese International Cooperation Agency (JICA) is providing support in strengthening capacity at the Mbeya Training Institute by providing training to both staff from the public and private sectors.

### ***Enterprise/ Community Level***

At the enterprise/community level, support was provided in building the capacity of the local construction industries in Ethiopia, Ghana and Liberia. In Ethiopia, the training targeted both government officials and staff of local private contractors in the execution of 500 kilometres of roads in the Tigray region as part of a World Bank financed programme. Similar capacity building initiatives undertaken in Ghana related to the training of District officials in the two ILO pilot districts, to effectively administer contracts in compliance with the Ghana Procurement Act. Also, members of the Association of Road Contractors in nine out of the ten regions of the country were sensitized on the observance of Labour standards in the construction sector.

Technical assistance was provided in the production and/or translation of technical manuals in Ethiopia, Ghana and United Republic of Tanzania. These documents were used in developing the capacity of enterprises and local governments, in either the implementation or integration of the employment-intensive investment approach in infrastructure development.

## **4 Labour Market Policies**

Availability and accuracy of labour market indicators are crucial for formulating and implementing coherent social and economic policies, in support of the decent work agenda. Thus, the work of the SRO in the area of labour statistics, during the last biennium, focused on providing technical advisory services for promoting the development and use of labour statistics and establishing labour market information systems (LMIS) consistent with ILO's mandate, especially the decent work agenda.

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<sup>5</sup> The Office sponsored three Officials from Ethiopia to participate in the seminar. The study will be disseminated at national level in 2008 and thereafter it would be published.

## ***Labour Market Indicators***

Through the technical assistance of the SRO, labour market indicators were compiled, uploaded and analyzed in United Republic of Tanzania. Similarly, the ILO provided technical and financial assistance for the modality and content of the Labour Market Informations System (LMIS) and strategy for putting in place a permanent, credible and sustainable LMIS agreed by stakeholders in Ghana and Seychelles<sup>6</sup>.

Furthermore, the office provided technical assistance for the design of a National Manpower Surveys in United Republic of Tanzania and Uganda, and 2<sup>nd</sup> Integrated Labour Force Survey (ILFS 2006) in United Republic of Tanzania.

It is crucial to maintain and sustain the LMIS once set up, enhancing the understanding of the LMI concepts and framework for establishing a Labour Market Information System. Thus the office provided technical support to a training programme on labour market information (LMI) for officials of the Employment Department of the Ministry of Labour, Employment and Youth Development in United Republic of Tanzania. Similarly, different government departments were brought together to agree on the way forward for the completion of the LMIS Project in the face of the overall “electronic governance” programme in Seychelles.

## ***National Employment Policy***

One of the three components of the SIDA funded Pro-poor project and coordinated by the Specialist deals with developing an employment policy and strategy for Ethiopia, in support of the PASDEP. The output of which will be an effective tool for mainstreaming decent and productive employment in the PASDEP and developing an overall framework for labour market and employment policies in Ethiopia. This will serve as the basis for the first authoritative assessment of the employment situation in the country and aid in monitoring the progress of the PASDEP.

## **5. Post Crisis Re-construction – Liberia**

During the past biennium, the ILO continued to address employment needs and community based rehabilitation programmes in post-conflict situations. Liberia, emerging from crisis, automatically became a priority country for the SRO. Assistance was provided to Liberia through employment promotion and Employment-Intensive Investment Programme.

### ***Employment Promotion***

Support was given in the development of the short term Liberia Emergency Employment Programme (LEEP) and the longer term Liberia Employment Action Programme (LEAP). Through these programme support was given to the Ministry

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<sup>6</sup> The ILO provided 17,000 USD for this purpose.

of Labour to mainstream employment into the national development strategy of Liberia.

Moreover, support was given to Components One and Two of the Netherlands funded project to stimulate small and micro enterprises activities in the Mount Barclay area and to develop solid waste collection services using SMEs and Community Based Organizations. Management and microfinance support is being given to the solid waste collectors to undertake collection services in ten districts in Monrovia.

### ***Employment-Intensive Investment Programme***

Employment-intensive approaches remained a priority in post conflict countries. SRO specialist in collaboration with the Dutch Government and AfDB contributed towards efforts to ensure that employment and social policy concerns are integrated in the re-construction process of Liberia. Specifically, the SRO Specialist supervised the formulation of two components of the Netherlands funded TCRAM programme and also supervised the production of a document on the proposed National Public Works Programme.

## **Part Three**

### **Social Protection**

#### **1. Occupational Safety and Health (OSH)**

In June 2003, the International Labour Conference at its 91st Session, adopted a Global Strategy on Occupational Safety and Health and in June 2006 . The International Labour Conference (ILC) adopted the Promotional Framework for Occupational Safety and Health Convention, 2006 (No. 187), and Recommendation, 2006 (No. 197). These together with the Ouagadougou Plan of Action for promotion of employment and poverty alleviation (2004) – OSH/Hygiene and priorities identified by ILO Constituents, mainly guided the ILO-OSH work in the subregion during the biennium.

The fundamental pillars of the global OSH strategy include the continuous building and maintenance of a national preventative safety and health culture and the introduction of a systems approach to OSH management, which is part of the ILO's Agenda of decent work for all. The Convention calls for member states to develop national OSH policy, national system for OSH and a national OSH programme based on a most recent national OSH profile. One of the objectives of the ILO is to help constituents develop preventive policies, systems and programmes to protect all workers with special attention to those in hazardous occupations and sectors such as agriculture, mining, and construction, with particular emphasis on women, children and migrant workers.

## ***Application of ILO-OSH Instruments, Tools and National OSH Legislation***

Out of 45 countries that have ratified the Occupational Safety and Health Convention 1981, (No. 155), nine are in Africa. Most of these countries are at different stages in modernising their OSH legislation in line with the Convention. During the period under review, draft legislation was drawn with tripartite participation in Ethiopia and Nigeria. Training for labour and factory inspectors on labour inspection aimed at enhancing the enforcement of OSH legislation and the integration of HIV/AIDS prevention at work with routine inspections was carried out in Ethiopia. Training was also provided through ILO-SOLVE training programme on addressing psychosocial problems at work in Kenya. OSH assessments and the development and adaptation of local easy-to-use 'train the trainer' training materials for the informal sectors for solid waste collectors in, traditional cotton weavers in Addis Ababa and small scale cotton farmers in the rural Matema are of Ethiopia formed part of the work activities during the biennium.

### ***National OSH Policies***

Most of the countries in the subregion are in the process of drafting, updating or in the preparatory stages of drafting their national OSH policy. In 2007, Nigeria adopted a national OSH policy while Ethiopia, Kenya Seychelles United Republic of Tanzania and, Uganda are in the process of drafting their policy. Mauritius plans to update its OSH policy to strengthen its systems approach to OSH management.

### ***National OSH Profiles and Programmes***

National OSH profiles which provide an analysis of the national situation regarding occupational safety and health including analysis of the national system for OSH in line with Convention C187 were compiled for Ethiopia and Seychelles. The profiles were used in these countries to formulate national OSH programmes with full tripartite and other stakeholders' participation.

In support of development and implementation of a systems approach to OSH management, the ILO has developed guidelines on occupational safety and health management systems 2001 and at the request of the Government of Mauritius. A National Tripartite Workshop on the application of these guidelines was implemented in June, 2006, with the support of the SRO, SAFEWORK and ILO Antananarivo Office. The workshop recommended the piloting of the guidelines and their integration into the national OSH strategy and policy.

## **2. Combating HIV/AIDS in The World of Work**

The SRO has contributed towards strengthening the world of work strategy to combat HIV/AIDS. ILO constituents in the subregion have benefited from a number of trainings and workshops on combating HIV/AIDS through workplace policies.

In Ethiopia, the ILO has been implementing three workplace HIV/AIDS projects funded by the US Department of Labour (USDOL), the Italian Cooperation and the Swedish International Development Agency (SIDA). The objective of these projects was to strengthen the capacity of tripartite constituents to develop policies and programmes aimed at combating the spread and mitigating the impact of the pandemic, and protecting the rights of infected and affected workers in the work place.

HIV/AIDS has had a very negative impact on the cooperatives and MSE sector in Ethiopia. Cooperatives in targeted areas and enterprises in the transport sector have been trained on how to cope with this scourge. The ILO Code of Practice has been translated into Amharic and Workplace Guidelines have been developed and used in the training.

## **Part Four**

### **Social Dialogue**

The ILO believes that social dialogue is vital in promoting and implementing the DWCP, enhancing the capacity of its constituents and their institutions to participate in policy dialogue which will ensure the integration of decent work priorities in national development strategies. ILO's constituents in Ethiopia have benefited from a large number of activities in the field of social dialogue, labour administration, freedom of association, collective bargaining....etc.

#### **1. Strengthening Tripartism and Social Dialogue**

The thrust of ILO's contribution has been to enhance the capacity of its tripartite constituents to develop and implement labour policies and legislations through social dialogue principles/mechanisms. ILO's constituents in the subregion benefited from a number of activities in the field of social dialogue and labour administration as part of technical cooperation and regular budget programmes.

Separate and/or tripartite workshops and seminars were held in the Comoros, Ethiopia, Liberia and Mauritius on social dialogue, collective bargaining<sup>7</sup>, work culture issues, migration issues, investment opportunities, minimum wage and labour administration.

Moreover, the SRO assisted employers' and workers' organizations in the subregion appear more valuable to their memberships and potential members by providing better and relevant services. This was done, for example in Ethiopia, through improving the strategic planning exercise of organizations, furnishing equipment and modernizing the communication network, and by sending one representative from each constituent to a training course on tripartite labour law making to Turin.

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<sup>7</sup> As part of a UNDP funded project, the training was given with a particular emphasis on gender issues in Mauritius.

The tripartite constituents in Ghana also received ILO's technical assistance in promoting social dialogue in selected sectors. For instance, amendment to the legislation on private employment agencies has been promoted through the ILO by facilitating intensive discussions among the tripartite constituents and other stakeholders, including parliamentarians.

Similarly, the constituents in Kenya received technical support in addressing pertinent issues at the sectoral level (the water sector) through social dialogue which the ILO facilitated. Close collaboration with the constituents has been beneficial to neighbouring countries in furthering the decent work agenda, particularly as regards the promotion of social dialogue, experiences on the implementation of legislation in the floriculture sector as well as on migration issues.

### ***Social Dialogue in Post Conflict Countries***

The SRO undertook a multidisciplinary/tripartite mission with colleagues from ACTRAV, ACTEMP and DIALOGUE to assess the social dialogue environment in Somaliland. The mission found that the current situation is marked by very weak partners who all seem more than ready to embark on a sustained cooperation, if supported. The outcomes of the information would be used for setting priorities for Somaliland in the next biennium.

Similar assessment of the social dialogue environment was undertaken in Liberia. Following courses to labour officers and social partners on general labour administration issues as well as specific issues such as employment services, the promotion of the concept of tripartism including the kick off for the re-creation of an employers' organization, etc. were conducted.

Although not covered by the SRO for eastern Africa, technical assistance was provided to the Government of Juba in Sudan in formulating a new labour law for Southern Sudan with a view to integrating international labour standards. Similarly, diverse activities to strengthen the labour administration system in the new Government have started. The reconstruction of labour offices, as well as preparations for substantive training of labour officers and employment officers throughout the province will continue in the next biennium.

## **2. Workers Activities**

Through ILO's technical assistance a number of capacity building initiatives, the SRO has managed to strengthen the institutional capacity of workers' organizations in the subregion to take an active part in socio economic and labour policy dialogues. Moreover through ILO's support, trade unions have become more active players in the national development agenda, promoting decent work, and implementing the UN Reform in their respective countries.

This was done in the framework of the SRO work plan through training, sensitization and awareness for trade unionists on FOA, collective bargaining, social dialogue, tripartism, gender mainstreaming and minimum wages (Comoros, Ethiopia, Madagascar, Mauritius, Reunion, Seychelles); organizing workers in the informal economy (Burundi, Ethiopia); OSH (Ethiopia, Seychelles); Child Labour, strategic planning ((Ethiopia); promoting productivity (Ethiopia, Kenya, United Republic of Tanzania, Uganda); HIV/AIDS at the workplace (Ethiopia); Gender Mainstreaming <sup>8</sup>(Ethiopia) and UN Reform process and Decent Work Country Programme (Rwanda and United Republic of Tanzania).

Subsequent to the aforementioned trainings and workshops a number of countries committed themselves to advance social dialogue and ensure that social dialogue is mainstreamed in national programmes and activities. For instance, the Confederation of Ethiopian Trade Unions (CETU) adopted a strategic plan and a child labour policy.. Similarly, a regional action plan was adopted in Kenya to tackle the challenges of freedom of association and productivity with an emphasis on Export Processing Zones (EPZs). In Madagascar, a common subregional Trade Union platform including the Comoros, Seychelles, Reunion, Mauritius and Mayotte was created. The objective of the platform was to promote the declaration, ratification and implementation of international labour standards and compliance with ILO constitutional procedures on freedom of association.

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<sup>8</sup> A series of trainings were conducted on *Gender and Collective bargaining, Gender and HIV/AIDS, Gender and social dialogue. The trainings were conducted following a situation analysis on Gender mainstreaming was conducted in collaboration with CETU.*

## II. Delivering through Decent Work Country Programmes

The Decent Work Country Programme developed through tripartite consultations, is the main vehicle for ILO's assistance to governments ensuring sustainable poverty reduction through integrating decent work priorities into the national development agenda. The SRO provided technical assistance to countries in the subregion in developing their DWCP and formulating feasible country programme priorities through strong tripartite participation. Moreover, the SRO continued to build its programme of cooperation to ensure that DWCPs are implemented in line with national development goals.

The SRO also provided technical assistance to tripartite constituents in Ethiopia, Ghana, United Republic of Tanzania, and Uganda in developing their respective Decent Work Country Programmes. Moreover, the SRO had been assisting countries in mobilizing resources for the implementation of their DWCPs.

The DWCP for Ethiopia is being implemented through a variety of Regular Budget for Technical Cooperation (RBTC) and extra budgetary Technical Cooperation (TC) projects. Promoting employment, enhancing productivity and competitiveness, and poverty reduction in the three sectors have been the major focus of ILO's technical assistance in implementing of the DWCP in Ethiopia. In addition, International Labour Standards (ILS), Occupational Safety and Health (OSH), Child Labour, Gender, and Social Dialogue have been mainstreamed in the TCRAM programme activities.

The DWCP for Kenya is aligned with the Poverty Reduction Strategies (PRS), the UNDAF, the Declaration of the 2004 Extraordinary AU Summit on Employment and Poverty Reduction and ILO Programme and Budget 2006-07. Its priorities are creation of employment opportunities for the youth, development of integrated Human Resource Development (HRD) strategy, elimination of the Worst Forms of Child Labour (WFCL), improved security and entrepreneurial skills development.

The DWCP for Tanzania aligned with national development frameworks, addresses creation of decent work opportunities with a focus on young women and men, incidence of child labour and its worst forms, and mitigating the impact of HIV/AIDS in the workplace. Likewise, the priorities for the Ugandan DWCP are poverty reduction through increased opportunities for youth employment and productivity, improved industrial relations through the promotion of rights at work, incidence of child labour and its worst forms reduced, and socio-economic impact of HIV/AIDS at the workplace mitigated.

### **III. ILO's Collaboration (Regional Integration)**

The SRO has made extensive efforts in pushing the agenda of “poverty reduction through the achievements of decent work” by influencing the policies of regional and subregional institutions.

#### ***Child Labour***

During the period under review, substantial amounts of technical support were provided for the design and/or implementation of child labour programmes in several other countries outside the immediate coverage area of the SRO. These included Botswana, Lesotho, Namibia, South Africa and Swaziland (all through the IPEC-supported project, “Towards the Elimination of the worst forms of child Labour”), the Democratic Republic of Congo, Mali and Zambia. Areas covered included technical backstopping, programme formulation and capacity building for strategic planning.

The SRO contributed to advocacy and other actions at regional and subregional levels, including participation in the formulation of an ECOWAS Child Development Policy and Strategic Plan of Action, collaboration with the African Union (notably in the work of the AU Committee of Experts on the Rights and Welfare of the Child), and with the African Child Policy Forum in drawing attention to violence against children in Africa. Also at the regional level, the SRO began the development of a regional web site on child labour. The site, which is expected to go public from the second quarter of 2008, will be accessible from the SRO, ILO Regional Office and IPEC headquarters web sites.

#### ***Occupational Safety and Health***

Collaboration with international and regional organizations and bodies during the biennium included in activities related to OSH, in particular with World Health Organisation (WHO) and African Regional Labour Administration Centre (ARLAC). These activities have proven to be a very effective way of ensuring that ILO values and views are taken into account and used as a basis for the development of technical standards and methodologies pertaining to OSH in the region. This collaboration is also very effective in ensuring complementarities of mandates and avoidance of duplication of efforts, and opens opportunities for employer and worker experts to bring their views to bear on outcomes outside the mandate of the ILO. ILO/ ARLAC/WHO joint regional workshops were held in Nairobi and Congo Brazzaville respectively. These were aimed at promoting ILO Convention No. 187 and the OSH strategies of the ILO and WHO. In 2003, ILO and WHO signed a letter of intent to collaborate on OSH within the African region. Under the ILO Construction Action Programme (CAP), a regional tripartite workshop on construction safety was implemented in collaboration with SECTOR and SRO-Labour Intensive Unit for Kenya, United Republic of Tanzania and Uganda in Kampala.

## ***Labour Economics***

The ILO has established good working relationship with the new African Centre for Statistics, which is supporting African countries to design National Strategies for the Development of Statistics (NSDS)". Labour Statistics has been included as one of major sectoral statistics in the NSDS.

Moreover, the ILO was approached by the partner states of the East African Community (EAC) for technical assistance to design National Manpower Surveys (NMS), which has been motivated by the desire to formulate a comprehensive human resources. The revival of the EAC and the move to a common market and political integration has also added to the impetus; especially the planned free movement of labour in East Africa that will follow the implementation of the Common Market Protocol of the EAC. The ILO was requested and prepared a subregional concept paper/project proposal for the manpower survey. The Concept Paper was endorsed by the partner States and formed the basis for a 15 million US\$ programme to be implemented in the course of 2008/2009.

### ***Establishing Sub-Regional Labour Market Information System (web based)***

To enhance dissemination of labour market indicators in the subregion, the ILO SRO, in 2006, developed an online database application system (web site) for the dissemination of labour market information and indicators for eastern Africa, starting with Ethiopia, Kenya, United Republic of Tanzania and Uganda. It will be expanded to cover other countries in the subregion as data becomes available.

As part of implementation of this initiative, Country Focal Points (CFPs) were trained. The CFPs are responsible for compiling new labour market data and indicators - at source and then uploading it to the system on a regular and continuous basis.

(web site <http://10.2.2.7> within the Addis Ababa Office; <http://www.lmisaddis.ilo.org.et> from outside Addis Ababa Office).

## IV. Challenges and the Way Forward

There seems to be insufficient awareness on the benefits of incorporating decent work priorities in the national development agenda. The benefit of decent work priorities on poverty elimination efforts is yet to be advanced. Although some results have been achieved, freedom of association, collective bargaining, social dialogue and tripartism are not satisfactorily promoted within most government and employers' organizations. Similarly, countries still need to exercise their ownership, leadership and commitment to the elimination of the worst forms of child labour in concrete ways.

Another major challenge for implementing the DWCP in the subregion is the discrepancy between national policies and targets set forth in the Decent Work agenda. For instance, countries in the subregion have made remarkable progress on ratification of conventions and fulfilling reporting obligations have been satisfactory. However, application and implementation of these conventions is not yet satisfactory and ensuring long term sustainability on reporting is also a challenge. Similarly, many countries need support in bringing national policies and legislation in line with the ILO child labour conventions and other relevant international instruments, filling policy gaps and integrating child labour concerns into relevant policies and programmes.

Once ILO's financial and technical assistance are provided to constituents sustaining the programmes and fostering long term commitment has been a challenge. Regular splits also weaken Trade Unions and many trained leaders lose faith and surrender to more attractive activities.

Capacities of constituents to advance the decent work agenda have also been recognized as a challenge by some of the Specialists. For instance, Trade Unions lack the financial and technical capacity and thus face a big challenge to organize, develop memberships and effectively participate in the national development policy debate. A broad mobilization of the ILO constituents and partners, civil society and the population at large is essential for attaining the targets set forth in the *Decent Work Agenda for Africa* and particularly *Global Action Plan towards the elimination of the worst forms of child labour*, implementing and strengthening national OSH programmes, etc.

A final and most important challenge towards successful implementations of the DWCPs is the mismatch between ILO's commitments and its financial and technical resource allocations especially noted in the areas of child labour, social dialogue and employment (labour statistics and economics) sectors.

**Table 1. Challenges encountered in implementation**

<b>Challenges</b>	<b>ILS</b>	<b>Child Labour</b>	<b>OSH</b>	<b>Employment</b>	<b>Social Dialogue</b>
Lack of awareness of the impact of DW priorities on national development.	☐	☐	☐		☐
Policy gaps	☐	☐	☐	☐	
Sustainability of ongoing programmes	☐			☐	☐
Weak capacity of constituents		☐	☐		☐
ILO's Financial and technical capacity		☐		☐	☐

### ***The Way Forward***

The ILO Subregional office for eastern Africa will continue to foster partnership with and between constituents through tripartite activities such as workshops, trainings, awareness raising, technical cooperation projects....etc. Moreover, the SRO would endeavour to improve means of assisting constituents to participate in local policy dialogue and particularly advance the decent work priorities/agenda. Furthermore, the SRO would continue to lobby for the mainstreaming of the decent work agenda in local development policies and/or developing new policies pertaining to freedom of association, tripartism, social dialogue, micro finance services, and youth employment. (provision of technical and financial support), the Elimination of the Worst forms of child labour, occupational safety and health, and international labour standards ensuring that gender is duly mainstreamed.

As the availability and accuracy of labour market indicators is crucial for formulating coherent employment policies, the SRO would explore innovative approaches that can be brought on the table so that multi-sources can be used to generate and sustain labour market information.

Last but not least, the SRO would mobilize extra-budgetary resources to supplement ILO's resources in order to achieve the outcomes set forth in the DCWP and country priorities.

## **V. Strengthening Communication Strategies for Promoting Decent Work**

Communicating ILO's agenda, its work and values to specialized and general media has been going side by side with its technical cooperation and programme activities. Through print, media and internet channels the visibility of the ILO and its accomplishments has increased among ILO's constituents and the community at large. The SRO seized the opportunity of marking important dates, mostly in Ethiopia, to convey ILO's accomplishments and values to the community ensure greater visibility of the ILO and gain support for DWCPs. Occasionally, the ILO SRO provided technical assistance for the celebration of these important dates in other countries in the subregion.

### ***Child Labour Day (12 June)***

The SRO contributed to advocacy and other actions at regional and sub-regional levels. Activities included participation in the formulation of an ECOWAS Child Development Policy and Strategic Plan of Action, collaboration with the African Union (notably in the work of the AU Committee of Experts on the Rights and Welfare of the Child), and collaboration with the African Child Policy Forum in drawing attention to violence against children in Africa.

### ***International Day of Occupational Safety and Health (28 April)***

The fostering and promotion of a preventative safety and health culture is a fundamental basis for improving OSH performance in the long term. During the Biennium, most of the countries in the region organized high level tripartite events to mark the World Day for safety and Health at Work, which is observed annually on 28th April. Major tripartite events were organized in Ethiopia, Kenya, Seychelles and Uganda, Some of these activities included rallies in Nigeria, a grand march in Uganda witnessed by four thousand people, talk shows on major media channels broadcasted in Nigeria for 30 million viewers, a symposium for five hundred people in Nigeria and various activities in horticultural and floricultural workplaces in Kenya.

Information dissemination through National Occupational Safety and Health Centres (CIS) and in particular the circulation and participation in the editorial of Africa Newsletter on Occupational Health and Safety which is circulated to over 20 English speaking countries CIS Centres was enhanced during the biennium.

### ***International Women's Day (8 March)***

The International Women's Day was marked through a number of media activities in 2006 and 2007. In 2006 a video interview with an Ethiopian athlete, conveying the successes and challenges of women in the developing world, was broadcasted at headquarters during the plenary session. Moreover, the Director General's message to mark the celebrations on international women's day was

distributed through national and regional media outlets. Similar media activities were also undertaken in 2007.

***World AIDS Day (10 December)***

During the past biennium, the ILO marked the World AIDS Day through awareness-raising campaigns/events along with the UN family. In December 2006 a mass walk and other educational and entertainment programs were organized for UN Staff. Similarly, in 2007 the day was marked with a theme on “leadership”. A town hall meeting was convened for the UN family where promotional materials were distributed and educational activities were conducted.

## **VI. Documentation and Manuals Prepared by the SRO**

As part of the ILO's advocacy and capacity building endeavours, a number of manuals and publications have been prepared by the SRO. These include:

- Publication of the report of an in depth analysis of data from the 2001 Ethiopian Child Labour Survey undertaken by Ministry of Labour and Social Affairs.
- Studies and publications on the new labour proclamation and ILS have been supported in Ethiopia.
- A final draft of the OSH Directive was translated into Amharic and adopted in Ethiopia.
- A simplified guide to the Ethiopian Labour Proclamation and a Compilation of Selected International Labour Standards Related to Social Dialogue were published in Amharic and English as part of an EU funded Social Dialogue Project.
- In United Republic of Tanzania, technical manuals on Contracts Management which incorporated contents of the Public Procurement Act, 2004.
- The Ethiopia Labour Proclamation 377/2003 was also published as part of an EU funded Social Dialogue Project.