



INTERNATIONAL LABOUR ORGANIZATION (ILO)
**MULTI-BILATERAL PROGRAMME OF TECHNICAL
COOPERATION**

PROGRESS REPORT

TC code: MOZ/06/50/NET

Project Title: Working Out of Poverty (WOOP) Mozambique

Period Covered: 1 July 2006 – 31 December 2006

Start Date: Approved 23 February 2007

End Date: 30 March 2010

(Evaluation Date):

Implemented by: ILO Lusaka Office

Donor: The Netherlands

1. Work done

1. The ILO Lusaka Office (ILO/LO) developed a Concept Note in line with ILO/Netherlands Cooperation Programme (INCP) guidelines.
2. Due to pressures of time and as a non-resident agency in Mozambique, the Concept Note was prepared at the desk by ILO/LO. However, ILO/LO built on information gathered during three recent missions to Mozambique (March to June 2006), as well as on consultations held with the MOZ delegation (led by Hon. Min. of Labour) during the 2006 ILC (June 2006).
3. Specifically, ILO/LO had engaged actively with Ministry of Labour (MINTRAB) in the launch of the Employment and Vocational Training Strategy (EVTS) to tripartite constituents and to cooperating partners. The EVTS was an outcome of joint ILO/UNDP support for MINTRAB, and the EVTS is a cornerstone of the Working Out of Poverty programme.
4. In preparing the Concept Note, the ILO/LO consulted extensively with ILO colleagues including:
 - a. Sub-Regional Office – SRO-Harare
 - b. Regional Office for Africa
 - c. GENDER Bureau
 - d. ACT/EMP – Bureau for Employers’ Activities
 - e. ACTRAV – Bureau for Workers’ Activities
 - f. ILO’s Turin Centre
 - g. Sector 1, including IPEC
 - h. Sector 2, including COOP/LED; SEED; EMP/ENT, SFP
 - i. Sector 3, including STEP; Social Security; MIGRANT; Conditions of Work; SAFEWORK
 - j. Sector 4, including DIALOGUE, SECTOR
 - k. Policy INTEGRATION Department
 - l. PROGRAM
5. The pre-submission draft Concept Note was shared with MINTRAB, and a message confirming the support of the Hon. Minister was received by ILO/LO in time for inclusion in the version of the Concept Note submitted to CODEV.
6. The initial screening of the ILO/LO Working Out Of Poverty (WOOP) Mozambique proposal was favourable, and ILO/LO was invited to prepare a fully-fledged programme document. The main comment from Government of Netherlands indicated that the Programme document should provide greater evidence of linkages to the National AIDS Council (NAC). This was addressed in preparing the final programme document.
7. During October 2006, the ILO/LO Director participated in the global Decent Work Management Team meeting in Geneva. As well as receiving information on global best practices in DWCPs, the Director combined the meeting with bilateral consultations with key technical units contributing to WOOP formulation, including ACTRAV; ACT/EMP; GENDER; INTEGRATION; EMP/ENT; SEED; COOP/LED; SOCSEC; STEP; DIALOGUE.
8. Between preparation of the Concept Note and fielding a preparatory mission in November 2006, the ILO’s Social Finance Programme carried out a mission to MOZ, and its findings were incorporated into the WOOP Programme document.
9. In November 2006, the ILO/LO led a multidisciplinary preparatory mission to MOZ. In accordance with the earlier contacts shown in items 5 and 8 above, the mission (led by ILO/LO Director) involved the following sets of expertise:
 - Small enterprise development
 - Media-based enterprise promotion and development
 - Local economic development
 - Gender analysis and women’s entrepreneurship development
 - Social protection and STEP
 - Workers’ activities (also representing Employers’ activities)
 - Programming
10. During this mission, the ILO team met with:

- Key government ministries:
 - Ministry of Labour (MINTRAB/MOL) and its institute INEFP
 - Ministry of Planning and Development (MPD)
 - Ministry of Women and Social Action (MMAS)
 - Ministry of State Administration (MSA)
 - Ministry of Youth
 - Ministry of Agriculture
 - Ministry of Transport and Communications
 - Several institutes, including INE, INSS
11. ILO social partners:
- Employers' organizations (CTA)
 - Workers' organizations (OTM-CS, CONSILMO);
12. Sister UN agencies:
- UNRC's Office
 - UNDP
 - UNFPA
 - WHO
 - UNAIDS
 - UNIDO
 - UNHCR
13. Cooperating partners:
- Netherlands Embassy
 - SNV
 - Irish Aid
 - Swedish Sida
 - EU
 - USAID
 - the World Bank-supported PIREP
 - DFID (by phone only)
14. Civil society organizations:
- Community Development Foundation (CDF)
 - ECO-SIDA
 - GAPI microfinance institution
 - WIIP – a women's NGO
15. The mission also engaged a local consultant to conduct more in-depth investigations into issues relating to gender equality, women's empowerment and people with disabilities. This information was one of the inputs into the WOOP Programme proposal.
16. In mid-December 2006, a first draft of the full WOOP Programme proposal was prepared by ILO/LO, circulated among involved technical teams/units including SRO-Harare and HQ lead units, further comments received, and these were incorporated. On 11 January 2007, the WOOP Programme proposal was submitted to CODEV for comment.
- What was the project's strategic intervention? – under development.
 - How were partners (including the social partners) involved? – they were consulted during the preparatory planning mission.
 - Explain how the outputs contribute to achieving the project outcomes – under development.
 - Explain how the project contributes to the development objective. What is ILO's comparative advantage through the project in contributing to the development objective? – under development.
 - What were the key success factor in obtaining the outputs and the outcomes? – under development.

- What will be done with the output? – under development.
- What were the lessons learned and how will you use those in the future? – under development.

NOT APPLICABLE

Baseline	Output indicators (of log frame)	Output indicators (achieved until now)	Outcome indicators (of log frame)	Outcome indicators (what has been achieved until now)

2. Implementation of Decent Work Country Program

The current status of the draft Decent Work Country Program for Mozambique is that it is under preparation. The four identified pillars of the DWCP are: (i) job creation for young people, women and people with disabilities; (ii) promotion of social dialogue as an effective development tool; (iii) prevention and mitigation of HIV and AIDS in the workplace; (iv) development of labour market information (LMI) systems.

The WOOP Programme will directly influence the development and implementation of the DWCP as its objectives and outputs will contribute both directly and indirectly to achieving specific DWCP outcomes.

- How does the project integrate with the development and implementation process of the DWCP that is carried out by the responsible office? Provide an example. – The two processes (WOOP and DWCP development) have been taking place simultaneously, and therefore one has been informing the other.
- How are synergies created between the project and the implementation of the DWCP? Provide an example. – in planning at present.
- Does the project (directly or indirectly) contribute to DWCP priorities that are not targeted in the project document? How? – this is being planned for.

3. Mainstreaming Tripartism, Social Dialogue and Gender

Gender Mainstreaming

- How were women and men involved in the stakeholder analysis and in planning the project activities?
 - The planning mission consulted with MMAS, WIIP, CTA and OTM's women's committees.
 - The planning team was comprised of the ILO/LO Gender Focal Point and led by a former ILO Gender focal Point.
 - A supplementary assignment was commissioned on issues relating to gender equality, women's empowerment and people with disabilities, and the findings incorporated into the programme proposal.
- Have specific studies and analyses of gender issues in relation to the project theme been conducted?
 - Planned.
- Has the project collected data disaggregated by sex and applied relevant analyses of these?
 - Planned.
- Has the project adapted or used available (ILO) tools on gender equality?
 - Yes. The ILO's work on Women's Entrepreneurship Development and Gender Equality (WEDGE) has been informing some of the design approaches.
- Has the project developed indicators to measure impact on gender equality?
 - Planned.
- Has the project obtained technical advice on gender equality issues (e.g. from local gender experts, ILO gender specialists, ILO Bureau for Gender Equality or other)?
 - Yes, from Gender Bureau and a local consultant.
- Describe briefly how the project has established mechanisms for knowledge-sharing and inter-linkages with other projects on activities related to gender equality.
 - Planned, but this would include through the UNDAF and UNDAF Plus processes in Mozambique.

Tripartism and social dialogue:

- What strategies have been developed and implemented to mainstream tripartism and social dialogue in the project?
 - Planned.

- How are the constituents involved in the design and implementation of the project?
 - ILO social partners: Employers' organizations (CTA) and Workers' organizations (OTM-CS, CONSILMO) were consulted extensively during the design states.
- Explain how the involvement of the tripartite constituents has affected the content, implementation and outcomes of the project.
 - Content: Emphasis is being given to develop the capacities of the constituents to enable them to play a full part in programme implementation.
- Explain the role of each ILO tripartite constituent (consider involvement in decision making, the beneficiary role, and the partners role).
 - Planned.
- How does the involvement of the constituents strengthen the sustainability of the project?
 - Planned – largely through capacity building and constituents' implementation.
- How did the project meet the needs of the social partners as identified by them in the DWCP elements addressed by the project?
 - As indicated earlier, there are strong links between the WOOP Programme and the DWCP. The DWCP priorities were identified based on consultations with the constituents, and these same priorities informed the WOOP priorities.
- How has the project contributed to increasing the capacities of the social partners?
 - Planned.
- Is there on-going consultation with appropriate ILO technical departments including ACTRAV and ACT/EMP in the project cycle?
 - ACT/EMP and ACTRAV were involved in the preparation of the concept note and programme proposal, and the SRO's ACTRAV Specialist participated in the planning mission (also acting on behalf of the ACT/EMP specialist).
 - It is also planned that there will be close links between WOOP implementation and the two INCP projects on social dialogue and capacity building for constituents.
- What were the key factors of success? What are the bottlenecks? What has been learned so far and what will be done differently?
 - Yet to commence the programme.

3. Partnerships, Strategies and Interagency cooperation

How has the project been able to influence and contribute to the national development plans, including the PRSP (if applicable) and what has been the result so far.

- The WOOP programme is directly connected to the implementation of the Government's Employment and Vocational and Training Strategy, which is seen as an operational element of the PRSP/PARPA II.

Address the success factors, the bottlenecks and what has been done or will be done to overcome the difficulties.

- Not yet commenced.

How did the project establish cooperation with other UN agencies (including joint programs) and what has been the result so far.

- During the planning stage, close contact was established with sister UN agencies in Mozambique. At present there are possibilities being discussed of joint programmes in relation to:
 - i. UNHCR and WFP on a Self-Reliance Initiative;
 - ii. UNFPA and a women's empowerment project;
 - iii. WHO and UNAIDS on workplace HIV and AIDS approaches
 - iv. UNIDO on enterprise/entrepreneurship education

Address the success factors, the bottlenecks and what has been done or will be done to overcome the difficulties.

- Not yet commenced.

How does the project contribute to and integrate with UNDAF and CCA (if applicable).

- ILO/LO was an engaged partner in the UNDAF planning process.
- The UNRC in Mozambique is leading a new "UNDAF Plus" process, and this will include a new pillar on "economic development". There will be strong links between this new pillar and the WOOP implementation.

Explain in an example the project's role in this process.

- Not yet commenced.

Provide a case study of any of the above.

- Not yet commenced.

4. Problems/constraints

- Not yet commenced.

5. Planning

- Not yet commenced.

6. Knowledge Sharing

- Not yet commenced.

Explain how the project is using knowledge gained from other ILO projects to realize its

objective.

- The WOOP Programme design has been informed by ILO's projects on local economic development, STEP, WEDGE, Start and Improve Your Business, HIV and AIDS and Social Finance.

If possible, support with a case study or story

- Not yet commenced.