

ILO ACTIVITIES IN AFRICA
2004-2006

ILO activities in Africa 2004–2006

**Eleventh African Regional Meeting
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Report of the Director-General

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Contents

	Page
Acronyms and abbreviations	vii
1. Introduction	1
2. Action at the continental and regional levels	3
2.1. Cooperation at the continental level	3
2.2. Cooperation with the regional economic communities	4
3. Promoting and realizing standards and fundamental principles and rights at work	5
3.1. Fundamental principles and rights at work	5
3.1.1. Freedom of association and the right to collective bargaining	5
3.1.2. Elimination of child labour	6
3.1.3. Abolition of forced labour and trafficking in persons	9
3.1.4. Fight against discrimination	10
3.2. Normative action	11
3.2.1. Ratification and implementation of international labour standards	11
4. Creating greater opportunities for women and men to secure decent employment and income	15
4.1. Employment, labour markets, skills and employability	15
4.1.1. Employment promotion	15
4.1.2. Skills development and employability	18
4.1.3. Youth employment	19
4.1.4. Labour market information	21
4.1.5. An integrated approach to the informal economy	21
4.2. Employment creation	22
4.2.1. Entrepreneurial development	22
4.2.2. Employment-intensive investment	23
4.2.3. Local economic development	24
4.2.4. Post-conflict employment promotion	24
5. Enhancing the coverage and effectiveness of social protection for all	27
5.1. Enhanced social security coverage	27
5.1.1. Social security, including the informal economy	27
5.2. Effective labour protection	29
5.2.1. Safe work	29
5.2.2. Migration	31
5.2.3. HIV and AIDS in the world of work	32
6. Strengthening tripartism and social dialogue	35
6.1. Strengthening employers' and workers' organizations	35
6.2. Governments and institutions of social dialogue	36
6.2.1. Social dialogue and labour administration	36
6.3. The development of social dialogue at the sectoral level	39
6.3.1. Sectoral activities	39

7. Conclusions	41
7.1. Resource mobilization and partnerships	41
7.2. Challenges	41
7.3. The United Nations reform process	41
Annexes	
A. 1. Technical cooperation projects completed and currently under way, 2004–2006	43
A. 2. ILO offices in Africa	69

Acronyms and abbreviations

ARLAC	African Regional Labour Administration Centre
CAEMC	Central Africa Economic and Monetary Community
CEACR	Committee of Experts on the Application of Conventions and Recommendations
DFID	United Kingdom Department for International Development
DWCP	Decent Work Country Programme
EAC	East African Community
ECA	Economic Commission for Africa
ECOWAS	Economic Community of West African States
IPEC	International Programme on the Elimination of Child Labour
MSE	micro- and small enterprise
NEPAD	New Partnership for Africa's Development
PRODIAF	Regional Programme for the Promotion of Social Dialogue in French-speaking Africa
PRS	Poverty Reduction Strategy
PRSP	Poverty Reduction Strategy Paper
REC	regional economic community
SADC	Southern African Development Community
SLAREA	Strengthening Labour Relations in East Africa project
SME	small and medium-sized enterprise
STEP	Strategies and Tools against Social Exclusion and Poverty Programme
UNDAF	United Nations Development Assistance Framework
UNDP	United Nations Development Programme
UNICEF	United Nations Children's Fund
USDOL	United States Department of Labor
WEDGE	Women's Entrepreneurship Development and Gender Equality
YEN	Youth Employment Network

1. Introduction

The Tenth African Regional Meeting of ILO member States in Africa (Addis Ababa, 2003) and the African Union Extraordinary Summit of Heads of State and Government on Employment and Poverty Alleviation in Africa (Ouagadougou, 2004)¹ set the framework for the ILO's work in Africa over the last three years. The Tenth African Regional Meeting prepared the ground for the Ouagadougou Summit by adopting a set of conclusions that identified the main challenges facing the continent and endorsed the Decent Work Agenda as an effective strategy for Africa to tackle these challenges. In addition, the Meeting adopted two resolutions: one on decent work for youth and another on the role of social dialogue in addressing HIV/AIDS in the world of work.

The Ouagadougou Summit produced a more detailed blueprint for action by the ILO, the member States, the African Union, the regional economic communities (RECs) and the international community at large. Before the Ouagadougou Summit, the ILO organized a first of its kind Social Partners' Forum to ensure that the voice of employers' and workers' organizations, as well as relevant civil society organizations concerned with the world of work, would be heard. The Ouagadougou Summit had before it an issues paper, prepared by the ILO in cooperation with 15 other United Nations agencies that provided a coherent policy framework and was subsequently used to guide the development of Decent Work Country Programmes (DWCPs).

The Ouagadougou Summit adopted a declaration, a plan of action and a follow-up mechanism, calling on member States to place employment at the centre of economic and social policies for sustainable poverty alleviation. The Ouagadougou Summit also called for the development of integrated economic and social policies and the implementation of reforms at national, regional and continental levels to eliminate the structural constraints to investment and entrepreneurship. The follow-up mechanisms at the different levels include precise timetables for implementation, monitoring and reporting. Through the Ouagadougou Summit, decent work has in effect become an African goal and the ILO's work in the region since the Ouagadougou Summit has principally aimed at assisting member States in implementing the plan of action.

The plan of action adopted by the Ouagadougou Summit covers the following key priority areas:

1. ensuring political leadership and commitment to create an enabling environment of good governance for investment, development and poverty alleviation in the context of the New Partnership for Africa's Development (NEPAD) and the attainment of the Millennium Development Goals;
2. promotion of the agricultural sector and rural development, sustainable management of the environment for food security and development of support infrastructure;
3. development of an appropriate framework for integration and harmonization of economic and social policies;
4. improving and strengthening the existing social protection schemes and extending them to workers and their families currently excluded, as well as occupational safety, health and hygiene;
5. empowerment of women by integrating them into the labour markets and to enable them to participate effectively in the development of Poverty Reduction Strategies (PRSs), policies and programmes;
6. human and institutional capacity building for public and private institutions in charge of employment promotion and poverty alleviation, including the social partners and other relevant actors of the civil society;
7. utilizing key sectors with high employment potential to generate more jobs and allocate adequate resources for that purpose;
8. building international cooperation, fair and equitable globalization, and partnerships for an enhanced international support to Africa's efforts towards achieving sustainable development, putting emphasis on the employment agenda, poverty alleviation, regional integration and a better participation in the globalization process;

¹ To be referred to as the "Ouagadougou Summit" in the remainder of this document.

9. promoting regional and economic cooperation among the RECs in order to expand the economic space, intra and interregional trade, markets and to exploit the economies of scale;
10. targeting and empowering vulnerable groups, such as persons with disabilities, aged persons, migrants, children, youth and people infected and affected by HIV/AIDS, malaria, tuberculosis and other related infectious diseases, internally displaced persons, refugees, migrants and the working poor;
11. mobilization of resources at national, regional and international levels.

The Ouagadougou Summit encouraged countries to turn to the ILO for assistance in employment creation and promotion of decent work, paving the way for the development of DWCPs. When requested by national authorities, the ILO has also supported the creation of national follow-up committees, as recommended by the Ouagadougou Summit.

While activities were supported in all the major priority areas identified by the plan of action adopted by the Ouagadougou Summit, the ILO's support has focused on four main areas: making employment essential to development frameworks; youth employment; improving labour market information and analysis; and women's entrepreneurship. These areas have also been identified by the tripartite constituents as priorities for many of the national DWCPs in Africa that were developed since 2006.

The chapters that follow describe the progress, results and outcomes of ILO action between 2004 and 2006 to help member States implement the Ouagadougou Summit's commitments at the continental, regional and national levels. In line with established practice, actions and achievements at the country level are summarized under each strategic objective. The information provided is illustrative, not exhaustive. It is not intended to compare the achievements of countries or constituents or express judgement. The Regional Office for Africa, ILO offices in the region, headquarters units and ILO constituents all contributed to this report.

2. Action and achievements at the continental and regional levels

2.1. Cooperation at the continental level

Following the Ouagadougou Summit, the ILO has been working with member States, the African Union, the RECs, United Nations specialized agencies, the United Nations Economic Commission for Africa (ECA) and the African Development Bank to achieve greater policy coherence and to increase support for the Decent Work Agenda within the context of continental, regional and national development strategies.

The African Union Commission and the ILO established a joint task force in 2006 to provide a forum for strategic thinking, analysis and formulation of proposals to stimulate decent job creation in Africa, based on the Ouagadougou Summit's commitments. The task force developed a communication strategy as part of which brochures and CD-ROMs on the Ouagadougou Summit's outcomes were produced in the four official languages of the African Union (Arabic, English, French and Portuguese).

The ILO also provided technical support to the African Union Commission in the preparation of the first biennial report ("Report of the Chairperson of the African Union on the Implementation of the Outcome of the Extraordinary Summit on Employment and Poverty Alleviation in Africa"), presented at the Fourth Ordinary Session of the African Union Labour and Social Affairs Commission (Cairo, 2006). A striking quote in the above report is that: "Ouagadougou has brought back employment to the table of decision-makers. From the reports so received, it is clear that 'labour' is no longer the preoccupation of only labour ministries but national goals. This can be illustrated from the various national initiatives in which pro-poor growth and employment creation policies have been mainstreamed into the development process."

The "Declaration on Financing Employment and Poverty Alleviation" was adopted at the same meeting. It recommended, inter alia, that: "holistic strategies should be developed based on the need to promote faster, sustained and employment-intensive growth so as to accelerate the pace of poverty reduction".

The 39th Conference of African Ministers of Finance, Planning and Economic Development (Ouagadougou, 2006) addressed the issue of meeting the employment challenge in Africa. The ILO provided technical support to the ECA for the background document and participated in the Experts' Committee meeting and the Ministerial Conference.

The ministerial delegations reviewed initiatives since the Ouagadougou Summit and difficulties faced. While expressing concern that implementation had not so far been comprehensive and employment had still not been adequately embedded in national development strategies, they recognized the major human, fiscal and institutional capacity constraints and made a number of proposals to further refine and accelerate implementation strategies at all levels.

The proposals outlined in the Ministerial Statement adopted by the Conference include the need to integrate the goal of decent employment in the design, implementation and monitoring of the second generation of PRSs, embedding employment criteria in investment promotion policies and recognizing the critical goal of government and the public sector on employment creation to improve the quality of public financial management, alongside the development of accurate statistical and information systems to monitor the impact of policies. The Ministerial Statement also recognized the increased role and responsibility of the private sector in employment generation and the central role of the State in creating a conducive environment through measures covering infrastructure improvement, elimination of costly regulations and public-private partnerships in skill development.

The Ministerial Statement further called for the establishment of a Regional Employment Forum as a resource facility to help develop capacity and facilitate sharing of country experiences. The Forum is to be managed jointly between the African Union Commission, the ECA and the ILO, with the latter hosting the secretariat. The Forum is open to other regional institutions.

In 2006, the ILO contributed, with a number of other United Nations agencies, in supporting the African Union and the ECA with the organization of the Fifth African Development Forum on "Youth and Leadership in the 21st Century" (Addis Ababa, 2006). The consensus statement adopted by the meeting specifically refers to the ILO's role in the area of youth employment.

2.2. Cooperation with the regional economic communities

Cooperation between the ILO and the RECs was enhanced following the Ouagadougou Summit. The ILO signed a Memorandum of Understanding with the Economic Community of West African States (ECOWAS) in 2005 and with the Economic Community of Central African States in 2006. The Summit follow-up mechanism designated the member States and the RECs as the principals responsible for implementation. Member States, in collaboration with the RECs, are expected to submit biennial progress reports on the status of implementation to the African Union Labour and Social Affairs Commission while the African Union Commission has to prepare comprehensive evaluation reports in 2009 and 2014.

In September 2005 the African Union and the ILO jointly organized a meeting with the RECs in Addis Ababa to discuss their role in the follow-up to the Ouagadougou Summit. Capacity constraints in both the RECs and the African Union Commission emerged as an important concern. Following this meeting, in 2006, the African Union Commission organized a series of five regional meetings in 2006 (respectively in Windhoek, Abuja, Algiers, Khartoum and Yaoundé) to disseminate information on the Ouagadougou Summit's outcomes and support capacity-building efforts in the RECs to assist them in fulfilling the mandate given to them by the Summit.

In each of the meetings, “regional frameworks for integrated employment policies” were adopted. The regional frameworks aim at achieving development and economic growth, alleviating poverty, enhancing the standards and quality of life of the people of the region and supporting the socially disadvantaged through promoting more and better employment. They become the guide which member States in each region can use when formulating comprehensive national employment policies, with the Ouagadougou Summit's commitments forming the backbone of the framework and decent work objectives the benchmarks.

3. Promoting and realizing standards and fundamental principles and rights at work

3.1. Fundamental principles and rights at work

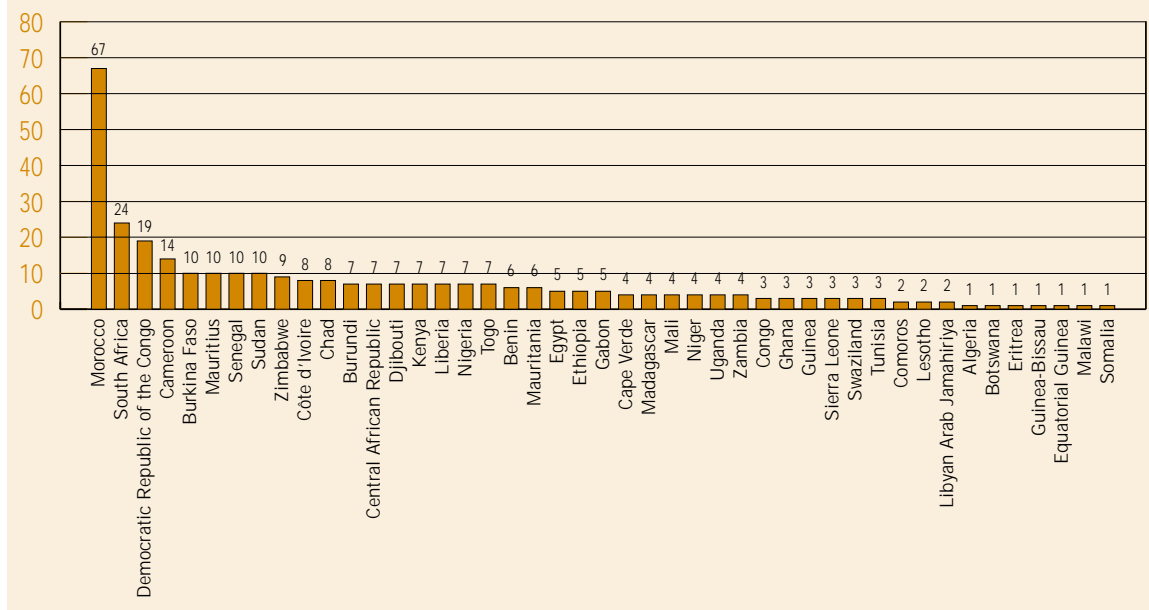
3.1.1. Freedom of association and the right to collective bargaining

The ILO's Committee of Experts on the Application of Conventions and Recommendations (CEACR) has noted with satisfaction several cases of progress such as the end of a trade union monopoly in the United Republic of Tanzania (2004), the award of collective bargaining to certain categories of civil servants in Botswana (2005), as well as an enlarged number of topics that can be subject to collective bargaining in Lesotho (2005). Other examples include greater rights for foreign workers to take up trade union positions in Burkina Faso (2005) and Mauritania. Despite these encouraging developments, the freedom of association situation remains worrying in a number of African countries, as reflected by the complaints lodged with the Committee on Freedom of Association during the period under review (see figure 3.1.).

Following the comments of the CEACR, Côte d'Ivoire enacted a new law in conformity with the Forced Labour Convention, 1930 (No. 29). Equally satisfying was Angola with respect to the Abolition of Forced Labour Convention, 1957 (No. 105), in the case of the abrogation of the provisions of "passive resistance to work" and "all other facts damaging the production process" which constituted "crimes against production" and which carried prison sentences ranging between six months and one year. Adoption by Gabon of the law envisaging preventive measures, measures for removal or revision of the worst forms of child labour as well as the measures that prohibit, investigate, control and repeal these constitute another case of progress. The same applies to the adoption in Morocco of the law against child prostitution. Some progress can be cited, in terms of the introduction of illegal criteria for discrimination on the basis of which any person can now seek legal redress in case of violation, as in Burkina Faso (2005). Likewise, in Zimbabwe, the principle of equality of pay for men and women doing similar jobs or work of the same value was enshrined in the law.

To tackle the infringements to freedom of association and collective bargaining, several technical assistance and other activities have taken place in Africa, including the large-scale, French-funded PAMODEC project that promotes the Declaration on Fundamental Principles and Rights at Work in French-speaking Africa.

Figure 3.1. Number of complaints per country in Africa (1951–2006)



The Freedom of Association and Protection of the Right to Organise Convention, 1948 (No. 87), the Right to Organise and Collective Bargaining Convention, 1949 (No. 98), and the Discrimination (Employment and Occupation) Convention, 1958 (No. 111), have been translated into Kinyarwanda, Swahili and Lingala for use in, respectively, Rwanda, Congo and the Democratic Republic of the Congo.

The Strengthening Labour Relations in East Africa (SLAREA) project, which came to an end in 2006, made important contributions towards the political processes for ratification of core Conventions and revision of labour laws in Kenya, the United Republic of Tanzania and Uganda. In addition, similar projects in southern Africa, funded by the United States Department of Labor (USDOL), have promoted collective bargaining and alternative dispute resolution and facilitated the review of labour laws in Malawi and Zambia.

The Regional Programme for the Promotion of Social Dialogue in French-speaking Africa (PRODIAF) project promoted social dialogue in francophone African countries, providing institutional support to newly established social dialogue institutions and contributing to strengthening the capacity of employers' and workers' organizations to organize and bargain collectively.

Following support by a Swiss-funded ILO project for regional conflict management and enterprise-based competitiveness development, a new Trade Disputes Act was passed in Botswana during 2004, heralding a new approach to labour dispute resolution. In addition, significant amendments were made to the Employment Act and the Trade Unions and Employers' Organizations Act. The bill to amend the Lesotho Labour Code was drafted and presented to the national tripartite labour advisory committee for finalization and adoption. In Swaziland, the Industrial Relations Act and the Employment Act were revised based on support from the ILO.

The Swiss-funded project mentioned earlier also facilitated a high-level tripartite task group that produced a New Labour Act for Namibia. The project managed interventions in Zimbabwe and Mozambique which have produced key amendments to the principal labour statutes to provide for modern dispute prevention and resolution systems. Accompanying this process of labour law reform has been the development in each country of a cluster of codes of good practice and guidelines which help to interpret the law for judicial officers, administrative officials and the social partners. The project has assisted in the development of institutional arrangements, either within labour ministries, or through independent institutions such as the Directorate of Dispute Prevention and Resolution in Lesotho and the Conciliation Mediation and Arbitration Commission in Swaziland, to offer speedier, more efficient and quality dispute resolution services. The capacity contained within these institutions provides crucial support to the collective bargaining process and training to the social partners.

ILO projects have also funded and supported the establishment of a Southern African Dispute Resolution Forum. This network of some eight public dispute resolution agencies will share technology and facilitate skills transfers and promote dispute prevention and resolution best practices in the subregion. It will also coordinate engagements with agencies in the international arena.

3.1.2. Elimination of child labour

The 2006 Global Report on child labour singles out Africa as the major world region with the least progress in tackling child labour, the highest incidence of child labour, and where the number of child workers actually increased over the period covered by the Report. However, successes have also been recorded and awareness of the problem is increasing, as demonstrated by the achievements noted below, as well as by the increase in ratifications of the two child labour Conventions.

In Nigeria and Ghana, over 6,000 child workers were withdrawn, rehabilitated and reintegrated into society within the framework of USDOL-funded International Programme on the Elimination of Child Labour (IPEC) projects on "Building the foundation for eliminating the worst forms of child labour in anglophone Africa", "Project to combat child trafficking in West Africa", and "Elimination of the worst forms of child labour in the cocoa plantations". In Nigeria, out of the total number of children repatriated internally under an IPEC project, 99 were male while 151 were female; for those repatriated outside the country, 39 were male while 71 were female. At the same time, the socio-economic status of over 600 parents and guardians of ex-child workers was enhanced through entrepreneurship training and in-kind support (working tools, equipment and materials). Furthermore, over 140 law enforcement and judi-

cial officers were trained on child trafficking legislation. A national advocacy strategy on child labour was developed in both countries, while a national policy is in progress in Nigeria. In addition, a child labour monitoring system was established in both countries and labour officers trained to manage the system. The ILO is working with the Government and the social partners to conduct a survey on child labour in the rubber plantations in south-western Nigerian states.

Though the number of child workers in sub-Saharan Africa remains high, a number of countries have started putting in place national time-bound measures against the worst forms of child labour, the latest being Mali and Zambia. Zimbabwe has requested a project to help it meet its obligations under the Worst Forms of Child Labour Convention, 1999 (No. 182). The project would be jointly implemented by a number of United Nations agencies with the ILO taking the lead.

Botswana, Lesotho, Malawi, Namibia, South Africa, Swaziland and Zambia also have IPEC projects, and a new pilot project, funded by the Government of Brazil, is being undertaken in Angola and Mozambique. South Africa developed a National Child Labour Programme of Action, the implementation of which is being supported by the USDOL-funded ILO programme “Towards the Elimination of the Worst Forms of Child Labour”. Child labour issues were integrated into the “Children’s Bill” being discussed in that country. In Botswana, Lesotho, Namibia and Swaziland, national time-bound programmes have been developed for adoption by 2007.

Innovative programmes in South Africa targeted children used by adults to commit crime (CUBAC) and for excessive water hauling activities. The programme on excessive water hauling has assisted the Government’s extensive programme of piping water to areas without safe water sources. It helps in the prioritizing of providing water in areas where the task of carrying water is particularly arduous and involves a large number of children for so many hours that it is likely to affect their schooling.

In Zambia, the Ministry of Labour and Social Security has established a Child Labour Unit, and drafted a new child labour policy and a list of hazardous labour, which are due for adoption. The (draft) Fifth National Development Plan contains a specific programme, hosted by the Ministry, on prevention of child labour. It will form the basis for a national time-bound programme on the elimination of the worst forms of child labour for which the USDOL has provided the funding.

In North Africa, a major project operating in Morocco with funding from Belgium, France and the USDOL had withdrawn over 16,300 children from work as of end 2006. Egypt has undertaken a first survey on child labour and introduced a National Strategy for the Elimination of Child Labour. In October 2006, the ILO, with the United Nations Children’s Fund (UNICEF) and the World Food Programme (WFP), launched a USDOL-funded project in Egypt to combat exploitative child labour through education.

In the East African Community (EAC), over 20,000 boys and girls were prevented or withdrawn between 2002 and 2005 in the sectors of mining, commercial agriculture, domestic work and commercial sexual exploitation of children.

In Kenya alone, the ILO has assisted in the withdrawal and prevention of over 75,000 children from the worst forms of child labour through various programmes. In the United Republic of Tanzania, direct action by IPEC prevented and withdrew over 35,000 children from the worst forms of child labour through action by tripartite partners and other key stakeholders.

In Uganda and Zambia, an HIV/AIDS child labour project, begun in January 2006, aims to withdraw 1,350 HIV/AIDS affected children and contribute to the drafting of a child labour policy.

Work to eliminate child labour in Kenya, Uganda and the United Republic of Tanzania has been assisted through time-bound programmes and capacity building. These have supported governments on policy and legal issues, including mainstreaming child labour in strategies and processes. Child labour programmes have intensively engaged trade unions and employers’ organizations as well. District child labour committees have also helped introduce good practices in prevention and withdrawal.

The National Employment and Labour Market Policy in Zambia, the Employment and Vocational Training Strategy in Mozambique, the Economic Recovery Strategy in Kenya, the National Strategy for Growth and Poverty Reduction in the United Republic of Tanzania and the Poverty Eradication Action Plan in Uganda all tackle child labour. Kenya also has a national action plan on the elimination of child labour. The introduction of the Free Primary Education Programme in Kenya in 2003 benefited former child workers.

Awareness has also been raised by increased media coverage, resulting partly from an ILO training and sensitization programme for the media. The SCREAM (Supporting Children's Rights through Education, the Arts and the Media) pack has been used widely with good results. In Zambia and Morocco, the national networks have been particularly active in mainstreaming SCREAM materials into the education system and carrying out a number of SCREAM-based awareness activities.

A SCREAM campaign was launched in Egypt on Child Labour Day in 2006. A joint effort of the ILO and the Italian Embassy, supported by government ministries, the Egyptian Trade Union Federation and the Federation of Egyptian Industries, as well as a number of non-governmental organizations (NGOs), received broad media coverage. In 2006 two "training of trainers" workshops on the use of the SCREAM pack were carried out for national and international NGOs, and a full technical cooperation project financed by Italy to disseminate the SCREAM methodology in Egypt and other Arab-speaking countries started in November 2006.

The ILO project on prevention, withdrawal and rehabilitation of children engaged in hazardous work in the commercial agricultural sector in Africa has led to the creation of an alliance of governments, NGOs, communities, employers and workers, parents and children in the tea, sugar, rice, coffee and vanilla sectors. A baseline survey was conducted and action programmes led to the withdrawal of 1,873 children in Uganda, providing educational opportunities and income generation for parents. More than 2,000 children were also prevented from entering child labour. Other successful projects in Uganda have involved child domestic work and the worst forms of child labour.

In Malawi, the Project to Combat Child Labour in Commercial Agriculture successfully led to the withdrawal and prevention of 7,537 children who were all supported to pursue education activities. The extent of child labour in Malawi and the need to address it led to a further three-year country programme, supported by the USDOL. The programme aims to withdraw 2,000 children, prevent another 3,000, and work on various upstream interventions that will improve the policy framework to deal with child labour. The ILO contributed cash surplus funds to these programmes.

Under a project funded by the Swedish International Development Cooperation Agency (SIDA), employers' organizations in Zimbabwe and Malawi were assisted in supporting their members in the agricultural sector and in particular in the commercial tea sector to combat child labour. The Employers' Consultative Association of Malawi was assisted in conducting a study in the tea plantation sector. It was thus able to determine the areas of concentration for its work in terms of child labour, and sensitize its members in the tea sector, as well as develop a child labour policy to cover all employers.

In Cameroon, efforts were made to coordinate with other United Nations agencies on issues related to education (the United Nations Educational, Scientific and Cultural Organization (UNESCO) in Education for All, UNICEF in the preparation of the protection code of children), as well as to mainstream child labour in the Poverty Reduction Strategy Paper (PRSP) and the United Nations Development Assistance Framework (UNDAF).

The West Africa Cocoa and Commercial Agriculture Project to Combat Hazardous and Exploitative Child Labour in Cameroon enabled some 5,000 children in two provinces to be identified and 1,300 to be enrolled in school or placed in apprenticeship centres. The Government has taken ownership of the project approach and intends to apply it to other provinces. In a framework of corporate social responsibility, a partnership with the employers in Cameroon was created to support education for children withdrawn from child labour and trafficking.

Awareness has been raised at highest levels and broadly through the Red Card to Child Labour Campaign during the Africa Cup of Nations hosted by Egypt in early 2006, and organized by the ILO in partnership with Egypt's National Council for Childhood and Motherhood, FIFA (Fédération Internationale de Football Association) and the African Confederation of Football.

In Senegal, IPEC activities resulted in the setting up of the Child Labour Unit within the Ministry of Labour and the formulation of a national action plan for the elimination of child labour in close collaboration with technical government institutions, social partners, NGOs and other civil society organizations. Direct action allowed 1,570 children to be withdrawn from the worst forms of child labour from 2005 onwards, to prevent 5,084 children entering the labour market and to support 690 families in income-generating activities. Formal education services (children enrolled in school), and non-formal education (literacy classes), training, counselling, health services, uniforms, manuals, scholarships and

school materials were offered to children to support the national policy on child labour and its worst forms.

With French funds, the ILO has been active in francophone Africa to reinforce national capacities on child labour, awareness raising and prevention, withdrawal and rehabilitation of working children. The intervention in Togo made it possible to effectively withdraw 1,285 children from child labour.

Through another French-funded project, covering Benin, Burkina Faso, Madagascar, Mali, Morocco, Niger, Senegal and Togo, a regional strategy on the elimination of child labour through vocational training and apprenticeships was developed in 2005.

Thanks to ILO interventions, child labour is on the decline in the Indian Ocean region, dropping from 23 per cent in 2001 to 18.8 per cent in 2005. Madagascar operates a national plan of action against child labour and IPEC action has allowed over 500 children to be withdrawn to date in the capital city. The Seychelles, the first country to ratify the Worst Forms of Child Labour Convention, 1999 (No. 182), is considered a model in the fight against child labour.

3.1.3. Abolition of forced labour and trafficking in persons

The scale of trafficking in Africa remains a major challenge, many victims being children both within the continent and to destinations such as the Arabian Gulf.

In 2006, Mauritania and Niger accepted ILO fact-finding missions related to the Forced Labour Convention, 1930 (No. 29), and Convention No. 182. Recommendations were drawn up and reviewed in November 2006. These missions served to review the need for legislative amendments, the national capacity to implement the relevant legislation and areas where technical assistance of the ILO was needed to support governments to better implement the Conventions. (See also box 3.1., for a summary of the Declaration's Special Action Programme to Combat Forced Labour by assisting key stakeholders to mainstream trafficking concerns through their Poverty Reduction Strategy Papers (PRSPs).

The Programme against Forced Labour and Human Trafficking, funded by the United Kingdom, was carried out in Nigeria and Ghana between June 2004 and June 2006. Major achievements included sustained awareness creation, baseline studies and capacity building of tripartite partners and law enforcement agencies.

Human trafficking and particularly trafficking in women (to the Arabian Gulf) is a serious problem in Ethiopia. Efforts have been made to sensitize representatives of relevant institutions to initiate policies and legislation in order to monitor the legal movement of people. To this end, the ILO published a study on private employment agencies, which is currently informing actions by the Government of Zambia in reviewing its laws and regulations.

With IPEC support national laws against child trafficking were adopted in Benin, Burkina Faso and Togo. Interventions in Cameroon and Gabon by IPEC and the Combating the Trafficking of Children for Labour Exploitation in West and Central Africa project (LUTRENA) have been instrumental in pushing the adoption of specific legislation against trafficking in children in the two countries and improving the knowledge base. Constructive alliances with parliamentarians, religious bodies and trade unions played an important role. LUTRENA's commitment has also been essential in achieving valuable progress through awareness raising, withdrawal of victims and their rehabilitation. To achieve sustainable results, the Government of Cameroon has requested the ILO to ensure further activities, reinforcing ownership and supporting governments in Central Africa for the development of a Convention and bilateral agreements on trafficking in children. The ILO also supported Cameroon's participation in the preparation of an ECOWAS/Economic Community of Central African States agreement and joint action plan on trafficking in children signed in Abuja (Nigeria) in July 2006.

In Gabon, a country which takes in and looks after child victims of trafficking, the Fight against Trafficking in Children in Western and Central Africa programme has made prevention a priority by setting up Watch Committees mainly for domestic work by young girls who are victims of trafficking, but also for awareness raising on the issue.

Box 3.1. Special Action Programme to Combat Forced Labour

Building on earlier IPEC initiatives against child trafficking, the Declaration's Special Action Programme to Combat Forced Labour first facilitated research on forced labour in Burkina Faso, Guinea, Madagascar, Mali and Niger. It then followed up with more operational projects in Ghana, Nigeria and Niger. The Programme against Forced Labour and Trafficking in West Africa was implemented in Ghana and Nigeria. It aimed at: consolidation of the knowledge base on forced labour and trafficking; assisting key stakeholders to mainstream forced labour and trafficking concerns into their PRSPs and legal and social policy frameworks; and starting concrete actions to combat forced labour and trafficking through integrated pilot schemes, incorporating both prevention of trafficking and the rehabilitation of victims. The programme has considerably enhanced the knowledge base, indicating that the trafficking problem in both Ghana and Nigeria may be more serious than previously thought. It has facilitated new legislation against trafficking, and provided capacity building for labour officials, as well as for law enforcement and consular officials to prevent and combat trafficking. At the local level, it has initiated community-based action to raise awareness of the risks of migration, to monitor recruitment practices, and to provide skills training opportunities and self-employment to vulnerable groups and returned victims of trafficking. Following a positive evaluation in 2006, both governments requested a second phase of this project.

3.1.4. Fight against discrimination

Technical cooperation is a major tool used by the ILO in the fight against discrimination in Africa (see box 3.2.).

Box 3.2. Gender project for Kenya, the United Republic of Tanzania and Uganda

The project to strengthen gender mainstreaming in the agricultural and rural development chapters of the PRSPs in Kenya, the United Republic of Tanzania and Uganda was one of the ILO's initiatives to address gender equality issues in line with the outcomes of the Ouagadougou Summit.

In the United Republic of Tanzania a number of activities were implemented including technical support in costing labour and employment issues in the National Strategy for Poverty Reduction and in the production of tools for promoting gender-sensitive savings and credit cooperatives. The production of advocacy materials on gender and labour laws was successfully carried out in the United Republic of Tanzania and Uganda. The following was achieved as a result of the activities:

- increased awareness of ILO social partners on the need for gender-responsive budget in PRSPs as a means to address gender inequalities and reduce the gap between policy and resource allocations;
- increased knowledge of operators (women, men and young people) in the informal and rural economy on the promotion of decent work through savings and credit cooperatives; and
- enhanced application of the new labour laws from a gender perspective.

Participatory studies in Kenya and Uganda enabled ILO social partners to actively and substantively promote gender equality through their participation in annual reviews of PRSPs and to support outcomes that are gender sensitive.

The studies also strengthened the capacities of key stakeholders in terms of information on gender equality decent work challenges in the context of rural areas. The demand for further positive actions and support to address the challenges was affirmed by the conclusions of the workshop of the members of the East African Legislative Assembly held in Arusha in 2006.

The studies revealed that:

- there is lack of a clear institutional framework for gender mainstreaming. Where it exists, it suffers from a lack of human capacity and limited budgetary allocations;

Continued on page 11

- women farmers still do not have access to credit and finance, ownership and control of resources. Commercial farms are still skewed in favour of men. Due to their limited access to resources, women do not gain equally from the market, hence they do not regard market-oriented production as a lucrative investment option;
- there are no institutional mechanisms to facilitate access to financial services to farmers, particularly those in rural areas. Banking regulations are still prohibitive. While cooperatives could serve as an alternative source of credit to rural farmers, women still face barriers in joining the cooperatives and, where they do, men control decisions;
- HIV/AIDS is reducing the supply of labour in farm and non-farm activities. Women are more infected and affected by HIV/AIDS. As care takers, and providers of families, women are increasingly abandoning their productive activities to assume the care burden for those suffering from AIDS. Daughters are pulled out of school to look after sick members of the family, leading to further intergenerational poverty and lost potential;
- private sector initiatives are oriented to big businesses and do not accommodate the needs of small-scale agricultural and non-agricultural activities by women and youth;
- labour legislation is limited to the formal economy.

Much of the work of the ILO's work on Women's Entrepreneurship Development and Gender Equality (WEDGE) in Africa was aimed at ending discrimination facing women entrepreneurs in the financial, business and labour markets. The Southern African Development Community (SADC) Gender-based Regional Integration Plan: Strategic Implementation Framework (2006-10) now incorporates decent work. A follow-up programme to build the capacity of ILO constituents and partners for effective implementation is being developed.

In Rwanda, a project on equality between men and women in the world of work was launched in 2005 to strengthen constituents' capacities. The project has to date helped to create tripartite action to promote women's entrepreneurship, trained over 400 men and women on income generating schemes, and produced communications materials.

The joint project with the European Commission and the Working Group on Indigenous Populations and Communities of the African Commission on Human and Peoples Rights is a key outcome of ILO interventions to promote the rights of indigenous peoples. It contributes to the development, adoption and implementation of national legislation, policies and programmes that integrate the rights, needs and priorities of indigenous peoples, based on the principles of consultation and participation. The programme is guided by the ILO's Indigenous and Tribal Peoples Convention, 1989 (No. 169).

In Congo, two training workshops were held on the rights of indigenous and tribal people and on Convention No. 169, for representatives of the Pygmy people and ministry officials in response to a request by the Ministry of Justice and Human Rights. The Pygmy peoples of Cameroon have also been assisted through the International Programme to Support Self-Reliance of Indigenous and Tribal Peoples through Cooperatives and Self-Help Organizations to improve their living and working conditions. The lessons learned were incorporated into a project to promote their rights that began in October 2006. The Government is using PRSs to assist the peoples in their plight, while they themselves are taking action at both national and international level to create awareness of their situation.

3.2. Normative action

3.2.1. Ratification and implementation of international labour standards

Of the 53 countries in the region, 41 have ratified all eight fundamental Conventions. This is noteworthy progress as a significant number of States have achieved ratification of all eight fundamental Conventions in recent years, such as ten of the 12 West African French-speaking States, and two of the three EAC States (United Republic of Tanzania and Uganda) during the period 2004-06. All countries except

one (Gabon, which is considering ratification of the Minimum Age Convention, 1973 (No. 138)) in the Central African region have ratified all the core Conventions, whereas all nine countries in the southern African region have done so, except for Namibia (Equal Remuneration Convention, 1951 (No. 100)). All countries in the Indian Ocean region have ratified the fundamental Conventions, Mauritius ratifying the Freedom of Association and Protection of the Right to Organise Convention, 1948 (No. 87), in 2005, and Madagascar taking steps to ratify the Abolition of Forced Labour Convention, 1957 (No. 105), by the end of 2006. By ratifying the Forced Labour Convention, 1930 (No. 29), and the Worst Forms of Child Labour Convention, 1999 (No. 182), during the period under review, Ethiopia achieved full ratification of all the fundamental Conventions, as did Djibouti, which ratified the Discrimination (Employment and Occupation) Convention, 1958 (No. 111), and Convention No. 182.

The Government of Zimbabwe requested ILO assistance to comply with the provisions of Convention No. 29. As for Liberia, it is encouraging to note that it ratified six core Conventions (the remaining two being Convention No. 100 and Convention No. 138) and is one of the first countries to have ratified the Maritime Labour Convention, 2006. In East Africa, Kenya has not yet ratified Convention No. 87, due to fears by trade unions that this would lead to a fragmentation of the trade union movement and thus of its bargaining power. The Ministry of Labour is however committed to undertake a thorough study to examine the effects of ratification to overcome the reluctance on the part of workers' organizations. Morocco is considering the ratification of Convention No. 87.

Regarding international labour standards other than the eight core Conventions, Algeria, for example, ratified the Workers' Representatives Convention, 1971 (No. 135), the Occupational Safety and Health Convention, 1981 (No. 155), the Safety and Health in Construction Convention, 1988 (No. 167), and the Private Employment Agencies Convention, 1997 (No. 181), in 2006; whereas Egypt ratified the Repatriation of Seafarers Convention (Revised), 1987 (No. 166); Ghana, the Merchant Shipping (Minimum Standards) Convention, 1976 (No. 147), in 2005; and Nigeria, the Dock Work Convention, 1973 (No. 137), the Labour Inspection (Seafarers) Convention, 1996 (No. 178), the Recruitment and Placement of Seafarers Convention, 1996 (No. 179), and the Seafarers' Identity Documents Convention (Revised), 2003 (No. 185), in 2004. Moreover, during the month of June alone in 2006, the Central African Republic ratified eight Conventions, namely the Hygiene (Commerce and Offices) Convention, 1964 (No. 120), the Employment Policy Convention, 1964 (No. 122), the Minimum Wage Fixing Convention, 1970 (No. 131), the Human Resources Development Convention, 1975 (No. 142), the Tripartite Consultation (International Labour Standards) Convention, 1976 (No. 144), the Labour Administration Convention, 1978 (No. 150), the Occupational Safety and Health Convention, 1981 (No. 155) and the Termination of Employment Convention, 1982 (No. 158).

Notwithstanding the generally positive state of ratification of international labour standards, their application and compliance at the national level remain major challenges. General global trends, including in Africa, include the erosion of collective bargaining and the weakening of the trade union movement, the shrinking of the formal economy and consequent spread of the informal economy, with ensuing infringements on social protection rights and increased vulnerability and precariousness. Some countries have made little progress with key Conventions and a number of cases before the CEACR remain outstanding. Despite ILO assistance over several years, other member States across the continent have failed to bring their legislation into line with international labour standards.

Nevertheless, the CEACR noted with particular interest the steps taken by Burkina Faso, Burundi, Botswana, Democratic Republic of the Congo, Côte d'Ivoire, Egypt, Lesotho, Madagascar, Malawi, Mauritius, Mauritania, Morocco, Namibia, Rwanda, Tunisia, Sudan, United Republic of Tanzania and Zimbabwe to ensure compliance with ratified Conventions. The Committee listed new cases in which governments had made changes to their law and practice following comments it had made as to the degree of conformity of national legislation or practice with the provisions of a ratified Convention. By continent, the rate of progress made was 43 per cent for Europe, 18 per cent for Asia, 16 per cent for the Americas and 23 per cent for Africa. These results are tangible proof of the effectiveness of the supervisory system.

One way forward to facilitate the implementation of ratified international labour standards consists in adopting national labour legislation that is in line with them. In this endeavour, encouraging results include Nigeria, where a comprehensive review of the labour laws was carried out within the framework of the project entitled "Declaration on fundamental principles and rights at work and tripartism" funded

by the USDOL. Five draft bills on collective labour relations, labour standards, labour institutions, occupational safety and health, and employees' compensation were produced and officially submitted by the Government through the Federal Ministry of Labour and Productivity. Moreover, countries such as Botswana, Kenya, Namibia, Swaziland, United Republic of Tanzania and Uganda have reformed labour laws to ensure compliance with ratified international labour standards or are in the process of doing so.

Significant ongoing work in all countries in Africa concerns awareness raising, sensitization and training on international labour standards of labour and justice ministries officials and labour inspectors, with a view to raising the profile of the ministries and building up what is often a weak infrastructure. Often, only one Ministry of Labour official is in charge of article 22 reporting for Conventions of a wide scope, ranging from seafarers' working conditions to agricultural workers, labour inspection, minimum wages, etc. This makes it difficult for the official to report since no one can be knowledgeable on all these issues at the same time. Indeed, article 22 reporting constitutes an essential first means to both assist and overview the application in law and practice of ratified Conventions by the member States.

Accordingly, attempts have been made in different countries to initiate a small, informal inter-Ministerial unit to jointly collaborate on reporting. For this purpose, training workshops introducing the participants from various technical ministries, official authorities and the social partners to the ILO and its standards have taken place in several countries. Following such an activity in Kenya in 2005, the country is fully on time with its reporting obligations, whereas both the United Republic of Tanzania and Madagascar have improved their performance. In Zambia, two staff members of the Ministry of Labour were trained at the Turin Centre in 2006.

The judiciary plays a crucial enforcement role but is often unaware of international labour standards-related issues. It is therefore encouraging to note that a number of training workshops took place, based on the programme designed by the Turin Centre in close collaboration with ILO subregional offices. These include several workshops in Madagascar, between 2003 and 2006, with the active participation of the *Ecole Nationale de la Magistrature* (ENM). Consequently, a training curriculum at the ENM, which incorporates international labour standards, has been developed and is likely to have far reaching effects. A similar process is ongoing in Senegal, following workshops and the signing of an agreement with the *Centre de Formation Judiciaire*. A national workshop for judges was also conducted in Mali in 2006 with the active participation of the *Institut de Formation Judiciaire*.

The need for training the judiciary in Kenya was particularly acute in light of the high number of labour disputes in Kenya. Following participation in a SLAREA workshop in 2004, an industrial court judge referred to international labour standards in several cases. In Ethiopia, several workshops took place to train judges involved with labour cases, both in the capital and the regions. Whereas several high court decisions have been adopted that refer to international labour standards, following a workshop on international labour standards for the judiciary organized in Addis Ababa in 2005, some judges remain reluctant to going outside strictly national law. In some countries, such as Zambia, the Supreme Court has to date refused to endorse Industrial Relations Court rulings based on ILO Conventions if the ratification has not yet been followed by the adoption of the corresponding legislation. Work was also undertaken in Morocco, South Africa and Tunisia to strengthen the capacity of judges regarding international labour standards.

Since the implementation of international labour standards requires in the first instance the adoption of adequate legislative measures, the role and active participation of the legislature is crucial. Training of Members of Parliament of Senegal on international labour standards contributed to a better understanding of the fundamental rights and principles at work, the entire ILO normative action and the key role of the national legislative body in the process.

4. Creating greater opportunities for women and men to secure decent employment and income

4.1. Employment, labour markets, skills and employability

4.1.1. Employment promotion

Particular priority has been given to the follow-up to the Ouagadougou Summit Plan of Action for Promotion of Employment and Poverty Alleviation. Close cooperation between ILO offices in Africa and ILO headquarters has resulted in the preparation of an operational framework to link ILO-supported activities in the area of employment with each of the 11 areas of the Summit Action Plan. Box 4.1. highlights one example.

In Algeria, a national seminar on employment prospects and a national colloquium on prospects for North Africa to 2020 were held in 2004. The capacities of the National Employment Agency were strengthened with French assistance. National studies were carried out in Algeria, Morocco and Tunisia on interventions in the labour market and resulted in an ILO publication in 2006.

In Egypt, a two-year comprehensive employment policy review culminated in a high-level tripartite symposium in 2005 that made a range of policy recommendations on the employment challenge.

Box 4.1. Burkina Faso: Developing a National Employment Policy

Employment is a national priority in Burkina Faso. The Government made it a central element of its programme, and employment promotion is an explicit objective of the PRSP and the UNDAF. A national action plan for the follow-up to the Ouagadougou Summit has been formulated.

Poverty is widespread, with 46 per cent of the population living below the poverty line in 2003 and 95 per cent of the poor living in rural areas. The labour market is characterized by high labour force participation, high underemployment and low labour productivity. Agriculture is the dominant sector, providing employment to 85 per cent of the working-age population. The share of formal employment is less than 5 per cent and urban employment is mostly informal. The quality of human capital is marked by low literacy and high morbidity rates. Gender inequalities and child labour are also prominent.

The country has achieved macroeconomic stability in recent years despite a volatile external environment. Economic growth has averaged 5.6 per cent since 1994, but the Government is concerned that sustained economic growth has not resulted in sufficient poverty reduction. It has recognized the central role of employment as the key link between economic growth and poverty reduction and is therefore developing labour market policies and programmes that could lead to better paid jobs and higher incomes.

The ILO has worked closely with the Ministry of Youth and Employment and the social partners to revise the 2001 National Employment Policy. The revised policy will provide a vision and framework for all national interventions in the field of employment.

The formulation of this new employment policy is participative with formal and informal consultations with technical ministries, employers' associations and trade unions. A final version of the National Employment Policy accompanied by an action plan for its implementation was prepared in 2006.

The ILO has assisted Burkina Faso in improving the coherence of policy interventions to promote employment, achieving coherence with the PRSP, the Ouagadougou Summit Plan of Action, the Millennium Development Goals, the conclusions of the African Finance Ministers' Conference and the President's programme. Efforts are under way to integrate the strategy in the PRSP Priority Action Plan in order to secure financing for the strategy. The ILO encouraged collaboration between the Ministry of Youth and Employment, the Ministry of Economy and Development in charge of formulating the Priority Action Plan and the Finance Ministry. All parties have shown a willingness to work together and are now well aware of the issues at stake.

A subregional workshop was held in 2006 on growth, employment and poverty reduction and the findings of selected case studies disseminated throughout North Africa.

A needs assessment of the situation in Sudan was carried out as part of the interim PRSP for north Sudan. A book published in 2004, called “Country profile: Employment and poverty in Sudan”, serves as a situational analysis of the country.

In Ethiopia, capacities of public employment services were strengthened through ILO assistance by automation of employment registration and placements. Career guidance brochures and public employment service software were developed and put into use. In addition to the steps taken to assist the country in the implementation of the Ouagadougou Summit outcomes, the ILO was engaged in building the knowledge base of employment issues through research and dissemination of information. The Office commissioned studies on the growth, employment and poverty nexus as well as on pro-poor growth. A study was made to identify the interrelationships between growth, employment, poverty and policies which are necessary for the Government to adopt appropriate policies to tackle employment problems. Research outputs have been disseminated and analysed through sensitization workshops and seminars. As a result of these continued exercises, employment concerns are now reflected in the national PRS of the Government (Plan for Sustained and Accelerated Development to End Poverty).

In West Africa, many technical cooperation projects promoted employment for poverty reduction, including GERME (Start and Improve Your Business), PALPICS (Support project for the fight against poverty in areas near chemical industries in Senegal), FORCE/LCP (Training to strengthen cooperatives’ and associations’ capacities through the promotion of women entrepreneurship project/Fight against poverty), PEJHIMO (Employment-intensive Youth Employment Programme) which aims to create jobs for young people in rural and urban areas in Mali using the labour intensive approach, and FASE (Fight Against Social and Economic Exclusion) in the Gambia. GERME has contributed to reinforce the capacities of small entrepreneurs and to improve the productivity of micro- and small enterprises (MSEs) in more than eight countries in Western Africa. PALPICS, which operates among the rural community in Senegal, has been especially successful, among others, providing funding to 350 individual and collective projects. FORCE/LCP has helped strengthen the capacity of women’s cooperatives in the town of Pikine in Senegal, where women have seen their income increase fourfold. The project has also helped create cooperatives for 200 unemployed young women in Bamako, Mali. Thanks to the Fight against Social and Economic Exclusion project, more than 1,000 people were trained to gain and improve various skills in several income generating activity areas (weaving and spinning, tie and dye, batik, soap-making and in participatory processes). An impressive 99 per cent were women.

Following ILO technical support, funded by the United Nations Development Programme (UNDP), the Government of Mozambique adopted a new Employment and Vocational Training Strategy in 2006. The Ministry of Labour and the ILO cooperated in the launch of the strategy in a meeting with the social partners, and a high-level group of development partners and government counterparts. ILO support for the new strategy provides the foundation for the DWCP for Mozambique and forms the basis for a new Dutch-funded programme entitled “Working out of poverty”. The ILO also provided technical guidance to Lesotho and Zimbabwe in finalizing an employment policy.

Based on ILO support, the Namibian Government is in the process of finalizing an Act establishing the Employment Creation Commission. This body is charged with the responsibility of providing high-level coordination of national employment creation interventions.

Employment has been effectively mainstreamed into Lesotho’s national development agenda. The country’s PRS medium-term development plan duly acknowledges employment creation as the key sustainable mechanism for addressing poverty, and thus identifies employment creation as the country’s highest medium-term priority. Following from this, the Government of Lesotho is finalizing discussions on the country’s draft Employment Policy based on ILO technical guidance.

Poverty alleviation and employment creation aimed at a more equitable distribution of economic growth and upgrading the informal economy in South Africa is part of the Accelerated and Shared Growth Initiative for South Africa. This has given the ILO an appropriate entry point for its contribution to the UNDAF, where it chairs the Economic, Investment and Employment Cluster, and the preparation of the DWCP for South Africa.

In Zambia, the Government adopted the National Employment and Labour Market Policy in 2005, following earlier ILO technical support. The ILO is now working with the Ministry of Labour and Social Security to assist with policy implementation. Based on joint efforts of the ILO and the Ministry, a new chapter on Employment and Labour has been added to the Fifth National Development Plan (2006). It further reinforces the relevance of the National Employment and Labour Market Policy. Implementation of and support for the Policy is the cornerstone of the DWCP for Zambia.

Cape Verde benefited from the ILO's assistance in formulating in 2006 a national employment action plan within the framework of the implementation of the Ouagadougou Summit's recommendations.

In the United Republic of Tanzania, the President has directed the Ministry of Labour, Employment and Youth Development to identify potential areas for the accelerated creation of over 1 million jobs. Some US\$21 million have been allocated by the Government for employment generation activities. In Uganda the ILO assisted in drawing up a draft National Employment Policy.

In Kenya, the ILO assisted the Government in developing youth-friendly training modules on starting and improving business, conducting business clinics throughout the country, as well as creating linkages amongst and between actors promoting youth employment. These activities led to the launching of the Youth Entrepreneur of the Year award.

Assistance was also provided to Cameroon, Gabon, Chad, Burundi, the Democratic Republic of the Congo and the Central African Republic in developing national plans of action to promote employment and combat poverty. Cameroon and Angola organized national colloquiums on employment in 2005 and 2006, respectively.

Burundi, Cameroon, the Central African Republic, Chad, and the Democratic Republic of the Congo have set up intersectoral and tripartite committees to follow up on the Ouagadougou Summit's commitments and draw up action plans. These efforts have been most successful in the countries that were already engaged in the PRSP process (Cameroon, Congo, Chad and the Democratic Republic of the Congo).

In East Africa, the ILO has helped the EAC set up a regional follow-up committee, consisting of ministers responsible for labour and employment. In 2006, the committee adopted a declaration prioritizing the harmonization of employment and labour policies (see box 4.2.).

Box 4.2. Follow-up to the Summit: The United Republic of Tanzania, Uganda, Kenya

In preparation for the Ouagadougou Summit, an East African Subregional Ministerial Conference was held in August 2004. The Conference adopted a common Position Paper as well as a Joint Communiqué that provided a basis for discussion at the Summit. In the Follow-up Mechanism, the Heads of State and Government committed to the outcome of the Summit being effectively implemented and followed up at national, regional and continental African Union levels.

Within this framework, the East African Subregional Ministerial Conference on the follow-up to the Summit was held in May 2005. The Ministerial Conference was preceded by consultations at national level with social partners and all relevant stakeholders, placing employment as an explicit and central objective of economic and social policies. Taking into account the need for the EAC countries to work with each other on the promotion of the employment agenda and poverty alleviation, the Ministers also called upon the EAC secretariat to:

- harmonize employment policies, labour legislation and investment codes in the region;
- institutionalize an annual Ministerial Forum on Employment Creation and Poverty Reduction within the EAC Treaty provisions;
- convene an Extraordinary EAC Summit on employment creation and poverty reduction in 2006;
- strengthen the Labour and Employment Subcommittee of the EAC to follow up employment issues within the community; and
- develop a labour market information database for the community.

Continued on page 18

In August 2006, the Ministers responsible for labour in East Africa met under the auspices of the EAC to formalize the follow-up committee that would meet annually and, amongst other issues, “provide the linkage between the EAC Partner States and the African Union, at regional level, towards the implementation of the Summit Declaration, Plan of Action and Follow-up Mechanism”. The Committee will also “focus on labour issues including decent work and employment creation as a strategy for poverty alleviation in East Africa and prioritize youth employment. In this regard, a regional multisectoral technical committee on youth employment shall be established to develop strategies on youth employment”.

A number of Indian Ocean countries have achieved integration of employment in their national strategies to combat poverty and put in place national employment committees. Madagascar validated its National Employment Support Programme in 2006. North African countries have integrated employment promotion (particularly for youth and women) and poverty alleviation as a strategic objective in their development plans. Immediately after the Ouagadougou Summit, the Algerian Government set up a national observatory for employment and poverty alleviation.

4.1.2. Skills development and employability

In Egypt, an apprenticeship programme using formal and on-the-job training and providing graduates with a recognized diploma and toolkits to encourage them to become self-employed reached six areas of the country. A survey on the labour market destination of vocational education and training graduates conducted in 2005-06 will feed into a project on national skills standards. In Sudan, a start was made with the development of a national vocational training system.

In Niger, the Government adopted new legislation on apprenticeship training and lifelong learning in 2006, following ILO support. The ILO also supported the implementation of the new legislation by organizing a tripartite forum and strengthening the capacity of all stakeholders concerned with skills training.

In the United Republic of Tanzania, an initiative on enhancing women’s employment opportunities to reduce the incidence of child labour benefited some 1,000 women workers who have been organized into economic groups and provided with business management and marketing skills. A manpower survey will be carried out in all three East African countries with ILO support to identify the skills gap at EAC level.

In southern Africa, more than 5,000 entrepreneurs were trained in Start Your Business, Improve Your Business and Expand Your Business programmes during the reporting period. The WEDGE programme has been operating in Zambia since 2001, and has provided training to improve market access for over 250 women entrepreneurs, as well as building the capacity of local business development service providers to enable them to better serve the needs of women entrepreneurs.

Under a project in Zimbabwe, business associations of small and medium-sized enterprises (SMEs) are being strengthened through training and capacity building in critical areas such as leadership, communication, lobbying and advocacy, HIV and AIDS, and on how they can work with employers’ and workers’ organizations for more effective participation in social dialogue. A national database on MSEs is being developed together with the Ministry of Small and Medium Enterprises Development.

With support from the Turin Centre, the ILO undertook evaluation and reconstruction studies for competence development centres in Burundi, the Democratic Republic of the Congo and Angola. In the framework of technical cooperation projects, mainly in Burundi, the Democratic Republic of the Congo, Angola, Central African Republic and Sao Tome and Principe, support was provided in restructuring professional training centres and national employment agencies. Both Rwanda and Burundi have developed interest in employment-intensive investment techniques. Rwanda is considering the setting up of an employment-intensive investment training centre, while in Burundi the Government provided vocational training in road-making as an alternative method of job creation in the rural non-farm sector during 2006. Box 4.3. illustrates an ILO-supported African Network workshop.

Box 4.3. RAFPRO: The African Network for the Funding of Vocational Training

The ILO provided technical support to a workshop to set up RAFPRO (Cotonou, Benin, 2006). The main topics of the meeting were: investment in training and human resources for employability; achieving the Ouagadougou Summit commitments, and resource mobilization mechanisms for development partners. The RAFPRO founder members are Benin, Burkina Faso, Chad, Côte d'Ivoire, Guinea, Mali, Niger, Senegal and Togo.

The RAFPRO aims to improve knowledge sharing and good practices, promote employment, identify, design and implement regional and subregional training and insertion policies and programmes. It pays special attention to the issue of youth employability and employment.

In South Africa, a Swiss-funded project supported initiatives in the clothing and textile and tourism sectors directed towards performance improvement and the advancement of decent work. A key feature of these initiatives, which operate at the enterprise level, is that they are the product of dialogue-driven agreements between employers and unions.

A project funded by Ireland to promote the employability and employment of people with disabilities provided assistance in eight countries in East and Southern Africa in the development and implementation of employment and training-related legislation and policy. In the United Republic of Tanzania it assisted in the development of disability bills containing anti-discrimination clauses in conformity with the Vocational Rehabilitation and Employment (Disabled Persons) Convention, 1983 (No. 159), while in Kenya the capacity of representatives of persons with disabilities was strengthened, enabling them to participate in the policy processes affecting them. In Uganda, the Federation of Ugandan Employers was assisted in developing a policy to help employers integrate people with disabilities at work. Workshops concerning the effectiveness of legislation, policies and programmes promoting employment and training opportunities for people with disabilities were conducted in Malawi, South Africa and Zambia. This was followed by a regional technical consultation in Ethiopia in 2005. It examined the training and employment of persons with disabilities from a human rights perspective, drawing on ILO Conventions and other international human rights instruments, as well as exemplary legislation at national level.

4.1.3. Youth employment

In 2005–06, with the support of the French Embassy in Mozambique, the ILO conducted a survey on youth unemployment in the Maputo area. The study is being replicated in rural areas and findings will inform the implementation of the “Working out of poverty” programme in Mozambique.

Several seminars were held in Tunisia on youth employment and the Youth Employment Network (YEN), involving tripartite constituents from the North African countries. A special study was published in Morocco on unemployment and youth employability in 2005. Box 4.4. outlines YEN activities in Egypt.

Box 4.4. The Youth Employment Network in Egypt

In Egypt, two-thirds of the unemployed are young people – a challenge that is high on the policy agenda of the Government. In 2006, the ILO took the lead in providing assistance to the development and implementation of a national action plan on youth employment, as called for under the country's commitment as a lead country of the YEN. The national action plan strategy relies on highly participatory processes based on:

- a steering committee, led by the Ministry of Manpower and Migration and involving a broad array of key national actors and international partners, including the Ministries of Finance, Investment, Planning, Industry, Education, Higher Education, International Cooperation and youth representatives, to guide the preparation and implementation of the national action programme;

Continued on page 20

- a technical commission, with representatives from different ministries and the social partners, as an inter-institutional mechanism responsible for technical work in the drafting and implementation of the national action programme;
- antennae in employment offices and youth centres countrywide, to ensure presence at the local level and linkages with the central structure;
- a light secretariat to coordinate the work.

Consultations with civil society, including young people's groups, and close collaboration among development agents have been facilitated by the YEN secretariat.

In line with the methodology spelled out in the ILO's Guidelines for the preparation of national action programmes, the technical commission first conducted a situation analysis of the youth labour market, policies and programmes, relying on five thematic working groups to deepen work in specific policy areas. This analysis outlined the main youth employment challenges and priority policies to tackle them, and served as a basis for the national action programme document.

In Mali and Mauritania, youth employment agencies have been set up, while a project for youth employment generation started in Côte d'Ivoire. In Burkina Faso a project was designed to create jobs and decent earnings for young women through basic education and cooperative entrepreneurship.

Youth employment is a DWCP priority for all countries in southern Africa as well as for Ethiopia, Kenya, Uganda and the United Republic of Tanzania. In 2005, Uganda, as a lead country of the YEN, formulated the national action plan on youth employment. A national task force on youth employment was established, composed of a wide range of stakeholders, including the social partners and multilateral partners such as the United Nations Industrial Development Organization, the ILO and the World Bank. A number of priorities have been identified including access to finance, development of a universal vocational qualifications framework, entrepreneurship development, employment for vulnerable youth groups, and the development of tele-centres as vehicles for the provision of labour market information and training services.

Rwanda and the Democratic Republic of the Congo are also YEN lead countries. The Government of Rwanda introduced a five-year plan on youth employment, following studies led by the ILO. In the Democratic Republic of the Congo, the ILO is leading the work on a national plan of action in the UNDAF framework, with funding from the UNDP and the World Bank.

Employment-intensive investment techniques were also applied to create decent work for young people, for instance in Cameroon, the Democratic Republic of the Congo and Gabon. In Cameroon and Chad, decentralized finance institutions were promoted, especially in rural areas, while IPEC projects promoted MSEs and insertion into the labour market for young people over 15 years who are former victims of the worst forms of child labour, including ex-combatants, in Burundi, Cameroon, Congo, the Democratic Republic of the Congo, Gabon and Rwanda.

In southern Africa, a subregional conference in 2005 adopted a common action plan on youth employment. This was followed by the development of national action plans that are currently receiving ILO support.

The Ministry of Education in Botswana introduced the ILO's Know About Business (KAB) methodology into teacher training colleges and began working with other government units to revise the basic educational curriculum to incorporate entrepreneurship training. The Botswana draft National Youth Policy is being revised to further strengthen the youth employment segment, based on ILO technical support.

In 2006, in Lesotho, the ILO has joined the UNDP, UNICEF and the Food and Agriculture Organization of the United Nations to implement a youth employment programme.

In Nigeria, efforts started to introduce KAB and entrepreneurship education in all Nigerian universities (both public and private) while a sensitization programme was begun in 2006 for 50 universities in conjunction with the Nigerian Universities Commission.

In Liberia, a rural youth employment study was undertaken to provide information, situational analysis and the status of peri-urban, rural youth and cross-border employment possibilities, and to formulate and support the development of a national action plan on youth employment.

4.1.4. Labour market information

In 2006, the ILO launched an initiative to set up an African Labour Market Information Library Network, in line with the decisions of the Ouagadougou Summit. The initiative focuses on a core set of relevant labour market indicators and associated methodological information to improve the timeliness and availability of national indicators. Activities commenced by assembling and organizing labour market information with a view to filling in the regional Labour Market Information Library database and preparing an African Regional Trends Report.

In southern Africa, an important capacity-building activity took place in 2006 in the form of a workshop on labour market information. The main objectives were to create a forum for exchange of views on labour market information, scope and characteristics in southern Africa, and to situate labour market information within the wider context of employment policy and reinforce capacity at country and SADC levels to produce, compile and analyse labour market information. At the SADC level, the United Nations Statistics Division SADC Development Account project incorporated labour statistics as a major area of focus.

The ILO has provided support to many countries across the continent in development of statistics and labour market information analysis, including a programme in Egypt formulated in 2006 to set up a technical unit in the Ministry of Manpower and Migration. Technical support was provided in Algeria for Key Indicators of the Labour Market training for the national employment agency in cooperation with the Turin Centre.

The ILO also supported the collection, analysis and dissemination of labour market information in Central Africa. A concrete result of these efforts is that labour statistics are henceforth on the agenda of the Central Africa Economic and Monetary Community (CAEMC) ministers of labour and also of its Statistics Committee.

Following support provided by the ILO to Botswana to improve its capacity to generate, analyse and disseminate policy relevant labour market information, the European Commission invited the ILO to provide technical inputs into the proposed Labour Market Observatory.

The ILO also assisted Algeria, Seychelles, Madagascar and Niger to implement labour market information systems, with the aim of creating national databases. Support was provided to Tunisia to improve the employment survey.

4.1.5. An integrated approach to the informal economy

In Ethiopia, WEDGE made important advances in the areas of knowledge building, advocacy and provision of technical services, resulting in more than 1,000 women entrepreneurs gaining market access and over 300 with disabilities accessing credit services. In Zimbabwe the ILO supported the Zimbabwe Confederation of Trade Unions in developing a strategy to support informal economy workers.

In East Africa, a Dutch-funded cooperative project helped micro-enterprises obtain revolving loans. A programme known as Employment Creation in Municipal Services Delivery has created more than 4,000 jobs for poor women, men and young people in the United Republic of Tanzania. A project funded by the United Kingdom Department for International Development (DFID) on solid waste management in various East African communities (2001-06) has attracted the interest of the "Lake Victoria Initiative", supported by the Swedish International Development Cooperation Agency (SIDA).

In Central Africa, ILO strategy focused on capacity building through cooperative entrepreneurship of mutual savings and credit institutions in 2005. Much work was also done on strengthening women's capacities. In Burundi and Sao Tome and Principe two studies on female leadership and rights in the informal sector were completed.

In Madagascar, assistance was provided to the Ministry of Agriculture for a project to provide urgent assistance to rural communities in the south where drought and famine are chronic.

4.2. *Employment creation*

4.2.1. *Entrepreneurial development*

Given that the majority of the working population in Africa is employed in rural areas, the need to increase both productivity and productive labour absorption in this sector is vital for poverty alleviation. A large part of the ILO's support for the rural sector involves, on the one hand, the promotion of self-employment and group entrepreneurship through cooperatives and, on the other, employment-intensive infrastructure investment programmes.

Identification of key sectors with high employment potential and provision of support to their development while ensuring their efficiency and competitiveness is increasingly recognized as a central component of employment strategies, not only in Africa but in most developing countries. The ILO's support for this is concentrated on the development of MSEs, including women's entrepreneurship. During the reporting period the ILO's Start and Improve Your Business methodology once again proved to be very effective. It was widely used throughout the continent, reaching 34 countries. Support activities at the national level also covered Burkina Faso (micro-insurance for micro entrepreneurs), Burundi (microfinance), Sao Tome and Principe, Somalia (public-private partnership for waste management entrepreneurship), Uganda (business information services), and Zambia (business services and small-scale labour-based construction). The other major activities cover employment-intensive infrastructure investment programmes providing sectoral investment assessments and private sector capacity building (Burundi, Cameroon, Congo, Ethiopia, Lesotho, Madagascar, Malawi, Mali, Mauritania, Mozambique, Namibia, Rwanda, Senegal, Somalia, South Africa, Sudan, United Republic of Tanzania, Zambia and Zimbabwe. Subregional tripartite workshops were organized in southern Africa in 2005 (Malawi, Namibia, Swaziland, Zambia and Zimbabwe) jointly with International Training Centre of the ILO in Turin to raise awareness on organizing in rural areas.

In Uganda, an ILO project using the media to deliver business development services inspired the International Fund for Agricultural Development to partner with the ILO in replicating this approach within the context of a rural enterprises promotion programme.

A proposal was made in Lesotho to pilot an ILO "Better work" programme in partnership with the International Finance Corporation. The programme aims at improving working conditions and productivity in global supply chains by promoting compliance with national labour legislations and fundamental principles and rights at work as a basis for socially responsible production for export and by enhancing enterprise performance. The programme is adapted to local circumstances and based on solid tripartite support.

Financial support from Ireland has enabled the ILO to work closely with the African Development Bank to assess the barriers facing growth-oriented women entrepreneurs in Cameroon, Ethiopia, Kenya, the United Republic of Tanzania and Uganda. A series of joint publications have been produced. Based on the assessment in Kenya, the African Development Bank, the International Finance Corporation and the ILO are working together on a new Growth-Oriented Women Entrepreneurs' project, which commenced in mid-2006.

The ILO is working in close cooperation with the International Trade Centre UNCTAD/WTO and its ACCESS! for African Businesswomen in International Trade programme, which aims at improving women entrepreneurs' access to export markets. In Cameroon, nearly 200 women were assisted in the context of a large-scale export programme in the framework of ACCESS!. It is hoped to extend the project to Gabon, Democratic Republic of the Congo, Central African Republic and Angola.

The Ireland-funded WEDGE project in Ethiopia, Kenya, Uganda, United Republic of Tanzania and Zambia has, since 2005, involved the ILO in implementing strategies in support of women entrepreneurs with and without disabilities to develop a knowledge base, promote advocacy, build the capacity of local representative associations, promote market access, develop support services and strategic partnerships. In each of the five countries, programme advisory committees were established with employers' and

workers' organizations playing significant roles in these committees. In Uganda, the WEDGE programme is implemented in partnership with the Federation of Ugandan Employers and in Kenya with the Federation of Kenya Employers.

The United Businesswomen of South Africa, an affiliate of Business Unity South Africa, in collaboration with the Chambers of Commerce and Industry of South Africa and technically supported by the ILO, launched its women's entrepreneurship development programme in 2006. It provides long-term training, mentoring and business development support to different levels of women entrepreneurs.

Central African countries adopted a platform for promotion of cooperative entrepreneurship for creation of decent employment in Brazzaville in 2005, which aims to promote employment in the private sector. Congo, the Democratic Republic of the Congo and Burundi have since introduced programmes for rural job creation through cooperative entrepreneurship, mainly funded by heavily indebted poor countries' funds and donors. Microfinance programmes were also implemented in Burundi, Cameroon, Chad and Sao Tome and Principe with the aim of capacity building for self-financing in the private sector, using local funding. Women's entrepreneurship funding has also been a focus in Cameroon, Burundi and Sao Tome and Principe.

In the Indian Ocean region, Mauritius, Madagascar and Comoros have introduced projects to promote SMEs and women's entrepreneurship. This approach has also been adopted in Democratic Republic of the Congo, Gabon, Sao Tome and Principe and Rwanda.

The Ugandan component of the Small Enterprise Media in Africa Project is contributing to building conducive and equitable environments for entrepreneurship and small business survival and growth by capacity building. The project draws its mandate from the revised Uganda Poverty Eradication Action Plan. In northern Uganda, the project intends to contribute to peace-building efforts by utilizing the private sector and media as catalysts to conflict resolution.

One way of ensuring that enterprise development leads to the creation of decent jobs is through the promotion of corporate social responsibility. In Africa, the ILO has been working closely with the United Nations Global Compact to promote an integrated approach that includes respect for fundamental principles and rights at work. In this context the ILO participated in a meeting of the United Nations Global Compact International Learning Forum in Accra in November 2006, which discussed the concrete dilemmas that companies can face in terms of respecting labour rights at the workplace and how to deal with them. Another interesting activity is the "Sustainable Development through the Global Compact" project, funded by Italy, which is active in Morocco and Tunisia. It places particular emphasis on the role of public-private partnerships in promoting corporate social responsibility. A visit in 2006 to the Tuscany region (Italy) for project partners was instrumental in creating a better understanding of what can be done and led to concrete cooperation between project partners in Italy and the two African countries.

4.2.2. Employment-intensive investment

In South Africa, the ILO began supporting the implementation of a national programme known as the Expanded Public Works Programme. The Programme aims at creating employment and business opportunities for the disadvantaged by influencing investments earmarked for the delivery of essential infrastructure and basic services. It will create about 1 million job opportunities during the five-year programme period (2004-09). Beside job creation, the programme provides technical and life skills training to the workers to improve their employability in the post-project period. As at March 2006, a cumulative total of almost 350,000 jobs had been created by the Expanded Public Works Programme. Total national government financial investment in this project is about US\$2 billion.

Under ILO support to Limpopo Province, South Africa, 22 entrepreneurs were trained and are currently participating in the maintenance and improvement of provincial roads. A Training Centre for Labour Intensive Construction was set up and the provincial government has invested US\$2.5 million in employment-intensive investment, complemented by another US\$640,000 from the DFID to build provincial capacity and widen the knowledge base.

The ILO has made concrete efforts in Ethiopia to promote labour-based approaches to infrastructure development. Through the Emergency Recovery Programme, funded by the International Development Association (IDA), 396 km of rural roads were maintained through labour-based approaches using

private local contractors. The project enhanced the capacities of government institutions in the management and supervision of labour-based contracts while small-scale domestic contractors were trained to undertake road works using the labour-based approach. The project recorded over 630,000 person-days of employment during maintenance and rehabilitation of rural roads in one region. Efforts are under way to put in place a policy on the use of a labour-based approach for infrastructure development.

In Mozambique, over 50 former government parastatal brigades were converted into private units and more than 20 private contractors are operational within the National Feeder Road Programme.

In Lesotho, employment-intensive approaches have been explicitly included in the PRSP as a major element of the country's strategy for poverty reduction. In Zambia, the ILO has assisted the Ministry of Works and Supply in the introduction of labour-based methods for the delivery and maintenance of infrastructure. Emerging local entrepreneurs began to partner with the Government as subcontractors. As part of local capacity building, the ILO has assisted in the creation of the national training centre with funding from the Norwegian Agency for Development Cooperation (NORAD).

In Kenya, the ILO, in collaboration with the UNDP and other development partners, assisted the Government in the development of essential tools that facilitate the creation of employment opportunities and the participation of emerging local entrepreneurs. The tools have now been endorsed by the Government as a must to use in the sector.

In French-speaking West Africa and Central Africa employment-intensive investment projects in infrastructure development were successfully implemented in Cape Verde, Senegal, Mali, Cameroon, Burundi and Rwanda.

In Madagascar, one of the main pillars of the DWCP is employment-intensive investment for public infrastructure. Table 4.1. shows achievements by mid-2006.

4.2.3. Local economic development

Based on the experience of previous ILO projects, the Government of Mozambique adopted local economic development (LED) as a new development approach in 2005. The experiences from Mozambique have also interested the Government of Zambia, which plans a new LED policy in 2007.

A project funded by Italy has introduced the LED methodology in Algeria, Morocco and Tunisia. It uses the Start and Improve Your Business methodology to introduce a comprehensive package of business development services to MSEs. By mid-2006 it had trained some 133 trainers, 857 entrepreneurs, over 1,035 support service providers, and set up four small-enterprise support centres, besides developing a strong entrepreneurial culture in the six localities targeted and seeing some of its approaches become national policies.

In Egypt, a multi-agency technical project on slums' upgrading and LED for Upper Egypt started in 2006, with the ILO as the main partner for the LED segment. The methodology may feed into the National Plan for Slum Upgrading, currently under development. In Eritrea, a major World Bank project prepared in late 2006 on integrated rural development is to have ILO components in LED, labour-based reconstruction and income generation, including training and broad support to MSEs. In Cameroon a dozen communities have also adopted the LED approach.

4.2.4. Post-conflict employment promotion

As part of a partnership between the ILO and the Office of the United Nations High Commissioner for Refugees (UNHCR), the ILO has been working with the UNHCR in Angola and Mozambique to support economic empowerment and entrepreneurship development for female refugees. Lessons from this pilot exercise will be replicated by the UNHCR with women and vulnerable groups in several countries.

In 2006, the ILO developed a set of technical cooperation projects for Sudan covering labour statistics and administration, employment service centres, vocational training, LED, labour-based rehabilitation and reconstruction, cooperatives, and training for entrepreneurship. They were grouped in two packages to serve Northern and Southern Sudan, respectively.

Table 4.1. Madagascar: Cumulated achievements of the employment-intensive programme by June 2006

Cross-cutting decent work components: Women's participation (preset indicators) – Rights at work and the Labour Code (contracts) – Social protection (safety and health, insurance against accidents, distribution of condoms/HIV/AIDS) – Social dialogue (local community's participation) – Good governance (training on public contracts/tenders).

Specific component	Resource mobilization Budget US\$		Job creation		Training Civil servants Local SMEs Local associations Rural councils African trainees	Infrastructure
	Norway	Government	Days	Wages US\$	Beneficiaries	
	Schools building 4 projects (2001–end Dec. 2007)	10 000 000	1 200 000	358 839	726 298	
Rural roads 2 projects (2001–end Oct. 2006)	8 800 000		478 291	430 889	2 454	611 km
Local councils 3 projects (2002–end May 2009)	4 949 000		873 489	739 245	864	92 km canals agricultural irrigation 45 km roads 5 public toilets 9 wells 7 other
Total	24 949 000		1 710 619	1 896 432	3 721	

Source: ILO/Norway review, 30 June 2006.

The ILO was also involved in post-conflict demobilization and reintegration programmes in war-torn States in Central Africa and has played a pioneering role in implementing a multisectoral project for ex-combatants using employment-intensive investment approaches in the Democratic Republic of the Congo. The project has served as a basis for other national programmes in the region.

The ILO further assisted in the implementation of reconstruction and reintegration programmes for populations affected by conflicts in, for instance, Angola, Burundi, Congo, Democratic Republic of the Congo, Eritrea, Liberia (box 4.5.) and Rwanda. The approach used in these interventions promotes decent work through support to the development of MSEs, cooperatives, training and employment-intensive investment.

Box 4.5. Liberia: Emergency Employment Programme

As Liberia enjoys democracy after 14 years of conflict, the creation of employment is seen as the most crucial building block in achieving social progress, economic growth and human security. From being a middle-income country before the civil war, Liberia is now a post-conflict country where 75 per cent of the population live below the poverty line of US\$1 a day and 50 per cent on less than US\$0.50 a day. Urgent job creation, especially for young people who make up the bulk of the unemployed and are often ex-combatants, is a central element of the recovery strategy.

The Government, with the assistance of the ILO, developed an employment strategy that draws on the framework of the Global Employment Agenda. The strategy, which was launched in July 2006, starts from the premise of a phased and integrated approach. It combines short-term measures to create immediate jobs with the establishment of an enabling economic environment over the medium term that generates both sustainable and productive employment. To this end, the comprehensive and integrated strategy includes five key initiatives that aim at: boosting employment in public works investments; improving the availability of training services especially for young women and men, while addressing the systemic shortcomings of the vocational education and training system; facilitating the upgrading of the informal economy and boosting the small and medium enterprise sector and cooperatives; strengthening the matching of supply and demand in the labour market through employment services and setting up a labour market information system for analysing and monitoring labour market developments; and promoting social dialogue and strengthening labour administration.

As a first step, the Government has, with ILO support, begun implementing the Liberia Emergency Employment Programme. The ILO is also supporting the Government in putting a national public works programme in place, financed through domestic and donor funding. This programme aims to create 70,000 jobs (of average six months' duration), targeting young people in particular. In this context, a coordination unit has also been established under the leadership of the Ministry of Labour. It works in close coordination with other relevant ministries and has to ensure coordination of job creation measures in infrastructure projects and other investment programmes and to promote planning and integration of various employment creation programmes. Local structures will be closely involved as the implementation of the strategy will take place primarily at local level.

The integration of employment issues in the Interim PRSP ensures that donor assistance to employment creation will be an integral part of the PRS.

5. Enhancing the coverage and effectiveness of social protection for all

5.1. Enhanced social security coverage

5.1.1. Social security, including the informal economy

Since 2002 the ILO has worked with the Government of Ghana in the development of policy for the introduction and implementation of the National Health Insurance System. In addition, with funding from the Government of the Netherlands, support from the Government of the United Kingdom and the approval of the Government of Ghana, the Global Social Trust Network has been involved in a project in one of the District Mutual Health Insurance Schemes. The Global Social Trust Network tested a methodology for selection of beneficiaries, the delivery and administration of benefits and the monitoring requirements of the scheme. Today 800 poor families in Dangme West are benefiting from a subsidy of 75 per cent of their health insurance premium for a period of three years after which the Government of Ghana will take over the subsidies.

In Senegal, the ILO launched the Global Campaign on Social Security and Coverage for All in 2005. Social protection is henceforth a major priority and a national social protection strategy was developed. The National Social Protection Action Plan is closely linked to the DWCP. Social security coverage is being extended to the informal economy. The Campaign on Social Security and Coverage for All was also launched in Kenya, with new legislation presented to Parliament.

The major outcome of ILO activity in the area of social protection in Ethiopia was the development of a strategy and policy for the extension of social security to the private sector (both formal and informal) through consultations with ILO constituents and other stakeholders. The draft policy was submitted to the Council of Ministers for approval and implementation. The ILO was also involved in a number of African countries in enhancing financial governance of social security schemes: providing policy guidelines on pension reform (Madagascar 2004-06; Morocco, 2005); providing training actuarial and financial techniques (Ghana 2004-06; Tunisia, 2005; United Republic of Tanzania 2006), conducting or reviewing actuarial assessments of social security schemes and providing other technical assistance (Ghana, 2004-06; United Republic of Tanzania, 2004-06; Libyan Arab Jamahiriya; Niger, 2005; Guinea, 2005; Nigeria, 2006).

Since 2000, a number of specialists working for social security institutions in African countries (until now from the Cameroon, Ethiopia, Ghana, Kenya, Liberia, Niger, Nigeria, Senegal, Sierra Leone, Tunisia, Uganda, United Republic of Tanzania, Zambia and Zimbabwe) are undertaking one-year, mid-career, masters degree studies in social protection financing, organized by the ILO and the University of Maastricht, or undertaking two-year masters degree studies in actuarial science with specialization in social security organized by the ILO and the University of Lausanne.

The Strategies and Tools against Social Exclusion and Poverty Programme (STEP) in West Africa has shown significant results in several countries, including Benin, Burkina Faso and Senegal. These include: feasibility studies for wide-scale social protection in the framework of the national social protection strategy of Senegal, one of the main priorities of the PRSP; support for development of national social protection policies in Senegal, Benin (box 5.1.) and Burkina Faso; development of innovative approaches to microfinance and micro-insurance; development of federations of mutual health insurance schemes providing shared services and resources to their members; partnerships between government and professionals to strengthen health-care schemes for informal economy workers in Benin; development of technical management software for mutual health insurance schemes; and support for development of national legal frameworks adapted to mutual health insurance schemes.

The STEP Programme became active in the Democratic Republic of the Congo in 2004 and in Rwanda in 2005, providing support for the development of national policies to extend coverage.

The ILO further supported the drafting of a regional framework for the development of health-care mutual organizations in the West African Economic and Monetary Union countries. This would help member countries in the elaboration or evaluation of a legal framework on social or health-care mutual organizations. National workshops were organized in the eight West African Economic and Monetary Union member countries.

Box 5.1. The Strategies and Tools against Social Exclusion and Poverty Programme (STEP) in Benin

The MSS, the informal sector workers' social security mutual insurance company in Cotonou, Benin, was set up in 1999 with ILO and Belgian support. It has two products: health insurance covering the primary and secondary levels; and old-age/invalidity/survivor benefits.

In 2004, the Ministry of Labour requested ILO STEP support to evaluate the strengths and weaknesses of the MSS and in 2006 a refinancing plan was drawn up which foresees development over five years and progressive reduction of state subsidies. The aim is to provide the MSS with professional management capacities (through ministry financial support) and to increase membership up to 10,000 persons covered (the level required for financial break-even).

STEP is supporting this plan by training the MSS staff and providing technical management and monitoring software. STEP's recommendations were implemented in March 2006 and by September, the MSS had enrolled 75 socio-professional organizations as members, representing a total of 2,900 persons covered.

With funding provided by DFID (2006-10), the ILO is working with constituents to expand social protection in the United Republic of Tanzania and Zambia, particularly to the large number of workers engaged in the informal economy. In the EAC, the ILO programme on Employment Creation in Municipal Services Delivery promoted social protection and achieved excellent results with 13 per cent of workers currently covered by social security (a high figure in the circumstances) and 55 per cent using protective equipment.

In southern Africa, the ILO worked with the Government of Zimbabwe to establish a national health insurance scheme and in ratifying the Maternity Protection Convention, 2000 (No. 183). The Government of Lesotho is establishing a comprehensive national social security scheme based on social insurance principles and related to old age, employment injury, invalidity, survivorship and maternity, covering public and private sector employees. ILO technical support was provided in the form of workshops and technical comments on the draft legislation. A project to establish a comprehensive national social security scheme was drafted. In Malawi, the ILO provided assistance in amending the Workers Compensation Act, 2000. In Swaziland, the ILO studied whether the Provident Fund should be converted into a social insurance pension fund. The ILO carried out its new Social Security Inquiry in Lesotho, Mozambique and Zambia to fill the gap in (comparable) social security statistics, not only in respect to social security expenditure and financing, but also on coverage and benefit levels. The primary purpose of the Inquiry is not just to collect data but also to promote common statistical standards, which all institutions administering or supervising social security schemes should follow in order to ensure good governance in the field of social policy.

With Dutch funds, the ILO conducted, over 2005 and 2006, a pilot data collection on expenditure, financing and coverage of social security schemes in Burkina Faso, Ghana, Lesotho, Mozambique, Senegal, United Republic of Tanzania and Zambia. Data collection was coordinated by national experts. In most countries, these were senior officials of the main social security scheme, while in other countries experts were found in research institutes, ministries or statistical offices. Additionally, in order to enhance national capacities in social security statistics, an important part of labour statistics, capacity-building seminars were conducted in Guinea, Senegal and the United Republic of Tanzania.

These national capacity-building seminars have brought together representatives of ministries, social security institutions, national statistical offices and other relevant actors in the field of social security statistics. It turned out that this was usually the first opportunity for officials responsible for the production of statistics to meet and discuss minimum standards for the production of social security statistics. Such standards would be crucial to allow national level aggregation of statistics and to produce meaningful indicators that can inform policy-making.

The capacity-building seminars provide the nucleus for the creation of national networks of experts in social security statistics. Participants in the seminars had recognized that the lack of a national coordinating institution necessitates the creation of such networks to bring together users and producers of data and provide a forum to discuss information needs and common standards.

5.2. Effective labour protection

5.2.1. Safe work

In Nigeria, 80 factory/labour inspectors of the Federal Ministry of Labour and Productivity were trained on factory inspection and a draft national occupational safety and health policy was produced. In Egypt and Sudan some 70 trainers of labour inspectors, employers' and workers' representatives were trained in occupational safety and health, focusing on chemical safety, noise, vibrations, ergonomics and HIV/AIDS, while occupational safety and health documentation centres have been upgraded. In Eritrea a national occupational safety and health programme was developed, with special emphasis on workers' and employers' organizations.

From 2004 onwards, Ethiopia began implementing the ILO's Global Strategy on Occupational Safety and Health, and the ILO's Action Plan for the promotion of safety and health at work is fully implemented. Work started to implement a programme to improve working and living conditions in the cotton sector using the Work Improvement in Neighbourhood Development methodology. Ethiopia is one of the six countries in Africa to have ratified the Occupational Safety and Health Convention, 1981 (No. 155).

In Egypt a country profile on occupational safety and health was produced in 2005 in cooperation with the World Health Organization. This profile will form the basis for a national policy and a national action plan.

A recent study commissioned by the ILO in the United Republic of Tanzania found a very high level of casual labour without contracts or social protection on construction sites – as many as 97 per cent of the workforce. Work often lasts from 7 a.m. to 7 p.m.; workers are often away from their homes, living in poor conditions and exposed to the risk of HIV/AIDS. The ILO Construction Action Programme for the United Republic of Tanzania, involving the active participation of all partners, has already provided a number of capacity-building activities for the industry.

In Central Africa, major actions were undertaken to bring to 80 per cent the number of modern enterprises having a risk prevention and occupational illness programme. Cameroon began implementing a national safety and health policy with ILO assistance. A project was also prepared to improve governance in the mining sector in Katanga in the Democratic Republic of the Congo through promotion of decent work.

In North Africa, technical advice was provided to the Occupational Safety and Health Institute (ISST) (Tunisia) and to enhance the institutional capacity of the National Institute for the Prevention of Occupational Hazards (Algeria) and the drafting of an ISST global framework (Algeria). A postage stamp was issued for the World Day for Safety and Health at Work. The project on improving competitiveness in Morocco's textiles and clothing industry through decent work pays particular attention to working and employment conditions and occupational safety and health.

Drafting of a national social protection policy has been completed in Madagascar with ILO support. It is the first step towards cover for all categories of the population. In addition, a tripartite process has been assisted by the ILO in Madagascar to examine workers' rights and working conditions in export processing zones, together with the needs and challenges facing the sector, and to develop proposals on a tripartite basis to improve productivity through the promotion of decent work.

In Mauritius, as a follow-up to the adoption of a national action plan for "Work and family", the ILO helped the Government to develop better working-time arrangements. A comprehensive study on the working-time situation which involved intensive interviews with workers and employers was carried out and its findings were discussed in a tripartite workshop which adopted policy recommendations and called for a tripartite technical committee to ensure their proper implementation.

South Africa's Occupational Health and Safety Accord



Department of Labour

Occupational Health and Safety Accord

We, the social partners, Government, Organised Labour and Organised Business declare that:

Together in partnership, we will strive to realise the following ideals:

- a healthy and safe working environment
- the development of best practices in occupational health and safety
- elimination of incidents and fatalities in the workplace.

We embrace the principles enshrined in ILO Convention 155 and ILO Convention 176.

We commit ourselves to:

- uphold the occupational health and safety principles as enshrined in the Bill of Rights
- integrate occupational health and safety into all business processes and strategies
- make occupational health and safety a way of life
- promote occupational health and safety awareness
- develop enabling occupational health and safety legislation, regulations and directives
- improve the tripartite relationship to the benefit of all in our country
- abide by the requirements of occupational health and safety legislation
- train workers and managers on safe working practices
- build an effective and efficient occupational health and safety institutional framework.

We commit ourselves further to working together constructively in occupational health and safety.

MINISTER OF LABOUR

Government

HEALTH MINISTER

Organised Labour

ORGANISED BUSINESS

Organised Business

5.2.2. Migration

Migration for employment has emerged as one of the crucial challenges for development and social cohesion across Africa. Migration today directly links Africa to the global economy and it has become a key factor for advancing regional economic integration across the several African RECs. Some 20 million Africans are estimated to be migrant workers or members of their families, some 16 million of this number within Africa itself.

The ultimate policy challenge is to retain the educated youth and skilled professionals needed for development in Africa. It is predicted that one African in ten will be a migrant by 2025 if nothing is done to retain people in their home countries. Nonetheless, the immediate priority is to implement policies, institutions and practices to regulate labour mobility in and from the region, particularly to obtain successful regional economic integration in the several RECs in Africa.

Over the past three years, ILO activity on migration in Africa has focused on implementation of a comprehensive capacity building and technical cooperation project “Managing Labour Migration as an Instrument of Development” in the EuroMed region and East and West Africa. This project was co-funded by the European Commission, with the overall objective to promote adoption of new policy frameworks, strategies, and mechanisms. Particular emphasis has been placed on elaborating institutional mechanisms within and between formal regional economic and social integration initiatives, notably the EAC and the ECOWAS.

This effort was seen as the first stage of a long-term comprehensive approach to labour migration as an instrument of development and regional integration in East Africa, West Africa and North African countries. It brought about elaboration of “road maps” for concerted tripartite action on regulating labour migration in these regions. The project prompted elaboration of a new protocol on labour circulation in the East Africa Community, and revitalized implementation of similar protocols in the ECOWAS region.

Specific activity outputs included detailed national and subregional research on legislation and application of international norms, and improving statistical data collection and its policy application, and on migration-development linkages, as well as an interactive portal website. Nine comprehensive sub-regional studies were produced, three for each region. These comprised firstly a review of capacity and effectiveness of labour migration data collection and policy application for each target country in each subregion (three EAC members, the three North African countries and six countries in West Africa.) A second study reviewed national legislation to determine the extent of implementation of relevant international norms, the extent of conformity with regional protocols on labour circulation, and the degree of harmonization of legislation among countries within the respective REC initiatives. The third set of studies examined the development-migration linkages specific to each region. The component national studies were reviewed and validated in national tripartite migration policy workshops held in most of the 12 project focus countries, thus utilizing their contents to shape proposals for national policy reform.

At an operational level, the project established tripartite migration policy consultation mechanisms and designation of focal point officials in labour ministries in 12 countries. Between late 2004 and mid-2006, a series of subregional tripartite capacity building and policy formulation conferences were held respectively for the EAC, for the North African countries, and for eight West African States, the latter at ministerial level. The “road map” plans of action established by these events intended to enhance implementation of regional accords on labour circulation and set guidelines for national labour migration policy frameworks.

This effort set the stage for a longer term process of strengthening relevant institutions and policy implementation mechanisms in concerned countries. The ILO has requested funding support from the European Commission and other donors to continue this capacity- and policy-building process, and to implement a similar activity in Central and southern Africa over the next three years.

Other ILO activities supported member States in mitigating the circumstances that drive migration, including assistance in generating decent work opportunities. For example, the ILO conducted labour market analyses that brought out the linkages between youth employment, women’s employment, sectoral employment and labour migration. The ILO also examined the “portability” of skills and assisted member States in providing training and appropriate certificates to outgoing migrants that broadly reflect qualification structures and skill standards in countries of future employment. The ILO contributed

extensively to the elaboration of relevant sections on labour migration and protection of migrants in the recently adopted African Union Strategic Framework for a Migration Policy for Africa. Partnership agreements with the EAC and ECOWAS include cooperation on migration as a priority theme. Expectations for closer cooperation on labour migration have been explicitly stated in the CAEMC and SADC forums, as well as by ECA officials.

5.2.3. HIV and AIDS in the world of work

An estimated 38.6 million people worldwide are living with HIV, 36.3 million of them of working age. The implications in terms of labour supply, productivity, income, and rights at work, as well as the potential of the workplace to respond, are the basis for the ILO's sustained action on the issue of HIV/AIDS in the world of work.

ILO projects in Ethiopia have created extensive awareness to implement the ILO's code of practice on HIV/AIDS and the world of work, which has been translated into local languages and widely disseminated. In 2005, with the support of the USDOL, the Federal Civil Service Agency developed HIV/AIDS workplace guidelines for civil servants and 15 enterprises developed workplace policies. The project reached more than 26,000 workers. In addition, the tripartite partners, with the support of the Italian Government, reached 70 primary agricultural cooperatives and 15 transport companies with HIV/AIDS information and supported the development of HIV/AIDS workplace programmes in 2005–06.

More than 20,000 copies of the ILO's code of practice on HIV/AIDS and the world of work were distributed mainly in French-speaking West Africa. In the United Republic of Tanzania, the ILO's code of practice has been translated into Swahili and distributed among the working population, as well as promoted to the tripartite partners.

In 2006, a project on HIV/AIDS intervention programmes began in Eritrea, jointly undertaken by the ILO and the UNDP. It provides education, awareness and support, and strengthens the capacity of the Government, employers and workers in planning, implementation and monitoring of HIV/AIDS programmes.

In Guinea, Guinea Bissau and Senegal a project funded by the Organization of Petroleum Exporting Countries is being implemented to establish workplace practices in selected sectors. Training workshops have been conducted in Kenya and the United Republic of Tanzania for factory inspectors, while labour judges and judiciary officials have also been trained.

Uganda has been implementing a pilot project on HIV/AIDS interventions in enterprises in the commercial agriculture and transport sectors. The project has focused on adoption and implementation of the national policy framework on HIV and AIDS at the workplace. Implementation began of a pilot initiative to provide people living with HIV with food and retroviral treatment so that they can start income-generating activities.

In Central Africa, practically all employers' organizations adopted a plan of action against HIV/AIDS, which was subsequently endorsed by 250 enterprises. Business coalitions against HIV/AIDS have been created in Cameroon and the Democratic Republic of the Congo. An HIV/AIDS project was set up in Rwanda with ILO support to combat HIV/AIDS among child workers. In Central Africa, almost all countries have adopted a plan of action against HIV/AIDS. The ILO's code of practice has been translated into Kinyarwanda and Swahili. In Cameroon, a documentary on the fight against HIV and AIDS in enterprises was filmed and broadcast on many channels, including BBC World.

The USDOL-supported HIV/AIDS workplace education programme, launched in 2005, was implemented in Cameroon, providing technical assistance to 13 enterprises in the agriculture, transport and forestry sectors where the workers are considered as particularly vulnerable. The project activities cover some 15,000 workers. A baseline workers survey has taken place and shows their knowledge, attitude and practice as far as HIV/AIDS is concerned. The constituents, 33 representatives of trade unions, 22 two representatives of the public sector and 25 employers were sensitized to increase awareness. Twenty-eight representatives from the seven main workers' organizations were trained on the principles of the ILO's code of practice on HIV/AIDS and the world of work, and drafted their HIV/AIDS strategic plan. A Swedish-funded project to respond to HIV/AIDS in cooperatives and small enterprises is being implemented in Benin, Cameroon, Ethiopia and Mozambique.

The ILO worked closely with the Joint United Nations Programme on HIV/AIDS (UNAIDS), the United Nations theme groups and the United Nations country teams in contributing to and providing inputs to the UNDAF priority pillars on HIV and AIDS in all countries in southern Africa. Through technical cooperation projects, several enterprises in the commercial farming and mining sector in Zambia implemented workplace programmes. A three-year regional transport sector project covering four countries (Malawi, Mozambique, South Africa and Zimbabwe) with a cooperative component on HIV/AIDS for Mozambique, is helping to scale up responses to HIV/AIDS in the world of work. Zimbabwe was supported to strengthen private sector capacity and coordination of workplace responses.

Sector-wide and enterprise-level policy development processes in several countries in southern Africa also received ILO support. Zimbabwe for example was supported to develop transport, mining and public sector policies and a labour relations code was drawn up for Botswana. Workplace responses have been expanded to cooperatives, SMEs and the informal economy in Mozambique, Zimbabwe and South Africa. Nine countries in southern Africa have incorporated a world of work component for both the formal and informal economy, and workplace initiatives into their national HIV/AIDS policies and action plans. Workplace programmes are also reaching labour and factory inspectors, labour judges and law officers. In collaboration with the UNDP in Zambia, the ILO completed a rapid assessment of the impact of HIV/AIDS on the informal economy.

The South African code of good practice, which has been translated into five local languages with ILO technical assistance, was approved by the National Assembly in 2006. In addition, the participating enterprises developed HIV/AIDS committees and HIV/AIDS policies.

In Nigeria, the ILO assisted the Nigerian Federal Ministry of Labour and Productivity in the development of the National Workplace Policy on HIV/AIDS. The policy was approved by the National Assembly and officially launched by the President.

In Sierra Leone, a DFID-funded project supported HIV/AIDS prevention in the public sector, while an OPEC-funded project is targeting workers in the mining, hotel and tourism sectors as well as in the informal economy.

In Algeria, an innovative approach is being tested through a joint pilot initiative, involving the Global Fund, UNAIDS, the UNDP and the ILO, to promote income-generating activities for people living with HIV through workshops on handicrafts and microfinance.

6. Strengthening tripartism and social dialogue

6.1. Strengthening employers' and workers' organizations

As a follow-up to the Ouagadougou Summit, the employers' organizations affiliated to the Pan-African Employers' Confederation promoted the Pan-African Convention for Investments and Partnerships (PACIP) in 2005 to ensure the emergence of high-performing African enterprises that create wealth and decent and productive employment in the context of highly competitive African and international markets. The PACIP functions as a network of heads of employers' organizations, enterprise directors and their institutional partners in development (international economic and/or financial institutions, development banks, RECs and bilateral donors). The PACIP ambitions focus on: thematic studies; the sharing and dissemination of knowledge and programmes; the organization of showcase events; and public policy development and advocacy. It pays particular attention to the role of small and medium enterprises and their interaction with larger firms, including multinationals.

In 2006, 22 employers' organizations from West and Central Africa met in Yaoundé to address the ongoing negotiations on economic partnership agreements between the European Union and the ACP (African, Caribbean and Pacific) countries, which will impact on most African enterprises and their capacity to create and maintain decent and productive jobs.

The ILO also continued to organize training workshops on strategic planning, PRSs, HIV/AIDS and safe work for employers' organizations in many countries in the region.

In Mozambique, Zambia and Zimbabwe, the ILO promoted the United Nations Global Compact among several employers through workshops organized by the employers' organizations in these countries. The employers undertook to respect and implement the Global Compact principles, which cover human rights, labour, environment and corruption. Capacity to combat child labour was strengthened in employers' organizations in Malawi and Zimbabwe. Great strides in this regard have been made in the commercial tea sector, where employers have committed themselves to combating child labour and are influencing the tea growers to do the same.

A project in French-speaking West Africa to strengthen the capacity of employers' organizations to provide services in productivity and competitiveness resulted in increased membership and greater demand for the services of the organizations involved.

Strengthening the capacity of the Ethiopian Employers Federation helped increase the membership from 11 to over 200 enterprises by 2006.

The ILO, in association with the International Organisation of Employers and the Pan-African Employers' Confederation, organized a regional workshop on promoting women's entrepreneurship development through employers' organizations, in Lusaka, Zambia (May 2006). As an outcome of the workshop, 16 national employers' organizations developed draft action plans aimed at supporting women's entrepreneurship, promoting gender equality and ending discrimination in the labour market.

Most employers' and workers' organizations in the EAC experienced increases in their capacities as social partners and service providers. The workers' organizations of the three countries all received ILO assistance.

Workers' organizations in Central Africa benefited from a large-scale capacity-building programme on international labour standards, social protection, employment creation and social dialogue. Support was also provided to the Central African Trade Union Organization to enable it to participate in the regional social dialogue process. Trade unions in Burundi, Cameroon and Chad received assistance to enable them to fully participate in Ouagadougou Summit follow-up activities. In Burundi the trade unions reached out to informal economy workers. Trade unions in Cameroon received capacity-building training in the areas of social protection, HIV/AIDS and PRSs.

Institutional and human capacity-building support was provided to the newly recognized Trade Union Congress of Nigeria. In Sierra Leone a sensitization workshop for senior trade union leaders led to the establishment of a national trade union task force on HIV/AIDS and the creation of focal points in national trade unions. Care and support groups were also set up and a training manual was drafted. In Benin, Burkina Faso, Cameroon, Togo and South Africa the ILO assisted different trade unions in their

efforts to work together in the context of their contributions to PRSs and in some of these cases helped them with the groundwork to create larger confederations.

A programme to strengthen the capacities of workers' organizations in North African countries focused on youth employment, freedom of association, migration, the Declaration and international labour standards.

In Comoros, ILO support helped to create the Confederation of Comoros Workers. In 2006, the Congress of South African Trade Unions shared its experience with the Confederation of Workers of Madagascar through a workshop on capacity building for decent work in the mining sector supported by the ILO and the Friedrich Ebert Foundation.

6.2. *Governments and institutions of social dialogue*

6.2.1. *Social dialogue and labour administration*

Between 2004 and 2006, the African Regional Labour Administration Centre (ARLAC) helped strengthen social dialogue structures, frameworks, institutions and process at both the national and regional levels. Forums were organized to exchange good practices and influence national and regional actions in terms of promoting the ILO's Declaration on Fundamental Principles and Rights at Work. ARLAC members identified and agreed on a list of vulnerable groups that merit special attention, including in the informal economy, agriculture and export processing zones. Targeted strategies that can be used to mainstream and integrate vulnerable groups were identified and are being implemented. The capacity of labour inspectorates was strengthened through training, exchange of information and good practices at the sectoral, enterprise and national levels. In terms of legislation and policy, the new role for labour inspectors in dealing with HIV/AIDS and child labour was highlighted. In the field of social protection, a forum was organized for ministers of English-speaking Africa to debate the role of social security in promoting sustainable development.

Over the past three years, ARLAC has operated a paying training programme for a Higher Studies Certificate in Human Resources Management, which has become much sought after by member States. It has also restarted advanced courses for labour inspectors. At the regional level, ARLAC carried out several training activities with ILO assistance, among them seminars for high officials in labour ministries, and on policy development in the framework of PRSPs and NEPAD.

As a follow-up to the Ouagadougou Summit, ARLAC organized training for officials from social security and employment services on methods and techniques for employment placement, the role of information on the labour market, and on microfinance. At national level, ARLAC organized tripartite capacity building-activities on HIV/AIDS in the Central African Republic and on priority setting in employment policies in Chad.

In the framework of its workplan for 2004–06, the Arab Centre for Labour Administration and Employment developed activities that contributed to the strengthening of constituents' capacities in African Arab States in promoting decent work. These activities mainly involved promotion of international labour standards, fundamental principles and rights at work (Egypt, Morocco and Tunisia), combating child labour (Mauritania), formulating operational proposals for youth employment (Djibouti, Libyan Arab Jamahiriya, Sudan, Tunisia), development of a culture of prevention and protection of occupational risks (Algeria), the strengthening of mechanisms and practices for social dialogue (Algeria, Djibouti, Morocco), and the development of labour administration systems and strategic planning (Djibouti, Egypt). Box 6.1. outlines how Morocco is modernizing its labour administration system.

With financial support provided by the USDOL, the ILO strengthened the capacity of the Ministries of Labour in Malawi and Zambia, including the labour inspectorates, which were audited in 2006. Based on the audit, the two ministries have developed plans to implement ILO recommendations. As a follow-up the Ministry of Labour and Social Security in Zambia convened the first national conference of labour inspectors in 15 years and launched a high-profile inspection operation.

In Zimbabwe training workshops on social dialogue and association building for SMEs were organized by a technical cooperation project that promotes sustainable business development services.

A Swiss-funded project promoted and supported a social dialogue initiative at the national level in Swaziland, involving all key players. This led to the establishment of a national steering committee, comprising key stakeholders at the senior level that will develop a national agenda of priority issues. The committee is chaired by the Deputy Prime Minister. The same project also supported the labour law reform process and the introduction of the Alternative Dispute Resolution to industrial conflicts in Mozambique.

South Africa began a review of its national social dialogue institution, the National Economic Development and Labour Council, with the technical support of the ILO, to ascertain and further enhance its relevance in addressing current socio-economic challenges confronting constituents.

In Algeria, a National Economic and Social Pact was signed between the social partners in 2006 with a view to consolidating the national development strategy, mobilizing national productive capacities and promoting social well-being. The ILO also supported efforts to strengthen the labour inspectorate and revise the Labour Code.

An ILO-supported review of Sudan's Ministry of Labour, Public Service and Human Resources was undertaken in 2006, leading to a number of recommendations, including the activation of existing tripartite forums; improvements in its organization, coordination, management, team work, motivation, human resource development, strategic planning; and inclusion of those changes in the overall public sector reform under way in the country.

A similar assessment was realized in Egypt's Ministry of Manpower and Migration in 2006. The exercise drew the attention of the Ministry of Administrative Development. It included the Ministry among the priority ministries targeted for modernization, allocating a team of administrative reform specialists working in partnership with the ILO. It also provided financial resources and political and administrative support to realize the needed changes.

In Morocco, the ILO undertook a review of the Ministry of Employment and Vocational Training in 2006 to strengthen its structure and processes through a set of priority functions and decent work-related fields.

Box 6.1. Promoting decent work through social dialogue and modernization of the labour administration system: Morocco's experience

In 2004 Morocco adopted a new Labour Code. It was the result of exemplary social dialogue, and is based on the ILO's Declaration on Fundamental Principles and Rights at Work.

The capacity-building project on industrial relations in Morocco, funded by the USDOL, contributed to the improvement of industrial relations and the promotion of decent work by supporting the implementation of the Labour Code and promoting it with employers, workers and labour administrators. The project also supported modernization of the labour inspectorate and strengthened the competency of the social partners in social dialogue, collective bargaining and prevention and conflict resolution.

Some examples of the results are:

- In partnership with the Ministry of Employment and Vocational Training and the French National Institute for Labour, Employment and Vocational Training, the project produced a guide to labour inspection methodology. This reference manual, published in French and Arabic, stresses good practices in the preparation, carrying out and follow-up of labour inspections, thus contributing to improved application of labour law and the promotion of decent work.
- A network of training inspectors was been set up in the labour administration. The project allowed these inspectors to acquire their initial practical experience of continuous training. The network is preparing further training on conflict resolution and could become the first permanent group of trainers in the Ministry.
- The project supported three trade union partners in setting up a network of 18 trainers, who briefed 550 staff representatives and union representatives on the Labour Code.
- A network of employer trainers was also set up.
- A programme to train 60 trade union representatives is under way and will improve social dialogue at the workplace through collective bargaining.

Box 6.2. PRODIAF: Success in social dialogue in French-speaking Africa

The Regional Programme for the Promotion of Social Dialogue in French-speaking Africa (PRODIAF) helps countries to nurture and develop a culture of dialogue among government institutions and employers' and workers' organizations, to provide credible and capable democratic forms of governance in the region. Some 23 countries have benefited from PRODIAF support to strengthen the capacity of the social partners to initiate and consolidate dialogue, consultation and negotiation. National mechanisms for conflict resolution are set up to bring about quality relations among the three partners, and enhance economic and social development. This involves tackling problems such as the weak representation of workers and employers, lack of trust between the partners and poor administrative support.

PRODIAF helped strengthen labour administrations in Burundi, Congo, the Democratic Republic of the Congo and Rwanda, as well as supporting several countries in collective bargaining, leading to renewal of agreements in Burkina Faso, Central African Republic, the Democratic Republic of the Congo, Rwanda, Senegal and Togo. Social charters were developed in West Africa, with national social dialogue committees being set up to implement the charters. In Senegal, social dialogue has been made a PRSP priority, while in Côte d'Ivoire the adoption of a social charter has helped bring peace to the world of work despite difficult political conditions.

PRODIAF also assisted in creating a social dialogue framework within the West African Economic and Monetary Union, the Central Africa Economic and Monetary Community, the Economic Community of the Great Lakes Countries and in Central Africa (with the exception of Equatorial Guinea). It was thanks to PRODIAF that Sao Tome and Principe ratified the Workers' Representatives Convention, 1971 (No. 135), the Collective Bargaining Convention, 1981 (No. 154), the Labour Relations (Public Service) Convention, 1978 (No. 151), the Occupational Safety and Health Convention, 1981 (No. 155), and the Safety and Health in Agriculture Convention, 2001 (No. 184) in 2005, while Chad, Rwanda and the Democratic Republic of the Congo adopted legislation following the ratification of the Tripartite Consultation (International Labour Standards) Convention, 1976 (No. 144).

In order to help achieve better social cohesion in specific sectors in Senegal, PRODIAF promoted social dialogue and collective bargaining in the electricity, fishing, and education (teachers and unions) sectors through capacity building. From 2004 to 2006, some 90 officials from workers' organizations, responsible for national human resources structures, and delegates and officials of the central administration, were trained.

In the Democratic Republic of the Congo, PRODIAF action in Katanga led to the development of a project to improve governance in the mining and metallurgy sectors through promotion of decent work. This project, aimed to start in 2007 with Belgian funding, will promote locally integrated development throughout both sectors.

Ghana received ILO support in the formulation and tripartite negotiation of regulations to complement the new Labour Code, with emphasis on migration and employment.

In Liberia, 40 labour officers and representatives from the social partners were trained on labour administration issues. Rapid assessment of social dialogue and labour administration institutions was undertaken, and an activity plan drafted.

In Ethiopia, workshops were held on the new Labour Proclamation and on labour administration issues, as well as tripartite meetings on subjects such as HIV/AIDS and social dialogue. A number of ILO Conventions were translated and a publication on the new Labour Proclamation was initiated. Strengthening the capacity of the Ministry of Labour and Social Affairs has led to the proposed ratification of the Tripartite Consultation (International Labour Standards) Convention, 1976 (No. 144).

SLAREA action in upgrading the capacities of the Ministries of Labour in the EAC has resulted in their greater prominence, with budgets experiencing a threefold increase in the reporting period. SLAREA also provided a platform for social dialogue in the three countries. The tripartite labour boards were revitalized after years of being inoperative. Budget allocations also increased.

Constituents in the United Republic of Tanzania hold monthly meetings to discuss general issues pertaining to labour and employment with the Head of State. Matters discussed include diverse issues such as wages, the new labour laws, worker welfare and social security.

In 2006, the CAEMC Council of Ministers adopted a regulation to set up the Subregional Tripartite Committee on Social Dialogue. Box 6.2. illustrates how countries in French-speaking Africa are creating a social dialogue framework.

6.3. *The development of social dialogue at the sectoral level*

6.3.1. Sectoral activities

A project on improving competitiveness in Morocco's textiles and clothing industry through decent work started in 2005 with Spanish funding, using social dialogue to upgrade enterprise management of human resources, workers' skills and working conditions, thus boosting economic performance. Its achievements have led Morocco's Ministry of Employment and Vocational Training to propose launching a national enterprise upgrading programme and replicate it in other sectors. This approach has also begun to spread to other North African countries such as Algeria, Egypt and Tunisia and other sectors such as construction and tourism.

7. Conclusions

7.1. *Resource mobilization and partnerships*

During the period covered by this report the ILO was increasingly successful in its efforts to mobilize resources for its technical cooperation programmes in Africa. The coherent and integrated framework of the Ouagadougou Summit commitments has made it easier to establish partnerships and obtain joint funding from multiple donors for large-scale programmes. Local resource mobilization has become more significant and non-traditional donors such as the European Commission, the African Development Bank and the International Finance Corporation became important partners during the reporting period. Approvals of new country-level and regional programmes increased from US\$33.5 million in 2003 to US\$44.7 million in 2005. A similar figure is expected for 2006.

7.2. *Challenges*

Better governance is essential to realizing decent work. Across Africa, especially through NEPAD, growing attention is paid to efficient, transparent and accountable institutions in both the public and private sectors and to eradicating corruption. However, in some countries in the region national efforts to promote decent work are still constrained by weak labour market institutions, outdated or inadequate labour legislation and poor enforcement, limited technical capacity of the tripartite partners, weak social dialogue institutions and a lack of policy coherence between economic and social goals. Many countries have been requesting ILO assistance to bring labour legislation in line with ratified Conventions but the institutional underpinnings still need to be considerably strengthened for countries to comply with their international commitments.

While there have been some encouraging improvements in laws concerning freedom of association, there are still countries that allow exceptions to legal protection of freedom of association and the right to collective bargaining. Workers in the informal economy, in agriculture and in export processing zones, as well as migrant and domestic workers often face difficulties in exercising their right to freedom of association and collective bargaining. In Africa, given the importance of the informal economy, strengthening representation and voice of informal economy workers and operators is clearly a priority.

This Report shows that member States in Africa increasingly recognize the importance of the employment promotion and social protection components of the Decent Work Agenda. It also shows however that the creation of an environment and of institutions to promote and enhance social dialogue and tripartism remains a major challenge. Strong employers' and workers' organizations are obviously essential, as are strong ministries of labour. Strengthening their organizational and technical capacities remains high on the ILO's agenda in Africa. The ILO needs to continue to help review and reform labour administration, including labour inspection, labour courts and advisory, conciliation and arbitration services. Furthermore, in the context of growing regional integration arrangements, it is important to support the RECs in their efforts to integrate social concerns in their work and to use social dialogue and tripartism to achieve results.

7.3. *The United Nations reform process*

The ILO is committed to the United Nations reform process and the increased integration of ILO operations at the country level within a broader United Nations framework. The Decent Work Agenda and the DWCPs provide a powerful platform for ILO engagement with the United Nations system, both from a policy standpoint and from a programme angle. The experience of ILO offices in Africa shows that integration provides opportunities for the ILO to reach a larger audience for the Decent Work Agenda and to broaden the partnerships with other development actors. The United Nations speaking with one voice is able to have greater political influence and wider entry points into national agendas than the ILO alone can achieve. Common programming exercises have resulted in increased attention to social and employment issues in larger, integrated United Nations programmes and have led to distinct and visible roles for the ILO in the implementation of major components of United Nations programmes.

While joint United Nations programmes pose challenges in terms of aligning the ILO internal financial and administrative systems with those of other partners within the system, they do provide access to new resources. The ILO also contributes added value to multi-agency efforts by bringing in employers' and workers' organizations. For the social partners themselves, there is the potential of access to non-traditional partners and wider influence in national agendas. Although it is still too early to fully gauge the implications of the ILO's engagement within the United Nations reform process, one serious challenge has emerged. The investments required in terms of resources and time are sometimes beyond what ILO offices can deliver, especially taking into account that these are upstream, policy-level investments of which the benefits in terms of access to increased funding downstream cannot be guaranteed.

To be effective, the ILO will also need to raise its own profile and visibility to the wider political, civil and international donor communities. The clear articulation of the Decent Work Agenda with the Millennium Development Goals and the Millennium Declaration at the global level and the linkages between the DWCP and the UNDAF at the country level provide the starting point for this. The constituents need to be involved in these efforts as major allies and powerful national advocates for the ILO.

Annex

A.1. Technical cooperation projects completed and currently under way, 2004-06

Code	Project title	Starting date	Completion date	Donor	Link to strategic objectives	Geographical coverage
RAF/00/02/FRA	Programme d'appui à la mise en œuvre des principes et droits fondamentaux au Bénin au Burkina Faso, Mali et en Mauritanie	Apr. 2000	Mar. 2006	France	Promote and realize standards and fundamental principles and rights at work	Africa region
RAF/00/06/POR	Développement de la protection sociale (PROSOCIAL 3) dans les PALOP (linked to RAF/98/M11/POR)	Sep. 2003	Feb. 2006	Portugal	Enhance the coverage and effectiveness of social protection for all	Africa region
RAF/00/50/USA	Strengthening labour relations in East Africa – Phase I	Jan. 2001	May 2006	United States	Strengthen tripartism and social dialogue	Africa region
RAF/00/51/USA	Prevention, withdrawal and rehabilitation of children engaged in hazardous work in the commercial agricultural sector in Africa	Nov. 2000	June 2006	United States	Promote and realize standards and fundamental principles and rights at work	Africa region
RAF/00/52/FRA	SIMPOC – Phase préparatoire pour le Programme d'information statistique et de suivi sur le travail des enfants en Afrique de l'Ouest (umbrella INT/00/P33/FRA)	Apr. 2001	June 2006	France	Promote and realize standards and fundamental principles and rights at work	Africa region
RAF/01/02/UNA	Mainstreaming HIV/AIDS concerns in the SIYB regional project for Africa (Joint United Nations Programme on HIV/AIDS (UNAIDS) and the ILO)	July 2001	Mar. 2006	UNAIDS	Create greater opportunities for women and men to secure decent employment and income	Africa region
RAF/01/03/SID	Advisory support, information services and training programme for employment-intensive infrastructure development (ASIST AFRICA 2001-03)	June 2001	Dec. 2006	Sweden	Create greater opportunities for women and men to secure decent employment and income	Africa region
RAF/01/04/UKM	ASIST/AFRICA 2001-03: Advisory support, information services and training for employment-intensive infrastructure development	July 2001	Mar. 2006	United Kingdom	Create greater opportunities for women and men to secure decent employment and income	Africa region
RAF/01/05/SID	Start and Improve your Business (SIYB) and the Development of Expand your Business (EYB) in southern and eastern Africa – Phase III	July 2001	Oct. 2006	Sweden	Create greater opportunities for women and men to secure decent employment and income	Africa region
RAF/01/06/NAD	Advisory support, information services and training programme for employment-intensive infrastructure development – ASIST	Sep. 2001	Mar. 2006	Norway	Create greater opportunities for women and men to secure decent employment and income	Africa region

Code	Project title	Starting date	Completion date	Donor	Link to strategic objectives	Geographical coverage
RAF/01/07/DAN	Combating trafficking in children for labour exploitation in Benin and Ghana in the framework of the IPEC subregional programme to combat trafficking of children in West and Central Africa	Feb. 2003	June 2007	Denmark	Promote and realize standards and fundamental principles and rights at work	Africa region
RAF/01/09/ITA	SEED support to Programme Maghreb: appui à la promotion de micro et petites entreprises	Dec. 2001	Dec. 2007	Italy	Create greater opportunities for women and men to secure decent employment and income	Africa region
RAF/01/12/AUT	Combating child sexual exploitation in four anglophone African countries: Consolidating experience and lessons learned	Oct. 2001	Dec. 2004	Austria	Promote and realize standards and fundamental principles and rights at work	Africa region
RAF/01/13/FRA	Mise en œuvre des principes et droits fondamentaux au travail au Bénin, Burkina Faso, Mauritanie et Niger (linked to RER/01/M08/FRA, RAF/01/M13/FRA, MAG/01/M03/FRA)	Feb. 2002	Mar. 2006	France	Promote and realize standards and fundamental principles and rights at work	Africa region
RAF/01/15/SID	HIV/AIDS prevention in the transport sector and in the informal sector in 11 African countries	Jan. 2002	Mar. 2006	Sweden	Enhance the coverage and effectiveness of social protection for all	Africa region
RAF/01/34/FRA	French Contribution to Subregional Coordination	Jan. 2001	March 2006	France	Promote and realize standards and fundamental principles and rights at work	Africa region
RAF/01/50/FRA	Contribution à l'abolition du travail des enfants en Afrique francophone (see umbrella INT/01/P25/FRA)	Jan. 2002	Dec. 2006	France	Promote and realize standards and fundamental principles and rights at work	Africa region
RAF/01/51/USA	Combating the trafficking of children for labour exploitation in West and Central Africa – Phase IIb	Sep. 2004	June 2007	United States	Promote and realize standards and fundamental principles and rights at work	Africa region
RAF/01/53/USA	Combating the trafficking of children for labour exploitation in West and Central Africa (Phase IIa)	July 2001	June 2007	United States	Promote and realize standards and fundamental principles and rights at work	Africa region
RAF/01/54/USA	Regional programme on the prevention and reintegration of children involved in armed conflicts	Sep. 2001	Mar. 2006	United States	Promote and realize standards and fundamental principles and rights at work	Africa region
RAF/01/55/USA	Strengthening labour administration in southern Africa (SLASA)	Oct. 2001	Dec. 2006	United States	Strengthen tripartism and social dialogue	Africa region
RAF/01/78/DAC	Integrating drug and alcohol abuse prevention into occupational safety and health programme	Jan. 2001	Mar. 2005	UNDCP	Enhance the coverage and effectiveness of social protection for all	Africa region
RAF/02/04/ITA	Partnership for democracy and peace (Partnership per la Democrazia e la Pace)	Nov. 2002	Dec. 2007	Italy	Strengthen tripartism and social dialogue	Africa region

Code	Project title	Starting date	Completion date	Donor	Link to strategic objectives	Geographical coverage
RAF/02/06/FRA	Renforcement des capacités nationales dans la prévention et la gestion des conflits de travail: Promotion du Dialogue social en Afrique francophone – PRODIAF, Centre de formation de Turin	Dec. 2002	Dec. 2004	France	Strengthen tripartism and social dialogue	Africa region
RAF/02/07/AGF	Decent work for women through microcredit in Burkina Faso and Mali	July 2002	Mar. 2006	Arab Gulf Programme for Development Organization	Create greater opportunities for women and men to secure decent employment and income	Africa region
RAF/02/09/FRA	Appui au renforcement du tripartisme et du dialogue social au Niger et au Sénégal – PRODIAF	July 2002	Mar. 2006	France	Strengthen tripartism and social dialogue	Africa region
RAF/02/10/BEL	Promotion des activités de dialogue social en Afrique (Côte d'Ivoire, République démocratique du Congo et Rwanda)	Jan. 2002	Mar. 2005	Belgium	Strengthen tripartism and social dialogue	Africa region
RAF/02/11/SID	Start and Improve your Business for French-speaking Africa, Phase II	July 2002	Dec. 2006	Sweden	Create greater opportunities for women and men to secure decent employment and income	Africa region
RAF/02/12/EEC	Managing labour migration as an instrument of development	Feb. 2004	Dec. 2006	European Union	Enhance the coverage and effectiveness of social protection for all	Africa region
RAF/02/13/FRG	Promoting trade union participation in the PRSP process	Oct. 2002	Mar. 2005	Germany	Strengthen tripartism and social dialogue	Africa region
RAF/02/16/SID	Combating child labour in the domestic work sector in East Africa	Dec. 2001	Mar. 2006	Sweden	Promote and realize standards and fundamental principles and rights at work	Africa region
RAF/02/18/UKM	Radio media in Africa – A market development tool for business services	Nov. 2002	Mar. 2005	United Kingdom	Create greater opportunities for women and men to secure decent employment and income	Africa region
RAF/02/50/USA	West Africa cocoa/commercial agriculture programme to combat hazardous and exploitative child labour (WACAP)	Sep. 2002	Dec. 2006	United States	Promote and realize standards and fundamental principles and rights at work	Africa region
RAF/02/51/USA	Building the foundations for eliminating the worst forms of child labour in anglophone Africa	Sep. 2002	Dec. 2006	United States	Promote and realize standards and fundamental principles and rights at work	Africa region

Code	Project title	Starting date	Completion date	Donor	Link to strategic objectives	Geographical coverage
RAF/02/52/NET	Poverty alleviation for unprotected informal economy workers through trade union-cooperative joint action (umbrella INT/02/M04/NET)	Jan. 2002	Dec. 2004	Netherlands	Create greater opportunities for women and men to secure decent employment and income	Africa region
RAF/02/53/NET	Investing in employment: Leasing for entrepreneurs in the employment-intensive construction sector (umbrella INT/02/M04/NET)	Jan. 2002	Mar. 2005	Netherlands	Create greater opportunities for women and men to secure decent employment and income	Africa region
RAF/02/54/NET	Jobs for Africa: Employment creation through micro- and small enterprise development in Central and West Africa (main umbrella INT/02/M04/NET) (projects in RAF, Ghana and Cameroon)	July 2002	Mar. 2006	Netherlands	Create greater opportunities for women and men to secure decent employment and income	Africa region
RAF/02/56/FRA	PAMODEC – Projet d'appui à la mise en oeuvre des principes et droits fondamentaux au travail (umbrella INT/02/M39/FRA)	Jan. 2003	Dec. 2006	France	Promote and realize standards and fundamental principles and rights at work	Africa region
RAF/02/57/FRA	Programme SIMPOC en Afrique francophone (umbrella INT/02/P24/FRA)	Dec. 2002	Dec. 2006	France	Promote and realize standards and fundamental principles and rights at work	Africa region
RAF/02/58/FRA	Micro-finance au service du travail décent en Afrique	Feb. 2004	Dec. 2007	France	Create greater opportunities for women and men to secure decent employment and income	Africa region
RAF/02/58/USA	Strengthening labour relations in East Africa – Phase II	Sep. 2002	Dec. 2006	United States	Promote and realize standards and fundamental principles and rights at work	Africa region
RAF/02/59/NET	Labour migration and development in West Africa (umbrella INT/02/M04/NET)	Jan. 2002	Dec. 2004	Netherlands	Enhance the coverage and effectiveness of social protection for all	Africa region
RAF/03/01/FRA	Appui l'OHADA	Aug. 2003	June 2006	France	Strengthen tripartism and social dialogue	Africa region
RAF/03/03/UKM	DFID support to JFA stakeholders meeting (linked to RAF/02/M17/UKM)	Feb. 2003	Mar. 2006	United Kingdom	Create greater opportunities for women and men to secure decent employment and income	Africa region
RAF/03/04/SWI	ILO/Swiss project for regional conflict management and enterprise-based competitiveness development in southern Africa	July 2003	Mar. 2007	Switzerland	Strengthen tripartism and social dialogue	Africa region
RAF/03/06/ICA	To eliminate hazardous and exploitative child labour in the cocoa sector in selected West African countries	Dec. 2002	Nov. 2006	ICA	Promote and realize standards and fundamental principles and rights at work	Africa region

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RAF/03/08/CAN	The worst forms of child labour in the small urban industry and service sectors in Africa	July 2003	Mar. 2005	Canada	Promote and realize standards and fundamental principles and rights at work	Africa region
RAF/03/15/ACH	Central African regional tripartite seminar on HIV/AIDS and the world of work, Douala, Cameroon, 24-26 Nov. 2003	Nov. 2003	May 2007	African Centre for HIV/AIDS Management in the World of Work	Enhance the coverage and effectiveness of social protection for all	Africa region
RAF/03/19/FRA	Appui à la construction d'un cadre régional de développement des mutuelles de santé dans les pays de la zone UEMOA	Aug. 2004	July 2007	France	Enhance the coverage and effectiveness of social protection for all	Africa region
RAF/03/21/EEC	Strengthening social dialogue in the labour sector – Ethiopia and Eritrea	Oct. 2004	Dec. 2007	European Union	Strengthen tripartism and social dialogue	Africa region
RAF/03/50/USA	The Time-Bound Programme in southern Africa	Sep. 2003	Apr. 2007	United States	Promote and realize standards and fundamental principles and rights at work	Africa region
RAF/03/51/FLA	Acquisition of knowledge and employment for people with disabilities (INT/01/M30/FLA)	Jan. 2003	Dec. 2006	Belgium	Create greater opportunities for women and men to secure decent employment and income	Africa region
RAF/03/53/UKM	Employment creation in municipal service delivery in eastern Africa – Improving living conditions and providing jobs for the poor (umbrella INT/00/M28/UKM)	Jan. 2002	Nov. 2006	United Kingdom	Create greater opportunities for women and men to secure decent employment and income	Africa region
RAF/03/54/UKM	Programme against Forced Labour and Trafficking	May 2003	Dec. 2006	United Kingdom	Promote and realize standards and fundamental principles and rights at work	Africa region
RAF/04/02/BEL	Programme de promotion du dialogue social en Afrique francophone (PRODIAF) – Phase II	Jan. 2004	Dec. 2007	Belgium	Strengthen tripartism and social dialogue	Africa region
RAF/04/05/ITA	Small and medium enterprise development in Maghreb region	May 2004	Dec. 2007	Italy	Create greater opportunities for women and men to secure decent employment and income	Africa region
RAF/04/07/FRA	Contribution à l'abolition du travail des enfants en Afrique francophone	Dec. 2004	Dec. 2007	France	Promote and realize standards and fundamental principles and rights at work	Africa region
RAF/04/08/UNA	Assessment and planning workshop on SADC code of good practice on HIV/AIDS (PAF funding)	Sep. 2004	Mar. 2006	UNAIDS	Enhance the coverage and effectiveness of social protection for all	Africa region

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RAF/04/14/ITA	Economic security, social exclusion and social partners, Morocco and Mozambique	Feb. 2005	Dec. 2006	Italy	Enhance the coverage and effectiveness of social protection for all	Africa region
RAF/04/50/CAN	Skills training strategies to combat the worst forms of child labour in the urban informal sector in sub-Saharan anglophone Africa	Apr. 2004	July 2007	Canada	Promote and realize standards and fundamental principles and rights at work	Africa region
RAF/04/51/NET	Renforcement des capacités productives des pauvres à travers l'éducation/formation et la promotion de l'entrepreneuriat coopératif et associatif	Mar. 2004	Sep. 2006	Netherlands	Create greater opportunities for women and men to secure decent employment and income	Africa region
RAF/04/52/NET	SYNDICCOOP: Poverty reduction among unprotected informal economy workers through trade union – cooperative joint action (2nd phase)	Mar. 2004	Sep. 2006	Netherlands	Create greater opportunities for women and men to secure decent employment and income	Africa region
RAF/04/53/NET	Capacity building for employment creation and economic empowerment through ILO's LED approach in Mozambique, South Africa and Angola	Mar. 2004	Sep. 2006	Netherlands	Create greater opportunities for women and men to secure decent employment and income	Africa region
RAF/04/54/NET	Promoting gender equality and decent work throughout all stages of life	Mar. 2004	Aug. 2006	Netherlands	GENDER	Africa region
RAF/04/55/NET	Strengthening African trade unions' capacity to address gender inequality in the world of work through basic education and legal literacy	March 2004	Sep. 2006	Netherlands	Strengthen tripartism and social dialogue	Africa region
RAF/04/56/NET	Preventing and eliminating exploitative child domestic work through education and training in sub-Saharan Africa and francophone Africa	Mar. 2004	Aug. 2006	Netherlands	Promote and realize standards and fundamental principles and rights at work	Africa region
RAF/04/57/USA	Pilot direct action, research, capacity-building and networking programme for preventing the entrance of HIV/AIDS orphans and HIV/AIDS affected girls and boys into child labour	Sep. 2004	Mar. 2008	United States	Promote and realize standards and fundamental principles and rights at work	Africa region
RAF/04/58/USA	Combating the trafficking of children for labour exploitation in West and Central Africa (Phase IIc) (umbrella project INT/01/P04/USA)	Sep. 2004	June 2007	United States	Promote and realize standards and fundamental principles and rights at work	Africa region
RAF/05/07/FRA	Les normes internationales du travail et la mondialisation: instruments pour le marché du travail mondialisé	Nov. 2005	Oct. 2006	France	Promote and realize standards and fundamental principles and rights at work	Africa region

Code	Project title	Starting date	Completion date	Donor	Link to strategic objectives	Geographical coverage
RAF/05/10/BRA	Combating the worst forms of child labour in lusophone countries in Africa	Jan. 2006	Dec. 2007	Ministry of Foreign Affairs	Promote and realize standards and fundamental principles and rights at work	Africa region
RAF/05/50/UKM	Essential research for a cooperative facility for Africa	Apr. 2005	Oct. 2006	United Kingdom	Create greater opportunities for women and men to secure decent employment and income	Africa region
RAF/05/55/UKM	ASIST Africa – Employment-intensive Investments in Africa (linked to RAF/01/04/UKM) (umbrella INT/00/M28/UKM)	July 2005	Dec. 2006	United Kingdom	Create greater opportunities for women and men to secure decent employment and income	Africa region
RAF/05/56/SID	Extension of social security coverage in Ghana and Senegal	Nov. 2005	Mar. 2007	Sweden	Enhance the coverage and effectiveness of social protection for all	Africa region
RAF/05/57/SID	Combating forced labour and discrimination in Africa	Feb. 2006	Mar. 2007	Sweden	Promote and realize standards and fundamental principles and rights at work	Africa region
RAF/05/59/SID	Strengthening legal and policy provisions and improving occupational safety and health	Jan. 2006	Dec. 2009	Sweden	Strengthen tripartism and social dialogue	Africa region
RAF/05/60/SID	Mobilizing cooperatives and community-based organizations in the fight against HIV/AIDS	Jan. 2006	Dec. 2009	Sweden	Enhance the coverage and effectiveness of social protection for all	Africa region
RAF/05/61/SID	Innovative action for HIV/AIDS prevention and impact mitigation on the world of work	Jan. 2006	Dec. 2009	Sweden	Enhance the coverage and effectiveness of social protection for all	Africa region
RAF/05/62/SID	Building a common policy understanding at country level	Feb. 2006	Mar. 2007	Sweden	Create greater opportunities for women and men to secure decent employment and income	Africa region
RAF/05/63/SID	Poverty reduction through skills and MSE development	Feb. 2006	Mar. 2007	Sweden	Create greater opportunities for women and men to secure decent employment and income	Africa region
RAF/05/64/SID	Creating decent and productive employment opportunities through local resource-based investment policies and practices for infrastructure	Feb. 2006	Mar. 2007	Sweden	Create greater opportunities for women and men to secure decent employment and income	Africa region
RAF/06/01/FRA	Appui à la construction d'un cadre régional de développement des mutuelles de santé dans les pays de la zone de l'UEMOA	Jan. 2006	July 2007	France	Enhance the coverage and effectiveness of social protection for all	Africa region
RAF/06/06/FRA	Contribuer à l'abolition du travail des enfants en Afrique francophone	Nov. 2006	Dec. 2009	France	Promote and realize standards and fundamental principles and rights at work	Africa region

Code	Project title	Starting date	Completion date	Donor	Link to strategic objectives	Geographical coverage
RAF/06/07/LUX	Renforcement des capacités des micros entrepreneurs en activité et potentiels en Afrique de l'Ouest	Oct. 2006	July 2007	Luxembourg	Create greater opportunities for women and men to secure decent employment and income	Africa region
RAF/06/08/FRA	Projets d'appui à la mise en œuvre de la déclaration (PAMODEC II)	Sep. 2006	Dec. 2009	France	Promote and realize standards and fundamental principles and rights at work	Africa region
RAF/94/08/ITA	Développement des micro entreprises	Aug. 1994	Mar. 2005	Italy	Create greater opportunities for women and men to secure decent employment and income	Africa region
RAF/95/07/NOR	Support programme for cooperative and mutual financial systems (PA-SMEC)	Sep. 1996	Mar. 2005	Norway	Create greater opportunities for women and men to secure decent employment and income	Africa region
RAF/97/08/POR	PRODIAL – Promotion du dialogue social dans les PALOP	Sep. 1997	Mar. 2006	Portugal	Strengthen tripartism and social dialogue	Africa region
RAF/97/09/050	Core contribution. Contribution française aux activités en Afrique francophone	Jan. 1997	Dec. 2007	France	Promote and realize standards and fundamental principles and rights at work	Africa region
RAF/97/14/BEL	Promotion du dialogue sociale en Afrique francophone (PRODIAF)	Jan. 1998	Mar. 2006	Belgium	Strengthen tripartism and social dialogue	Africa region
RAF/98/15/USA	Preparation of an international conference on child soldiers	Dec. 2001	Dec. 2003	United States	Promote and realize standards and fundamental principles and rights at work	Africa region
RAF/99/05/050	Combating trafficking in children in Africa – Phase I (umbrella INT/95/M05/USA)	Aug. 1999	Dec. 2002	United States	Promote and realize standards and fundamental principles and rights at work	Africa region
RAF/99/06/NOR	Gender equality in cooperatives	Apr. 2000	Mar. 2005	Norway	Create greater opportunities for women and men to secure decent employment and income	Africa region
RAF/99/13/UNF	Enhancing women's role in improving access and quality of basic and reproductive health care	Jan. 1999	Mar. 2006	UNFIP	Enhance the coverage and effectiveness of social protection for all	Africa region
ANG/40/754/34	Assessment of the vocational training sector in Angola	Sep. 2005	July 2006	UNDP	Create greater opportunities for women and men to secure decent employment and income	Angola
BEN/01/002/01	Programme d'appui à la promotion de la bonne gouvernance	Jan. 2001	Dec. 2004	UNDP	Strengthen tripartism and social dialogue	Benin
BEN/03/50/USA	HIV/AIDS workplace education programme in Benin	July 2003	Dec. 2006	United States	Enhance the coverage and effectiveness of social protection for all	Benin

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BEN/97/02/061	Améliorer la situation des enfants travailleurs au Bénin	Jan. 1997	Jan. 2005	Belgium	Promote and realize standards and fundamental principles and rights at work	Benin
BEN/99/10/050	Contribuer à l'élimination du travail des enfants au Bénin	Nov. 1999	Dec. 2006	France	Promote and realize standards and fundamental principles and rights at work	Benin
BOT/05/02/BOT	Advisory and monitoring support to roads department	Dec. 2005	Dec. 2006	Government of Botswana	Create greater opportunities for women and men to secure decent employment and income	Botswana
BOT/95/02/BOT	Comprehensive review of social protection in Botswana	Oct. 1995	Mar. 2006	Government of Botswana	Enhance the coverage and effectiveness of social protection for all	Botswana
BOT/99/01/BOT	Advisory and monitoring support to roads department application of labour-based methods in maintenance and construction	June 2002	June 2006	Government of Botswana	Create greater opportunities for women and men to secure decent employment and income	Botswana
BKF/00/001/01	Projet d'appui au renforcement de la gouvernance économique (Volet Onef)	July 2001	Mar. 2006	UNDP	Create greater opportunities for women and men to secure decent employment and income	Burkina Faso
BKF/00/51/FRA	Promotion du système de micro-assurance pour les micro-entrepreneurs au Burkina Faso (umbrella file INT/00/M03/FRA)	Jan. 2002	Mar. 2007	France	Enhance the coverage and effectiveness of social protection for all	Burkina Faso
BKF/04/01/FRA	Projet pilote d'évaluation des politiques économique et sociale au Burkina Faso	Nov. 2004	Dec. 2006	France	INTEGRATION	Burkina Faso
BKF/04/50/USA	Rehabilitation of 70 trafficked children	Dec. 2003	June 2006	United States	Promote and realize standards and fundamental principles and rights at work	Burkina Faso
BKF/04/51/USA	USDOL/ILO international HIV/AIDS workplace education programme – An accelerated response in Burkina Faso	May 2005	Mar. 2008	United States	Enhance the coverage and effectiveness of social protection for all	Burkina Faso
BKF/97/01/062	Elaboration d'un plan d'action sur le travail des enfants	Jan. 1997	Dec. 2006	Belgium	Promote and realize standards and fundamental principles and rights at work	Burkina Faso
BKF/99/01/050	Contribuer à l'abolition du travail des enfants au Burkina Faso	Jan. 1999	Dec. 2006	France	Promote and realize standards and fundamental principles and rights at work	Burkina Faso
BDI/31/671/01	Renforcement des capacités en micro finance au Burundi	June 2004	Dec. 2006	UNDP	Create greater opportunities for women and men to secure decent employment and income	Burundi

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CMR/04/50/USA	Combating trafficking in Cameroon	Sep. 2003	Dec. 2006	United States	Promote and realize standards and fundamental principles and rights at work	Cameroon
CMR/04/51/USA	HIV/AIDS workplace education programme in Cameroon (INT/04/20/USA)	Mar. 2005	Dec. 2007	United States	Enhance the coverage and effectiveness of social protection for all	Cameroon
CMR/05/01/CMR	Projet pilote d'entretien des routes rurales par les techniques HIMO	Oct. 2005	Dec. 2007	Cameroon	Create greater opportunities for women and men to secure decent employment and income	Cameroon
CMR/06/01/BAD	Assessment of growth-oriented women entrepreneurs in Cameroon	Mar. 2006	Dec. 2006	AfDB	Create greater opportunities for women and men to secure decent employment and income	Cameroon
CMR/06/02/CMR	Projet d'assainissement de Yaoundé (PADY) – Volet HIMO	Sep. 2006	Apr. 2010	Cameroon	Create greater opportunities for women and men to secure decent employment and income	Cameroon
CAF/00/006/01	Micro Finance (Appui au Programme de lutte contre la pauvreté)	Jan. 2000	Mar. 2006	UNDP	Enhance the coverage and effectiveness of social protection for all	Central African Republic
CHD/02/001/01	Assistance interimaire au programme national de promotion des associations de base à vocation économique (ABVE)	Dec. 2002	Dec. 2006	UNDP	Create greater opportunities for women and men to secure decent employment and income	Chad
COI/99/001/01	Soutien à la structure d'appui à la création et au développement des petites et moyennes entreprises	Nov. 1999	Mar. 2006	UNDP	Create greater opportunities for women and men to secure decent employment and income	Comoros
PRC/02/01/IDA	Congo – Programme d'urgence de réhabilitation des infrastructures et d'amélioration des conditions de vie des populations (PURICV-2)	June 2002	Mar. 2006	World Bank	Create greater opportunities for women and men to secure decent employment and income	Congo
PRC/43/563/11	Formulation de la politique coopérative	Apr. 2005	June 2006	UNDP	Create greater opportunities for women and men to secure decent employment and income	Congo
IVC/00/004/01	Programme d'assistance et à la bonne gouvernance	Dec. 2000	Mar. 2006	UNDP	Strengthen tripartism and social dialogue	Côte d'Ivoire
IVC/03/01/HCR	Étude sur l'exploitation des enfants, en particulier dans les zones d'accueil des déplacés et réfugiés	Dec. 2003	Dec. 2004	UNHCR	Promote and realize standards and fundamental principles and rights at work	Côte d'Ivoire

Code	Project title	Starting date	Completion date	Donor	Link to strategic objectives	Geographical coverage
IVC/06/01/USA	Programme for the strengthening of the national committee for combating trafficking in children and its bodies in two target regions of Côte d'Ivoire	Sep. 2006	Sep. 2007	United States	Promote and realize standards and fundamental principles and rights at work	Côte d'Ivoire
DRC/00/01/IBR	Post-conflict fund grant for preparing a demobilization and rehabilitation project	June 2000	Mar. 2006	World Bank	Create greater opportunities for women and men to secure decent employment and income	Democratic Republic of the Congo
DRC/06/01/DRC	Projet d'appui à la réinsertion économique durable des démobilisés (ARED)	July 2006	July 2007	Government of the Democratic Republic of the Congo	reate greater opportunities for women and men to secure decent employment and income	Democratic Republic of the Congo
KEN/06/50/OPE	Kenya: HIV/AIDS workplace programmes and policies	May 2006	Apr. 2008	OPEC	Enhance the coverage and effectiveness of social protection for all	Eastern Africa
MAG/06/50/OPE	Madagascar: HIV/AIDS workplace programmes and policies	May 2006	Apr. 2008	OPEC	Enhance the coverage and effectiveness of social protection for all	Eastern Africa
RAF/05/03/FOR	Strengthening labour relations and rights in East Africa	July 2005	Dec. 2006	Ford Foundation	Promote and realize standards and fundamental principles and rights at work	Eastern Africa
EGY/00/09/050	Activities in Egypt	Jan. 2000	Mar. 2007	Italy	Promote and realize standards and fundamental principles and rights at work	Egypt
EGY/05/01/FPA	Transition from school to work survey (UNFPA)	June 2005	Mar. 2006	UNFPA	Create greater opportunities for women and men to secure decent employment and income	Egypt
EGY/06/01/DGR	Assessment of cooperative movement in Egypt	June 2006	Dec. 2006	German Cooperative and Raiffeisen Federation	Create greater opportunities for women and men to secure decent employment and income	Egypt
EGY/97/01/050	National Programme on the Elimination of Child Labour in Egypt (DANIDA)	Jan. 1998	Dec. 2004	Denmark	Promote and realize standards and fundamental principles and rights at work	Egypt
EGY/98/09/031	Mobilizing teachers and educators	Sep. 1998	June 2006	Norway	Promote and realize standards and fundamental principles and rights at work	Egypt
ERI/04/01/HCR	ILO expert in socio-economic reintegration to support the UNHCR Eritrea operation	Jan. 2004	Mar. 2006	UNHCR	Create greater opportunities for women and men to secure decent employment and income	Eritrea

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ETH/00/09/050	Preparatory activities in Ethiopia	Jan. 2000	Mar. 2006	Italy	Promote and realize standards and fundamental principles and rights at work	Ethiopia
ETH/00/51/FRA	Extension of social protection for women in Ethiopia (umbrella file INT/00/M03/FRA)	Jan. 2002	Mar. 2007	France	Enhance the coverage and effectiveness of social protection for all	Ethiopia
ETH/02/01/IDA	Construction supervision of Tigray Region Rural Road Periodic Maintenance Project	Mar. 2003	Dec. 2006	World Bank	Create greater opportunities for women and men to secure decent employment and income	Ethiopia
ETH/03/50/USA	HIV/AIDS prevention education programmes in the workplace in Ethiopia (Umbrella INT/03/M19/USA)	May 2004	Apr. 2007	United States	Enhance the coverage and effectiveness of social protection for all	Ethiopia
ETH/04/01/AGF	Reducing the decent work deficit in the informal economy	Jan. 2005	Jan. 2007	AGFUND	Create greater opportunities for women and men to secure decent employment and income	Ethiopia
ETH/06/01/AGF	Economic empowerment of women and youth through cooperatives in Ethiopia	Aug. 2006	Dec. 2007	AGFUND	Create greater opportunities for women and men to secure decent employment and income	Ethiopia
ETH/06/02/IRL	Developing women entrepreneur associations' membership bases	Oct. 2006	Sep. 2007	IRL/DCI	Create greater opportunities for women and men to secure decent employment and income	Ethiopia
GAB/00/02/IBR	Projet d'appui à la réhabilitation de la caisse nationale de sécurité sociale (CNSS)	Mar. 2002	Mar. 2005	World Bank	Enhance the coverage and effectiveness of social protection for all	Gabon
GAM/00/002/01	Fight against social and economic exclusion in the Gambia	Aug. 2000	Mar. 2006	UNDP	Enhance the coverage and effectiveness of social protection for all	Gambia
GAM/35/562/11	Fight against social and economic exclusion	Mar. 2005	Dec. 2006	UNDP	Enhance the coverage and effectiveness of social protection for all	Gambia
GHA/02/50/NET	Social protection to informal sector communities in Ghana (umbrella INT/02/M04/NET)	Jan. 2002	Dec. 2004	Netherlands	Enhance the coverage and effectiveness of social protection for all	Ghana
GHA/03/50/USA	HIV/AIDS workplace education programme in Ghana	Aug. 2003	Dec. 2006	United States	Enhance the coverage and effectiveness of social protection for all	Ghana
GHA/04/50/NET	Ghana – Working out of poverty	Mar. 2004	Sep. 2006	Netherlands	Create greater opportunities for women and men to secure decent employment and income	Ghana

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GHA/04/51/USA	Programme of support to the national time-bound programme for the elimination of the worst forms of child labour in Ghana	Sep. 2004	Jan. 2009	United States	Promote and realize standards and fundamental principles and rights at work	Ghana
GHA/06/M02/UKM	Strategic initiative fund (DFID Ghana) "Support to the adoption of decentralized pro-poor policies in Ghana"	Nov. 2006	Oct. 2007	United Kingdom	Create greater opportunities for women and men to secure decent employment and income	Ghana
GHA/99/05/050	SIMPOC in Ghana	Sep. 2000	Sep. 2005	United States	Promote and realize standards and fundamental principles and rights at work	Ghana
GHA/99/05/051	Modular C.L. Survey and Dev. Database	Sep. 2000	Mar. 2006	United States	Promote and realize standards and fundamental principles and rights at work	Ghana
GHA/99/05/060	National programme for the elimination of child labour in Ghana	Aug. 1999	Mar. 2006	United States	Promote and realize standards and fundamental principles and rights at work	Ghana
GUI/02/006/01	Appui à la mise en œuvre de la stratégie de réduction de la pauvreté	May 2003	Mar. 2006	UNDP	Create greater opportunities for women and men to secure decent employment and income	Guinea
GBS/00/002/01	Appui au renforcement des capacités	June 2000	Mar. 2006	UNDP	Strengthen tripartism and social dialogue	Guinea-Bissau
KEN/00/11/150	Country programmes Kenya	Jan. 1996	Dec. 2006	Germany	Promote and realize standards and fundamental principles and rights at work	Kenya
KEN/01/50/USA	Labour law reform in Kenya	Dec. 2001	June 2006	United States	Strengthen tripartism and social dialogue	Kenya
KEN/02/11/GER	Kenya national coordination	Jan. 1996	Apr. 2008	Germany	Promote and realize standards and fundamental principles and rights at work	Kenya
KEN/03/013/01	Optimization of employment creation through investments in the public sector	Feb. 2004	Mar. 2006	UNDP	Create greater opportunities for women and men to secure decent employment and income	Kenya
KEN/04/50/USA	Programme of support to the national time-bound programme for the elimination of the worst forms of child labour in Kenya	Sep. 2004	Sep. 2008	United States	Promote and realize standards and fundamental principles and rights at work	Kenya
KEN/98/05/081	Core contribution to SIMPOC – Kenya labour force survey	Apr. 1998	Mar. 2006	Canada	Promote and realize standards and fundamental principles and rights at work	Kenya
KEN/98/09/032	Mobility of teachers, education and organizations	Sep. 1998	Mar. 2006	Norway	Promote and realize standards and fundamental principles and rights at work	Kenya

Code	Project title	Starting date	Completion date	Donor	Link to strategic objectives	Geographical coverage
KEN/99/300/01	Employment and sustainable livelihoods	Sep. 1999	Sep. 2006	UNDP	Promote and realize standards and fundamental principles and rights at work	Kenya
LES/02/01/UNV	Labour-intensive urban upgrading programme in Maseru (United Nations volunteers)	July 2002	Mar. 2006	UNV-HQ	Create greater opportunities for women and men to secure decent employment and income	Lesotho
LES/03/01/LES	Development of a guideline in appropriate engineering standards for low-volume and labour-based roads	Aug. 2003	Dec. 2006	IRL/DCI	Create greater opportunities for women and men to secure decent employment and income	Lesotho
LIB/85/01/LIB	Social security project	May 1985	June 2007	Libyan Arab Jamahiriya	Enhance the coverage and effectiveness of social protection for all	Libyan Arab Jamahiriya
MAG/00/01/NAD	Projet haute intensité de main-d'œuvre (HIMO) – Routes 2000–03	Jan. 2000	Dec. 2007	Norway	Create greater opportunities for women and men to secure decent employment and income	Madagascar
MAG/00/02/NAD	Réhabilitation d'écoles primaires (EPP et EPL) (HIMO – Bâtiment)	Jan. 2001	Dec. 2007	Norway	Create greater opportunities for women and men to secure decent employment and income	Madagascar
MAG/00/05/FRG	Programme d'appui à la promotion et au développement des institutions financières mutualistes (APIFM) de Madagascar	Feb. 2002	Mar. 2006	Germany	Enhance the coverage and effectiveness of social protection for all	Madagascar
MAG/01/01/UNA	Mobilisation du milieu du travail à la lutte contre le SIDA (letter of agreement between HIV/AIDS (UNAIDS) and the ILO)	June 2001	Mar. 2006	UNAIDS	Enhance the coverage and effectiveness of social protection for all	Madagascar
MAG/01/04/MAG	Programme de formation HIMO des opérateurs locaux	Jan. 2002	Mar. 2006	World Bank	Create greater opportunities for women and men to secure decent employment and income	Madagascar
MAG/02/01/NAD	Programme haute intensité de main-d'oeuvre (HIMO) Urbain	Nov. 2002	Dec. 2006	Norway	Create greater opportunities for women and men to secure decent employment and income	Madagascar
MAG/02/50/FRA	Lutte contre le travail forcé à Madagascar (umbrella INT/02/M39/FRA)	Jan. 2003	Dec. 2006	France	Promote and realize standards and fundamental principles and rights at work	Madagascar
MAG/03/02/NAD	HIMO – Bâtiments 2004–05	Jan. 2004	Dec. 2007	Norway	Create greater opportunities for women and men to secure decent employment and income	Madagascar

Code	Project title	Starting date	Completion date	Donor	Link to strategic objectives	Geographical coverage
MAG/03/03/NAD	HIMO – Infrastructure de proximité, Fort Dauphin	Apr. 2004	Dec. 2006	Norway	Create greater opportunities for women and men to secure decent employment and income	Madagascar
MAG/04/50/USA	Programme of support to the national time-bound programme for the elimination of the worst forms of child labour in Madagascar	Sep. 2004	Dec. 2008	United States	Promote and realize standards and fundamental principles and rights at work	Madagascar
MAG/05/01/NOR	HIMO – Bâtiments 2005–07	Oct. 2005	Dec. 2007	Norway	Create greater opportunities for women and men to secure decent employment and income	Madagascar
MAG/05/02/MAG	Construction des écoles primaires à Madagascar – projet MENRS/BIT	Apr. 2006	Jan. 2007	Government of Madagascar	Create greater opportunities for women and men to secure decent employment and income	Madagascar
MAG/06/01/NOR	HIMO – Communal 2006–09	Jan. 2006	June 2009	Norway	Create greater opportunities for women and men to secure decent employment and income	Madagascar
MAG/45/494/99	Promotion de l'emploi et des revenus	Apr. 2006	Mar. 2007	UNDP	Create greater opportunities for women and men to secure decent employment and income	Madagascar
MAG/94/02/NAD	Extension of the labour-based road technology in Madagascar	Jan. 1995	Dec. 2006	Norway	Create greater opportunities for women and men to secure decent employment and income	Madagascar
MAG/98/01/060	Améliorer la situation des enfants	Aug. 1998	June 2006	France	Promote and realize standards and fundamental principles and rights at work	Madagascar
MAG/98/01/061	Action en faveur de 250 enfants	Aug. 1998	June 2006	France	Promote and realize standards and fundamental principles and rights at work	Madagascar
MAG/98/01/062	Accueil, écoute, conseils à 150 enfants	Aug. 1998	Mar. 2006	France	Promote and realize standards and fundamental principles and rights at work	Madagascar
MAG/98/01/064	Améliorer la situation des enfants travailleurs à Madagascar	Aug. 1998	June 2006	France	Promote and realize standards and fundamental principles and rights at work	Madagascar
MAG/98/01/065	Améliorer la situation des enfants travailleurs à Madagascar	Aug. 1998	June 2006	France	Promote and realize standards and fundamental principles and rights at work	Madagascar

Code	Project title	Starting date	Completion date	Donor	Link to strategic objectives	Geographical coverage
MLW/01/50/USA	SIMPOC in Malawi	Aug. 2001	Mar. 2006	United States	Promote and realize standards and fundamental principles and rights at work	Malawi
MLW/04/50/USA	HIV/AIDS workplace education programme in Malawi (INT/04/20/USA)	Mar. 2005	June 2008	United States	Enhance the coverage and effectiveness of social protection for all	Malawi
MLW/05/50/USA	Country programme to combat child labour in Malawi	Sep. 2005	Sep. 2008	United States	Promote and realize standards and fundamental principles and rights at work	Malawi
MLI/00/51/FRA	Contribuer à l'abolition du travail des enfants au Mali (phases II et III) – (umbrella project INT/00/P33/FRA)	Jan. 2001	June 2006	France	Promote and realize standards and fundamental principles and rights at work	Mali
MLI/02/50/NET	Extending the coverage of social security to the excluded and the poor (sub-umbrella is INT/02/M71/NET)	Jan. 2002	Mar. 2006	Netherlands	Enhance the coverage and effectiveness of social protection for all	Mali
MLI/03/008/01	Projet d'assistance technique pour la mise en œuvre du programme national d'action pour l'emploi des jeunes en vue de réduire la pauvreté	Aug. 2003	Jan. 2007	UNDP	Create greater opportunities for women and men to secure decent employment and income	Mali
MLI/03/02/NAD	Mise en valeur des forêts du Cercle de Kita par les organisations paysannes	Dec. 2003	Mar. 2006	Norway	Create greater opportunities for women and men to secure decent employment and income	Mali
MLI/04/02/LUX	Appui institutionnel et opérationnel de l'Agence de promotion de l'emploi des jeunes au Mali	Apr. 2005	Dec. 2007	Luxembourg	Create greater opportunities for women and men to secure decent employment and income	Mali
MLI/06/50/USA	Support for the preparation of the Mali time-bound programme	Sep. 2006	Sep. 2010	United States	Promote and realize standards and fundamental principles and rights at work	Mali
MLI/98/01/050	Améliorer la situation des enfants travailleurs au Mali	Jan. 1998	Mar. 2006	France	Promote and realize standards and fundamental principles and rights at work	Mali
MLI/98/01/056	Centre d'accueil pour filles domestiques	Jan. 1998	Mar. 2006	France	Promote and realize standards and fundamental principles and rights at work	Mali
MLI/98/01/057	Petites filles travaillant dans les hôtels	Jan. 1998	Mar. 2006	France	Promote and realize standards and fundamental principles and rights at work	Mali
MLI/98/01/058	Filles travaillant en milieu rural Mopti	Jan. 1998	Mar. 2006	France	Promote and realize standards and fundamental principles and rights at work	Mali
MLI/98/01/NOR	Mise en valeur de forêts du cercle de Kita par les organisations paysannes	June 1998	Mar. 2006	Norway	Create greater opportunities for women and men to secure decent employment and income	Mali

Code	Project title	Starting date	Completion date	Donor	Link to strategic objectives	Geographical coverage
MAU/03/002/01	Projet d'appui à la mise en œuvre du Cadre stratégique de lutte contre la pauvreté (CSLP)	Aug. 2003	Sep. 2006	UNDP	Create greater opportunities for women and men to secure decent employment and income	Mauritania
MAU/49/575/01/99	Programme national intégré d'appui à la micro et petite entreprise	Jan. 2006	Dec. 2008	UNDP	Create greater opportunities for women and men to secure decent employment and income	Mauritania
MAR/01/003/01	Fight against exclusion in Rodrigues	Jan. 2002	Mar. 2006	UNDP	Enhance the coverage and effectiveness of social protection for all	Mauritius
MOR/00/51/FRA	Contribuer à l'abolition du travail des enfants au Maroc	Apr. 2000	Dec. 2007	France	Promote and realize standards and fundamental principles and rights at work	Morocco
MOR/01/01/ITA	Promotion de la micro et petite entreprise dans les provinces de Settat et El Jadida (Maroc), Phase II	Jan. 2001	Dec. 2005	Italy	Create greater opportunities for women and men to secure decent employment and income	Morocco
MOR/01/50/USA	Strengthening industrial relations in Morocco – Phase I	Aug. 2001	Dec. 2007	United States	Strengthen tripartism and social dialogue	Morocco
MOR/03/01/FLA	Developing women's entrepreneurship (INT/01/M30/FLA)	Jan. 2003	Mar. 2006	Belgium	Create greater opportunities for women and men to secure decent employment and income	Morocco
MOR/03/02/USA	Strengthening the capacity of the Moroccan Labour Ministry	Sep. 2003	Dec. 2007	United States	Strengthen tripartism and social dialogue	Morocco
MOR/03/50/USA	Combating child labour in Morocco	Sep. 2003	Dec. 2007	United States	Promote and realize standards and fundamental principles and rights at work	Morocco
MOR/04/50/BEL	Belgium's contribution to IPEC (continuation of INT/00/P23/BEL)	Apr. 2004	Dec. 2008	Belgium	Promote and realize standards and fundamental principles and rights at work	Morocco
MOR/05/01/SPA	Mejorar la Competitividad del Sector Textil y de Confección Mediante la Promoción del Trabajo Decente	July 2005	June 2007	Spain	Strengthen tripartism and social dialogue	Morocco
MOZ/01/02/SID	Management assistance to labour-based, tertiary roads programme	May 2001	Mar. 2006	Sweden	Create greater opportunities for women and men to secure decent employment and income	Mozambique
MOZ/02/005/01	Upstream microfinance capacity-building project	Dec. 2002	Mar. 2006	UNDP	Create greater opportunities for women and men to secure decent employment and income	Mozambique

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MOZ/05/01/IDO	Support programme for private sector development and sustainable livelihood	Apr. 2005	Mar. 2006	UNIDO	Enhance the coverage and effectiveness of social protection for all	Mozambique
MOZ/05/02/GTZ	Implementing and monitoring of a small business management course for non-formal education	July 2005	Jan. 2007	Germany	Create greater opportunities for women and men to secure decent employment and income	Mozambique
MOZ/96/013/01	Management assistance labour-based tertiary roads programme	Jan. 2002	Mar. 2006	UNDP	Create greater opportunities for women and men to secure decent employment and income	Mozambique
RAF/04/04/FLA	Integrating microfinance into the mainstream: The role of networks and central banks	Mar. 2005	Dec. 2006	Belgium	Enhance the coverage and effectiveness of social protection for all	Mozambique
NAM/01/01/NAM	Actuarial assessment of the intended national scheme, social security commission	May 2001	Mar. 2006	Government of Namibia	Enhance the coverage and effectiveness of social protection for all	Namibia
NAM/99/25/031	Survey on child labour	Feb. 1999	Mar. 2006	Sweden	Promote and realize standards and fundamental principles and rights at work	Namibia
NER/00/01/EEC	NIGETECH 2: Programme de formation professionnelle et technique	July 2000	Mar. 2006	European Union	Create greater opportunities for women and men to secure decent employment and income	Niger
NER/00/51/FRA	Le travail des enfants au Niger	June 2000	Dec. 2007	France	Promote and realize standards and fundamental principles and rights at work	Niger
NER/03/01/EEC	Systèmes ruraux et micro entreprises d'artisanat utilitaire – SYRENE	Aug. 2003	Aug. 2006	European Union	Create greater opportunities for women and men to secure decent employment and income	Niger
NER/05/01/EEC	Programme d'appui à la formation professionnelle continue et à l'apprentissage au Niger	July 2005	Dec. 2007	European Union	Create greater opportunities for women and men to secure decent employment and income	Niger
NER/97/001/01	Document d'appui à la bonne gouvernance et à la promotion du secteur privé	Jan. 1998	Mar. 2006	UNDP	Strengthen tripartism and social dialogue	Niger
NIR/00/50/USA	Promoting fundamental principles and rights at work in Nigeria (Phase I)	Nov. 2000	Mar. 2006	United States	Promote and realize standards and fundamental principles and rights at work	Nigeria
NIR/03/50/USA	Promoting fundamental principles and rights at work in Nigeria (Phase II)	Sep. 2003	Mar. 2006	United States	Promote and realize standards and fundamental principles and rights at work	Nigeria

Code	Project title	Starting date	Completion date	Donor	Link to strategic objectives	Geographical coverage
NIR/05/01/NIR	Actuarial assessment of liabilities, Nigeria Social Insurance Fund	Apr. 2005	Dec. 2007	DTF/NIR/NSTIF	Enhance the coverage and effectiveness of social protection for all	Nigeria
NIR/99/05/050	SIMPOC in Nigeria	July 1999	May 2004	United States	Promote and realize standards and fundamental principles and rights at work	Nigeria
NIR/99/05/051	SIMPOC in Nigeria	July 1999	May 2004	United States	Promote and realize standards and fundamental principles and rights at work	Nigeria
NIR/99/05/060	National programme on the elimination of child labour in Nigeria	Jan. 2000	Mar. 2006	United States	Promote and Realize standards and fundamental principles and rights at work	Nigeria
RWA/04/01/RWA	Formulation of the procedures manual of the employment-intensive local development programme: PDL-HIMO	Sep. 2004	Dec. 2006	Government of Rwanda	Create greater opportunities for women and men to secure decent employment and income	Rwanda
RWA/05/01/CAN	Etude de faisabilité sur la création d'un centre de formation en techniques HIMO et appui à la conception d'un cadre de suivi du rendement pour le PDL-HIMO	Mar. 2005	Dec. 2006	Canada	Create greater opportunities for women and men to secure decent employment and income	Rwanda
RAF/06/51/OPE	Guinea, Guinea-Bissau and Senegal: HIV/AIDS workplace policies and programmes	May 2006	Apr. 2008	OPEC	Enhance the coverage and effectiveness of social protection for all	Sahel Region
STP/99/01/FAD	Programme d'assistance BIT/BAD sur la lutte contre la pauvreté – Sao Tome et Principe (Banque africaine de développement)	Jan. 2001	Dec. 2006	AfDB	Create greater opportunities for women and men to secure decent employment and income	Sao Tome and Principe
SEN/01/007/01	Lutte contre la pauvreté dans les zones riveraines des industries chimiques du Sénégal (ICS)	Aug. 2002	Dec. 2006	UNDP	Create greater opportunities for women and men to secure decent employment and income	Senegal
SEN/01/01/LUX	Projet HIMO d'appui aux programmes de pistes rurales 2001-04	July 2001	Dec. 2006	Luxembourg	Create greater opportunities for women and men to secure decent employment and income	Senegal
SEN/02/02/FRA	Renforcement de la liberté syndicale et promotion de la négociation collective au Sénégal	Sep. 2002	Dec. 2005	France	Strengthen tripartism and social dialogue	Senegal
SEN/03/50/USA	The time-bound programme in Senegal	Sep. 2003	Dec. 2007	United States	Promote and realize standards and fundamental principles and rights at work	Senegal
SEN/05/01/UKM	Poverty impact assessment of a basic social protection benefit package for a low-income country	Jan. 2006	Sep. 2006	United Kingdom	Enhance the coverage and effectiveness of social protection for all	Senegal

Code	Project title	Starting date	Completion date	Donor	Link to strategic objectives	Geographical coverage
SEN/06/01/SEN	Promotion de l'entreprenariat rural – PROMER Phase II	Sep. 2006	Aug. 2008	Government of Senegal	Create greater opportunities for women and men to secure decent employment and income	Senegal
SIL/05/50/UKM	Fighting HIV/AIDS in the world of work: A tripartite response	Mar. 2005	July 2006	United Kingdom	Enhance the coverage and effectiveness of social protection for all	Sierra Leone
SOM/01/01/ITA	Promotion of economic recovery, employment creation and support to decentralization in Somalia	Nov. 2001	Dec. 2006	Italy	Create greater opportunities for women and men to secure decent employment and income	Somalia
SOM/03/01/ITA	Promotion of economic recovery, employment creation and support to decentralization in Somalia (2nd phase)	July 2003	Dec. 2006	Italy	Create greater opportunities for women and men to secure decent employment and income	Somalia
SOM/03/03/DAN	Training in the road sector in northern Somalia	Dec. 2003	Mar. 2006	Denmark	Create greater opportunities for women and men to secure decent employment and income	Somalia
SOM/03/05/EEC	Community employment project 2003–05 in support of food security	Mar. 2004	Mar. 2006	European Union	Create greater opportunities for women and men to secure decent employment and income	Somalia
SOM/05/01/HAB	Public/private partnership for waste management entrepreneurship under the Somalia urban development programme	Sep. 2005	July 2008	UN-HABITAT	Create greater opportunities for women and men to secure decent employment and income	Somalia
SOM/05/02/EEC	Community employment-intensive infrastructure programme Somalia	Dec. 2005	Mar. 2007	European Union	Create greater opportunities for women and men to secure decent employment and income	Somalia
SOM/05/03/NOR	Employment-Intensive programme in support of peace, Mogadishu, South and Central Somalia	Dec. 2005	June 2007	Norway	Create greater opportunities for women and men to secure decent employment and income	Somalia
SOM/05/04/DAN	Support to the Somali employment, enterprise and livelihood (EEL) Programme 2006–08	Mar. 2006	Feb. 2009	Denmark	Create greater opportunities for women and men to secure decent employment and income	Somalia
SOM/06/01/UKM	Somalia employment, enterprise and livelihoods (EEL) programme 2006–08	May 2006	Dec. 2008	United Kingdom	Create greater opportunities for women and men to secure decent employment and income	Somalia

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SAF/00/02/UKM	Advisory and training support to the northern province roads agency for the introduction of labour-based methods in road rehabilitation works using private contractors	Apr. 2001	Mar. 2006	United Kingdom	Create greater opportunities for women and men to secure decent employment and income	South Africa
SAF/00/05/050	National programme on the elimination of child labour in South Africa	July 2000	Mar. 2006	United States	Promote and realize standards and fundamental principles and rights at work	South Africa
SAF/01/006/01	HIV/AIDS prevention management in micro- and small enterprises in South Africa	Jan. 2002	Mar. 2006	UNDP	Enhance the coverage and effectiveness of social protection for all	South Africa
SAF/01/50/FLA	Needs assessment in preparation of a proposed project on building the capacity of employers' organizations in the prevention of HIV/AIDS at the workplace (umbrella IT/01/M30/FLA)	Jan. 2002	Dec. 2004	Belgium	Enhance the coverage and effectiveness of social protection for all	South Africa
SAF/04/50/UKM	DFID contribution to the implementation of the expanded public works programme in the Limpopo Province	May 2005	May 2007	United Kingdom	Create greater opportunities for women and men to secure decent employment and income	South Africa
SAF/04/51/UKM	Implementation of the expanded public works programme in the Limpopo Province, support to the National Department of Public Works	May 2005	May 2007	United Kingdom	Create greater opportunities for women and men to secure decent employment and income	South Africa
SAF/04/53/SAF	Implementation of the expanded public works programmes in the Limpopo Province, South Africa through the Limpopo Department of Public Works	Feb. 2005	Feb. 2008	Government of South Africa	Create greater opportunities for women and men to secure decent employment and income	South Africa
SAF/04/54/SAF	Implementation of the expanded public works programme in the Limpopo Province, South Africa through the National Department of Public Works	Feb. 2005	Feb. 2008	Government of South Africa	Create greater opportunities for women and men to secure decent employment and income	South Africa
SAF/05/51/FLA	Capacity building for the delivery of gender-sensitive government services in South Africa	Jan. 2006	Dec. 2008	Belgium	Strengthen tripartism and social dialogue	South Africa
SAF/98/05/050	SIMPOC in South Africa – SAF/98/05/050	Jan. 1998	May 2004	United States	Promote and realize standards and fundamental principles and rights at work	South Africa
SAF/98/05/051	SIMPOC in South Africa – SAF/98/05/051	Jan. 1998	May 2004	United States	Promote and realize standards and fundamental principles and rights at work	South Africa
SAF/98/R51/01	Small enterprise and human development programme	July 1999	Mar. 2006	UNDP	Create greater opportunities for women and men to secure decent employment and income	South Africa

Code	Project title	Starting date	Completion date	Donor	Link to strategic objectives	Geographical coverage
SAF/99/003/01	Capacity building micro-save programme	Jan. 2000	Mar. 2006	UNDP	Enhance the coverage and effectiveness of social protection for all	South Africa
RAF/03/20/USA	Improving labour systems in Southern Africa (linked to RAF/01/M55/USA)	Jan. 2004	Jan. 2008	United States	Promote and realize standards and fundamental principles and rights at work	Southern Africa
RAF/03/52/USA	HIV/AIDS prevention education programmes in the workplace in Southern Africa (Umbrella INT/03/M19/USA)	May 2004	Apr. 2007	United States	Enhance the coverage and effectiveness of social protection for all	Southern Africa
RAF/04/59/USA	HIV/AIDS prevention education programmes in the workplace in Southern Africa – Phase II (umbrella INT/03/M19/USA)	Feb. 2005	Apr. 2007	United States	Enhance the coverage and effectiveness of social protection for all	Southern Africa
RAF/05/58/SID	HIV/AIDS prevention in the transport sector	Dec. 2005	Dec. 2009	Sweden	Enhance the coverage and effectiveness of social protection for all	Southern Africa
RAF/06/50/OPE	Mozambique and Zimbabwe: HIV/AIDS workplace policies and programmes	May 2006	Apr. 2008	OPEC	Enhance the coverage and effectiveness of social protection for all	Southern Africa
SAF/03/52/FLA	Developing a joint trade union-cooperative strategy to reduce poverty by creating decent jobs (SYNDICOOP)	May 2004	Mar. 2007	Belgium	Create greater opportunities for women and men to secure decent employment and income	Southern Africa
SAF/05/02/SWI	Enterprise-based competitiveness development in Southern Africa	Mar. 2006	Oct. 2007	Switzerland	Create greater opportunities for women and men to secure decent employment and income	Southern Africa
SAF/05/50/FLA	Jobs for unemployed and marginalized youth in South Africa	Jan. 2006	Dec. 2008	Belgium	Create greater opportunities for women and men to secure decent employment and income	Southern Africa
SUD/97/007/01	SUD/97/007 Nyala Idd el Fursan road rehabilitation	June 1997	Mar. 2006	UNDP	Create greater opportunities for women and men to secure decent employment and income	Sudan
SUD/97/01/CDF	Nyala Idd el Fursan road rehabilitation	June 1997	Mar. 2006	UNCDF	Create greater opportunities for women and men to secure decent employment and income	Sudan
TOG/00/51/FRA	Contribuer à l'abolition du travail des enfants au Togo	June 2000	Dec. 2007	France	Promote and realize standards and fundamental principles and rights at work	Togo

Code	Project title	Starting date	Completion date	Donor	Link to strategic objectives	Geographical coverage
TOG/03/50/USA	HIV/AIDS workplace education programme in Togo	Aug. 2003	Dec. 2006	United States	Enhance the coverage and effectiveness of social protection for all	Togo
TOG/04/01/MIL	Project d'appui à la réinsertion sociale des mineurs impliqués dans des activités illicites au Togo	June 2004	June 2007	PDM/MIL	Promote and realize standards and fundamental principles and rights at work	Togo
TOG/97/005/01	Project de réhabilitation d'infrastructures communautaires urbaines (PRICUR)	Jan. 1997	Mar. 2006	UNDP	Create greater opportunities for women and men to secure decent employment and income	Togo
UGA/00/02/UKM	Developing sustainable services for small enterprises in Uganda	Aug. 2000	Mar. 2005	United Kingdom	Create greater opportunities for women and men to secure decent employment and income	Uganda
UGA/02/01/UKM	Management support for business services market development project in Uganda	Sep. 2002	May 2006	United Kingdom	Create greater opportunities for women and men to secure decent employment and income	Uganda
UGA/03/01/SID	Investing in business information services: Developing radio programming and journalism targeting small businesses in Uganda	Dec. 2003	Dec. 2008	Sweden	Create greater opportunities for women and men to secure decent employment and income	Uganda
UGA/99/05/050	National programme on the elimination of child labour in Uganda	May 1999	Mar. 2006	United States	Promote and realize standards and fundamental principles and rights at work	Uganda
UGA/99/05/060	SIMPOC in Uganda	Mar. 2000	Mar. 2006	United States	Promote and realize standards and fundamental principles and rights at work	Uganda
URT/00/11/150	Country programmes in the United Republic of Tanzania	Jan. 1996	Dec. 2006	Germany	Promote and realize standards and fundamental principles and rights at work	United Republic of Tanzania
URT/00/11/151	Global Allocation Mini Programme in the United Republic of Tanzania	Jan. 1996	Mar. 2006	Germany	Promote and realize standards and fundamental principles and rights at work	United Republic of Tanzania
URT/01/50/USA	The time-bound programme in the United Republic of Tanzania	Sep. 2001	Dec. 2006	United States	Promote and realize standards and fundamental principles and rights at work	United Republic of Tanzania
URT/03/09/ECT	Eliminate child labour in the tobacco growing sector in Tanzania (ECLT – Elimination of Child Labour Foundation)	Sep. 2003	Mar. 2007	ECLT	Promote and realize standards and fundamental principles and rights at work	United Republic of Tanzania

Code	Project title	Starting date	Completion date	Donor	Link to strategic objectives	Geographical coverage
URT/05/50/USA	Support for the time-bound programme on the worst forms of child labour in the United Republic of Tanzania Phase II	Sep. 2005	Dec. 2008	United States	Promote and realize standards and fundamental principles and rights at work	United Republic of Tanzania
URT/43/224/11	Strengthening social dialogue for productivity	Mar. 2005	Apr. 2006	UNDP	Strengthen tripartism and social dialogue	United Republic of Tanzania
URT/52/712/11	Support to national employment policy and programmes "SUNEPP"	Sep. 2006	Aug. 2007	UNDP	Create greater opportunities for women and men to secure decent employment and income	United Republic of Tanzania
URT/98/03/URT	Appropriate technology advisory and training project – Phase II	Dec. 1998	June 2006	Government of the United Republic of Tanzania	Create greater opportunities for women and men to secure decent employment and income	United Republic of Tanzania
URT/98/12/041	Modular child labour survey and development database	Sep. 1998	June 2006	Norway	Promote and realize standards and fundamental principles and rights at work	United Republic of Tanzania
URT/99/01/URT	Implementation of the National Social Security Scheme	June 1999	Dec. 2006	Government of the United Republic of Tanzania	Enhance the coverage and effectiveness of social protection for all	United Republic of Tanzania
RAF/05/54/USA	Prevention and elimination of child labour in mining in West Africa	Sep. 2005	Dec. 2008	United States	Promote and realize standards and fundamental principles and rights at work	Western Africa
SIL/06/50/OPE	Sierra Leone: HIV/AIDS workplace programmes and policies	May 2006	Apr. 2008	OPEC	Enhance the coverage and effectiveness of social protection for all	Western Africa
ZAM/00/001/01	Technical support for the institutionalization of the peak performance programme	Jan. 2002	Mar. 2006	UNDP	ZMB000	Zambia
ZAM/03/01/SID	Development of business service markets for micro- and small enterprise in Zambia	June 2003	Dec. 2007	Sweden	Create greater opportunities for women and men to secure decent employment and income	Zambia
ZAM/04/01/ZAM	Support to roads department training school, labour-based activities 2004–05	June 2004	Dec. 2006	Norway	Create greater opportunities for women and men to secure decent employment and income	Zambia

Code	Project title	Starting date	Completion date	Donor	Link to strategic objectives	Geographical coverage
ZAM/04/02/UND	Rapid assessment of the impact of HIV/AIDS on the informal sector	Apr. 2005	Dec. 2007	UNDP	Enhance the coverage and effectiveness of social protection for all	Zambia
ZAM/04/50/USA	Combating trafficking in Zambia	Sep. 2003	Mar. 2006	United States	Promote and realize standards and fundamental principles and rights at work	Zambia
ZAM/06/03/ZAM	Technical support and advisory services to the small-scale community access sub-component of the roads sector programme support in 2006	Apr. 2006	Mar. 2007	Republic of Zambia	Create greater opportunities for women and men to secure decent employment and income	Zambia
ZAM/06/04/FIN	Technical support and advisory services to the small-scale community access contribution from Finland	May 2006	May 2007	Finland	Create greater opportunities for women and men to secure decent employment and income	Zambia
ZAM/06/05/EEC	A study to establish the scale and nature of child trafficking in Zambia	July 2006	Dec. 2006	European Union	Promote and realize standards and fundamental principles and rights at work	Zambia
ZAM/06/50/USA	Support to development and implementation of time-bound measures against the WFCL in Zambia	Sep. 2006	Mar. 2010	United States	Promote and realize standards and fundamental principles and rights at work	Zambia
ZAM/90/01/FIN	Labour-based road rehabilitation and maintenance, Lusaka Province	Feb. 1991	Dec. 2005	Finland	Create greater opportunities for women and men to secure decent employment and income	Zambia
ZAM/97/002/01	Sustainable Lusaka programme	Jan. 1997	Mar. 2006	UNDP	Create greater opportunities for women and men to secure decent employment and income	Zambia
ZAM/98/01/ZAM	Training and advisory services in labour-based technology (Phase II)	Feb. 1999	Mar. 2006	Norway	Create greater opportunities for women and men to secure decent employment and income	Zambia
ZAM/99/05/050	SIMPOC in Zambia	Sep. 1999	May 2004	United States	Promote and realize standards and fundamental principles and rights at work	Zambia
ZAM/99/05/051	SIMPOC in Zambia	Sep. 1999	Dec. 2003	United States	Promote and realize standards and fundamental principles and rights at work	Zambia
ZAM/99/05/060	National programme on the elimination of child labour in Zambia	Sep. 1999	May 2004	United States	Promote and realize standards and fundamental principles and rights at work	Zambia
ZIM/02/01/DAN	Research on the increased application of labour-based methods through appropriate engineering standards in Zimbabwe	Aug. 2002	Mar. 2006	Denmark	Create greater opportunities for women and men to secure decent employment and income	Zimbabwe

Code	Project title	Starting date	Completion date	Donor	Link to strategic objectives	Geographical coverage
ZIM/05/01/UKM	Strengthening of the Zimbabwe HIV and AIDS response programme	Apr. 2005	Mar. 2007	United Kingdom	Enhance the coverage and effectiveness of social protection for all	Zimbabwe
ZIM/05/02/AUT	Sustainable business development services for micro- and small enterprises	July 2005	Dec. 2006	Austria	Create greater opportunities for women and men to secure decent employment and income	Zimbabwe
ZIM/99/02/AUT	Sustainable business development services for micro- and small enterprises in Zimbabwe	June 2001	June 2006	Austria	Create greater opportunities for women and men to secure decent employment and income	Zimbabwe

A.2. ILO offices in Africa

