

## AUSTRALIA – ILO TECHNICAL COOPERATION OVERVIEW OF PROGRESS TOWARDS DECENT WORK



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## 1. Introduction

The ILO's Member States, including Australia, make assessed contributions to deliver on its global mandate to promote labour standards and fundamental principles and rights at work, to generate employment opportunities, and to extend social protection and social dialogue, while promoting gender equality. As a Member State, Australia has contributed to the overall goal of decent work for all.

Australia also works with the ILO on technical cooperation programmes that support the application of the Decent Work Agenda and the achievement of the Millennium Development Goals in selected countries. Such cooperation takes place through the two-phase Australia/ILO Partnership Agreement 2010–2015, and through individual cooperation agreements negotiated with the country offices of the Australian Agency for International Development (AusAID).

## 2. Partnership

The five-year Partnership Agreement between the ILO and the Government of Australia was signed in April 2010 to promote employment and decent work in the Asia and Pacific region. A review of the Partnership Agreement and its project activities was carried out by the Government in the spring of 2012. In the second phase, the agreement provides AUD 12.87 million in fresh funding for the Better Work Programme for the period 2013-2015, continued support to the Pacific Growth and Employment Plan, as well as continued support for the Asia regional TRIANGLE programme.

In keeping with the ILO's inclusive tripartite structure, the Partnership Agreement was developed in consultation with the Australian Council of Trade Unions, the Australian Chamber of Commerce and Industry and the Australian Industry Group.

The Australian Government and the ILO are committed to building awareness and understanding of the Partnership, including through a joint communication plan continued into the second phase of the Partnership. Communication products include a specific website for Australia–ILO cooperation in the region,<sup>1</sup> which features a number of promotional videos, news items and press releases. Highlights on specific projects include the following:

- In Indonesia, three radio shows on Green Jobs in sustainable tourism were aired in 2011. Themes included: (i) Promoting GJ in tourism; (ii) Towards green development and a green programme; and (iii) Skills training for GJ. A further radio show was aired on 31 May.
- In Papua New Guinea, in April 2011 Radio Australia 'Pacific Beat' broadcast a news article about the ILO-facilitated PNG study tour in Australia.
- In Samoa mentoring work under the Labour Governance and Migration project was covered in the May Newsletter of the South Pacific and Oceanic Council of Trade Unions. Local television also covered the launch of the project and raised awareness of the governance Conventions.
- In Sri Lanka press clipping and media coverage have been regularly updated (quarterly) since the Green Jobs Asia project started. A creative writer was enlisted to document work-in-progress on Green Jobs – 2 articles were published in the local newspapers on 27 and 29 April 2012. Green jobs project featured in national newspaper on the occasion of World Environment Day (both in

<sup>1</sup> [http://www.ilo.org/asia/WCMS\\_159330/lang--en/index.htm](http://www.ilo.org/asia/WCMS_159330/lang--en/index.htm)

English and Sinhala). The training provided for leaders of the Upcountry Workers Front (TU training programme) was featured in three local newspapers (in Tamil).

- In Vanuatu, a video showcasing the Labour Governance and Migration project's work with constituents to take forward the Employment Relations Bill was released at the ILO Asia Pacific Regional Meeting.<sup>2</sup>

## Better Work

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In 2012 the Better Work programme embarked on the third stage of its strategy, the main focus of which is scale. The programme's vision is to improve the lives of at least 3 million workers; to achieve sector-wide sustainable improvements in adherence to labour law; to be the partnership of choice for constituents and buyers; and to adjust the model to better service more factories. The global programme and country programmes are now implementing this strategy together with their partners and constituents in order to reach a scale that will help change the way business is done in global supply chains.

Australia's contribution to Better Work enables the programme to carry out this strategy, develop, test and implement a revised business model in country programmes, reach out to more factories, including in related sectors such as footwear, and to work with our national and international partners to extend the programme's impact beyond the direct services delivered in individual factories.

**Better Factories Cambodia (BFC):** Cambodia's economy is highly dependent on the garment sector, which is the country's single largest industry and accounted for almost 90% of exports in 2012. The mandate of the BFC programme is to help build the economy by performing assessments in factories based on Cambodian labour law and internationally recognized labour standards and to help improve working conditions and productivity through advisory and training services.

There is strong evidence showing the positive impact of BFC on workers' lives and on Cambodian apparel businesses. In the ten years since BFC's establishment, employment in the apparel sector has increased threefold. Compliance with labour standards has continued to grow, together with employment and exports, even as the unit value of apparel has fallen. Once factories make the decision to become compliant, they rarely fall back into non-compliance, particularly on ILO core labour standards. Finally, Cambodian households that include one garment worker earn 36% more than the national average income for similar households with no garment worker. The gender wage gap in apparel has also decreased by more than half, down to 17% in 2007.

Over the next few years BFC will maintain its core assessment services in the garment sector while channelling more efforts and resources to address the root causes of non-compliance practices, sustain positive changes, influence people's behaviour, address policy issues and thereby influence the country's labour environment in formal economies. To this end, BFC will be implementing a multi-pronged strategy, which is articulated around the following components: i) to expand the scale of BFC operations to cover the footwear sector and sub-contractor factories in the garment sector; ii) to strengthen assessment/monitoring quality and broaden training and advisory service offerings with a view to focusing on the impact of interventions; iii) to accelerate change and influence stakeholders'

<sup>2</sup> <http://youtu.be/zGsAFOWORQE>

behaviour; and v) increase BFC's financial viability as well as national constituents' institutional sustainability.

BFC's activities for the coming years include –

- *Public disclosure:* BFC intends to pilot a transparency initiative which aims to publicly release a limited amount of compliance information obtained through factory assessments. It is envisaged that the spotlight of public attention will result in improved factory conditions.
- *Worker mobile phone communications:* BFC will develop its worker mobile phone project called Kamako Chhnoeum, or Outstanding Worker. The data from this project will supplement compliance data that BFC monitors collect.
- *Labour inspection:* collaboration with the Labour Inspectorate, for example, developing a format for a brief report on perennially non-compliant factories that can become the focus of the labour inspector's work. Furthermore, BFC proposes to coordinate a Cambodia-led international meeting of national labour inspectorates from ASEAN countries including Vietnam, Thailand and Indonesia.
- *Advisory services and new industries:* BFC is exploring the possibility of increasing its financial sustainability by providing un-subsidised advisory services to industries outside of garments and footwear. In particular, there are all sorts of other factories and light industry entering and developing in Cambodia, such as electrical and electronics, bicycles and mopeds, and sewing machine production, which can be potentially interested in BFC services and products.

**Better Work Vietnam (BWV):** Over three years the Better Work programme in Vietnam has scaled up operations and is now active in 194 factories employing 230,000 workers, of which 75% are women. Like other Better Work programmes, BWV aims to improve working conditions and competitiveness in garment factories. The programme measures compliance with labour laws in factories and supports worker-management committees to address and fix non-compliance issues. This approach helps to create a new culture of social dialogue on the factory floor, where managers and workers can discuss issues and work together to find solutions.

In Vietnam this approach has informed revisions of labour law which came into effect on 1 May 2013 and include a new regulation on social dialogue that requires bipartite committees in all enterprises. This important legal change demonstrates the synergies that the Better Work programme and the ILO have created with respect to supporting constituents in the labour law revision process. It also reflects how Better Work, together with its partners, can extend influence beyond factories and even the sector in which it works.

### **Impact results**

Using the impact baseline established between 2009 and 2011, a second round of data collection began in 2011. This data includes both manager and worker surveys. The second round of worker surveys reveals that the concerns of workers on issues such as excessive overtime and their working environment remain the same. However, there are important other impact findings, including –

- An increased number of workers securing indefinite or open-term contracts, which means greater job security;
- Workers remitting larger sums of money to their families over time. This can have a direct impact on the well-being of family members, as over one-third of families in both the baseline and follow up measurement spend remittances on essential items like food and clothes;
- A considerable reduction in the numbers of workers who see supervisors as an obstacle to their success at work.

The manager surveys also identify possible positive implications of participation in the Better Work programme, including –

- factories have addressed their labour management challenges by introducing new grievance procedures and worker committees: these strategies remain the top two human resource management innovations at the time of the second data collection;
- the capacity utilization rate has increased on average among factories enrolled in Better Work Vietnam, with all factories operating above 70% of capacity in the last quarter;
- between the first and second data collection, there was a 47% increase in the proportion of managers of factories enrolled in Better Work Vietnam who report they are the preferred supplier of their most important customer.

### Next steps

In increasing the impact and the scope of its strategy, Better Work Vietnam plans the following:

- to expand services to northern Vietnam to reach out to more factories. The programme will set up a second office in Hanoi to service these factories effectively;
- to test the revised business model, which foresees a more integrated approach with the social partners and greater factory ownership on compliance and social dialogue on factory-level labour issues;
- to pilot environmental assessment by using an external partner;
- to assess the feasibility of expanding into the footwear sector.

**Better Work Indonesia (BWI):** In Indonesia an estimated total of 2,900 enterprises in the garment industry, the third largest employer in the manufacturing sector, employ about 500,000 workers, of whom 80% are women. Better Work Indonesia became operational in August 2010 and aims to reach 50–60% of apparel export enterprises in Indonesia as part of global supply chains in the next four years. The programme has so far received 73 factory registrations for its assessment/advisory bundled services, covering over 125,000 workers. A mid-term review of the programme in early 2012 has reaffirmed the validity of the programme design, as well as the relevance of the programme implementation.

The results of the first factory assessments have informed the programme’s approach and strategy on how to work with factories in dealing with areas with higher rates of non-compliance. One of these areas is discrimination on the basis of disability. Better Work Indonesia has established guidelines for employers in recruiting and employing people with disabilities in the workplace. This has resulted in factories coming into compliance with legal requirements. In addition, it contributes to a shift in thinking in that employers now perceive the value that disabled workers can add to their business.

Another focus area of the programme is sexual harassment. The Better Work Indonesia baseline study revealed that a large number of workers are concerned about sexual harassment in the workplace. As a result, the programme has



developed guidelines for the prevention of workplace harassment and has raised awareness in factories and among factory managers on this issue. In addition, the programme has used social media to educate workers. Through these activities, Better Work Indonesia encourages factory management and workers to work together in creating a positive working environment.

### Next steps

- To expand the outreach of the programme to other parts of Java, where the production is moving too. To this end, the programme will establish small hubs in three locations.
- Further roll out of an SMS-based grievance system for factories and brands.
- To test environmental services as part of service delivery to factories.
- To implement a sustainability strategy: the programme foresees moving the delivery of core services to factories to a new independent entity with solid quality control mechanisms in place.

**Better Work Development in Bangladesh:** The ready-made garment (RMG) sector in Bangladesh has experienced exponential growth since the 1980s and has emerged as the second biggest earner of foreign currency. The sector provides employment to around 3.5 million Bangladeshis in its almost 6,000 factories. An overwhelming number of workers in this sector are women.

Following a joint feasibility study undertaken in 2011 by ILO and IFC, Better Work developed a design for a possible Bangladesh country programme in 2012. This process included study tours to Better Work Vietnam and Indonesia to ensure stakeholders fully understood Better Work and could participate in the design process.

The design phase identified the critical importance of an enabling environment in which Better Work can succeed, including adequate freedom of association to allow for meaningful participation by workers at the factory level and tripartite oversight of the programme. The ILO is supporting the Government in the revision of the labour law to comply with respect for the fundamental rights to freedom of association and collective bargaining and to cover occupational safety and health, which, if achieved, would also pave the way for the launch of a Better Work programme.

The project has achieved the following outputs:

- During 2013 Better Work has used its expertise with the global garment industry to support IFC and ILO in their institutional responses to build capacity within national institutions for better fire and building safety.
- A design has been developed for the Better Work programme in Bangladesh which is fully supported by stakeholders.
- Initial international buyer support has been secured and buyer-supplier relationships have been mapped.

### Mekong Region: Tripartite Action to Protect Migrant Workers from Labour Exploitation

The project on **Tripartite Action to Protect Migrants Workers in the Greater Mekong Sub-region from Labour Exploitation (the GMS TRIANGLE project)** aims to strengthen the formulation and implementation of recruitment and labour protection policies and practices and to ensure safer migration, resulting in decent work. The project is operational in six countries: Cambodia, Lao PDR, Malaysia, Myanmar, Thailand and Vietnam.



In each country ILO constituents (the government, and workers' and employers' organizations) are engaged in strengthening policy and legislation, building the capacity of stakeholders and providing services to migrant workers.

The GMS TRIANGLE project is on course to reach its targets under the three objectives. The project is firmly established as a trusted and competent partner in the provision of technical support for the development of legislation and policy documents in six countries, in the design and delivery of capacity building tools for ILO constituents, and in the provision of support services to over 21,000 migrants and potential migrants.

### Main achievements so far –

#### In the first 3 years of the TRIANGLE project –

- **10,692** people in Cambodia, Lao PDR and Vietnam and **4,324** migrants in Malaysia and Thailand have received counselling, information, education and training on safe migration and rights at work
- **3,517** migrants in Cambodia, Malaysia and Thailand have received legal assistance
- **2,644** migrants in Malaysia and Thailand have joined trade unions, migrant networks and associations
- **42%** of project beneficiaries – for whom sex-disaggregated data has been collected – are women.
- **686** government officers have received training at central level, **39%** are women
- **3,795** public officials at the provincial and local levels have received training, **31%** are women
- **18** civil society organizations supported in providing services to migrant workers and building capacity

In Cambodia and Vietnam the project is supporting the development of regulations on sending workers abroad. These focus mainly on the regulation of recruitment practices – related to the development of standard contracts, the provision of pre-departure training, complaints mechanisms, etc. In Thailand detailed technical inputs have been made on ministerial regulations on work in fishing and domestic work, and advocacy is ongoing on the regulation of brokers placing migrant workers and facilitating the registration process.

To ensure more effective implementation of laws and policies, the project has conducted an assessment of the capacity of labour migration institutions in Cambodia, Lao PDR and Vietnam. Sustained efforts to enhance understanding of

migrant labour issues are beginning to demonstrate results. Government officials at various levels are discussing more clearly their roles in the regulation of recruitment activities and protection of migrant workers as a result of a better understanding of national legislation and international standards. In Lao PDR an operations manual has been drafted to clarify and streamline the process of migration in cooperation with the labour, foreign affairs and immigration authorities.

In Thailand and Malaysia the project has conducted training courses for labour inspectors, and has shared international standards and good practices. The project is also working to improve complaints mechanisms by increasing the number of grievances lodged at local level, and at the same time improving the national level systems for receiving and responding effectively to complaints. In addition, in Malaysia a series of consultations has begun among labour attachés and consular officials to improve understanding of laws and procedures and improve cooperation both internally and with social partners.

Trade unions are playing a bigger role in the protection of migrant workers. The project has assisted trade unions in five countries to adopt detailed action plans on the protection of migrant workers. MOUs and joint activities are being discussed to strengthen collaboration between trade union partners in Thailand and trade unions in Cambodia and Lao PDR; and between the Malaysian Trades

Union Congress and the Vietnam General Confederation of Labour. Trade unions in countries of origin and destination are running migrant worker resource centres, providing information and legal assistance, and organizing women and men migrants and potential migrants.

To enhance self-regulation, the project works with industry associations in developing and monitoring the implementation of codes of conduct. The Vietnam Association of Manpower Supply (VAMAS) has completed the pilot phase of monitoring its code of conduct and ranking of agencies. The National Fisheries Association of Thailand (NFAT) has also drafted a code of conduct for its members. Good Labour Practice Guidelines for the fishing sector are also under development with the Department of Labour Protection and Welfare, the Department of Fisheries and NFAT.

In Thailand and Malaysia the project is leading a joint campaign to promote understanding among migrant workers. The campaigns aim to raise public awareness of the issue of migrant workers, including their contribution to the Thai economy and society, and their right to equal protection under the law. The campaign is based on a TRIANGLE-commissioned survey on public attitudes towards migrant workers conducted in Malaysia and Thailand.

Access to support services for women and men migrants has increased dramatically since the inception of the project. Dedicated services are now available at pre-departure stage, complaints can be received through MRCs and other supported service providers, and communications materials are being distributed in migrant communities that increase knowledge of and dialogue on rights and encourage self-protection. The development of the MRC Operations Manual has helped to guide the delivery of rights-based support services to potential migrants, migrant workers, and family members.

In synergy with the ASEAN TRIANGLE project (Canadian-funded), the project has enhanced ASEAN regional cooperation on protection of the rights of migrant workers through various platforms. For example, technical assistance was provided to the drafting committee of a regional instrument on the protection of migrant workers. ILO continues to support the ASEAN Forum on Migrant Labour, which is unique among ASEAN events in its engagement of tripartite constituents plus representative civil society organizations. A draft resolution of the ASEAN Inter-Parliamentary Assembly Session on the Protection of Migrant Workers features ILO standards and principles on migration.

## **Pacific Growth and Employment Plan**

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The Pacific Growth and Employment Plan in Papua New Guinea (PNG) and Vanuatu (AUD 1.2 million) commenced on 1 August 2012. The Australian Foreign Minister, Senator Bob Carr, formally launched the project at Parliament House, Canberra, on 27 November 2012. The project has engaged with stakeholders and developed an action plan that will guide the in-country work that is to commence in August 2013. Social partners and in-country employer workshops are planned for September–October 2013.

The template for the Action Plan emerges from the workshops conducted with stakeholders from the transport and tourism sectors in the target countries. The template format allows country- and sector-specific actions and responses while ensuring attention to key policy areas and maintaining standardized reporting and measurement.

### **Main achievements so far –**

- Key stakeholders' opinions were gathered to guide development of the industry-led action plans. The consultation workshops were hosted on 21 February and 25 March 2013. The outcomes of

the workshops give good grounds to consider that the project will deliver jobs, and thereby social protection and poverty alleviation.

- The literature review and initial data collection for the project, and the report from the workshops, were presented to a Conference of the 13 Oceania countries on 24 April 2013.

### 3. Overall Cooperation Update

#### Pacific: Labour Governance and Migration

The Pacific region's **Labour Governance and Migration** project (AUD \$1.05 million), commenced in October 2010, and has made good progress towards revising labour laws in Kiribati, Papua New Guinea, Samoa, Tuvalu<sup>3</sup> and Vanuatu, to build greater consistency with international labour standards.

By establishing fair and equitable frameworks that facilitate labour market participation through labour law reform and economic development outcomes for temporary migrants, the ILO targeted social exclusion – one of the leading causes of poverty in the Pacific region.

A review of Pacific island countries' participation in New Zealand's Recognised Seasonal Employer (RSE) Scheme and Australian Seasonal Work Programme was completed as a precursor to in-country engagements on options for improving reintegration services to support the economic development potential of seasonal workers when they return home. As follow-up, the project assisted Vanuatu to identify appropriately targeted reintegration services for returning migrants under the New Zealand and Australian seasonal work schemes.

#### Main achievements on include –

- In **Vanuatu** new legislation to give effect to the ILO's Tripartite Consultation (International Labour Standards) Convention, 1976 (No. 144) passed into law, and a new Tripartite Labour Advisory Council was formally launched in May 2011. A draft Employment Relations Bill with ILO technical inputs was handed over to the Vanuatu Tripartite Labour Advisory Council for consideration in May 2012. Vanuatu also submitted two of its first ever reports on core Conventions it has ratified
- In **Samoa** technical inputs were submitted by the project on the Labour and Employment Relations Bill, which was eventually enacted after the close of the project in March 2013. The Samoan Government, with technical assistance from the ILO, also submitted its first ever reports on the eight core ILO Conventions, which it has ratified, and has since continued to submit reports.
- In **Papua New Guinea**, a situational analysis of employment policies was completed to strengthen the implementation of ILO Convention 122 on Employment Policy. This was followed by a tripartite "plus" validation seminar and resulted in agreement to develop a new National Employment Policy. The project also prepared a draft Bill to revise the Employment Act in Papua



<sup>3</sup> Tuvalu technical cooperation relates only to capacity building for tripartite constituents of services for returned migrant workers (e.g. and not Labour Governance aspects).

New Guinea, which will be the subject of tripartite consultation with technical input from the ILO. The Bill was not finalized at the time of the project's closure.

- In **Kiribati** mentoring by New Zealand employers and unions has assisted the social partners to develop policy positions on labour law reform. Following tripartite discussions on policy priorities, a draft Bill to revise labour laws in Kiribati was prepared by the ILO and underwent consultation with constituents. At the time of the project's closure, the Bill was undergoing a final technical review by the ILO.

### **Pacific: Strengthening Labour Migration Management in Papua New Guinea and Nauru**

In the context of the Australian Seasonal Worker Programme (SWP), the project will begin implementation in July 2013 (AUD 227,352). SWP has the potential to provide a triple-win situation with benefits to employers, migrant workers and countries of origin and destination. The overall objective of this programme is to ensure that migration processes from Papua New Guinea and Nauru to Australia through the Seasonal Workers Programme facilitate safe and timely recruitment and preparation of workers, and contribute to country development objectives and SWP outcomes. The project aims to achieve its objective through an intensive capacity building programme to support participating governments in formulating and implementing migration law and policy, in organizing recruitment and pre-departure processes, preparing migrants' return and reintegration, and marketing the SWP among Australian employers.

In order to achieve the project's objective, three key areas of work are envisaged –

- Improving the capacity of the Government of Papua New Guinea and Government of Nauru to formulate and implement migration law and policy to protect the rights of migrant workers during recruitment and while overseas. An analysis of current overseas employment legislation and procedures will be undertaken to assess the need for developing or revising labour legislation.
- Developing and putting in place systems and mechanisms for the recruitment of seasonal workers and the provision of support services prior to departure. Technical assistance will be provided to ensure the quality of information dissemination, recruitment, pre-departure orientation, information and return and re-employment services. This will involve capacity building of migration units, including the development of manuals, processes and training.
- Increasing visibility, communication and links between the governments, social partners and communities in Papua New Guinea and Nauru, and Australian employers to raise uptake in the SWP.

### **Timor Leste: Youth Employment Promotion Programme**

The **Youth Employment Promotion Programme (YEPP)** (AUD 2.25 million) supports initiatives by the Government of Timor-Leste to enhance skills training for young people and to expand their employment opportunities as they enter the labour force. The Programme was designed to assist the Secretary of State for Vocational Training and Employment (SEFOPE) in the preparation and implementation of tools and programmes in the areas of training, entrepreneurship development and labour-



intensive works to facilitate the productive access of young women and men to the labour market. Funded by AusAID since its launch in 2008, the Programme carries out its work in all 13 districts of Timor-Leste and has already assisted an estimated number of more than 100,000 people, 50% of them young women and men in the 15-29 age groups.

The YEPP has made a significant contribution to the development and implementation of a national market-driven TVET training system in Timor-Leste –

- Approximately 6,200 people (83% youth and 42% women) have graduated from training courses since the beginning of 2011, including non-accredited vocational training, business training, and on-the-job training.
- Sixteen training providers have to date been registered in Timor-Leste under the registration and accreditation standards developed with YEPP assistance. From this group, eleven have now received accreditation by INDMO to deliver national qualifications in international standards. For the first time in Timor-Leste, in 2012 nationally accredited training providers are delivering national qualifications at foundation level, and levels I and II to Timor youth in the areas of tourism and hospitality, administration, finance and construction trades.
- With Australian support, a National Qualification Framework has been approved for various technical and vocational education subjects. For the first time in 2012, young Timorese people can access nationally accredited TVET training. They have the opportunity to select from training in the automotive and construction trades, administration and finance, as well as tourism and hospitality.
- Since 2008 Australian funding has created short-term jobs in public works for approximately 78,000 people, mostly youth, providing them with important livelihood assistance and helping to maintain over 2,600 kilometres of roads.
- Since 2008 over 20,000 unemployed people have been assisted by Timorese employment counselling services with Australian support.
- Since 2008 around 5,000 people, most of them young men and women, have participated in various types of skills development programmes supported by Australia, making them better prepared to get jobs and support their families.

The TLNQF is jointly implemented by the National Agency for Academic Assessment and Accreditation and by the National Labour Force Development Institute (NDMO), established with the support of YEPP.

So far INDMO, working through Industry Sub-Commissions, has endorsed over 230 industry-relevant competency standards and certified 27 national qualifications and certificates across 7 industry areas.

### Timor Leste: Roads for Development (R4D)

This project started in March 2012 for a period of 4 years and has been designed as the main donor-funded programme that supports rural roads development and maintenance in Timor-Leste. AusAID has contributed US\$ 31.6 million to R4D and the expected contribution of the Government of Timor-Leste is not less than US\$ 20 million.



The project's main objectives will be pursued by a combined strategy of direct investment in road works and supporting the Government of Timor-Leste (GoTL) to plan, budget and manage rural road works. Support to GoTL will consist of policy dialogue, technical advice and capacity development.

The programme, running from March 2012 to February 2016, has initiated a number of key activities which have been discussed and agreed upon between the Directorate of Roads, Bridges and Flood Control (DRBFC) of the Ministry of Infrastructure and ILO technical assistance staff. A key principle in R4D's approach is that its operations will be integrated physically (office locations) and functionally within the structure of DRBFC.

### **Achievements so far**

- As at 1 June 2013, 37 contracts have been awarded to local civil construction contractors for a total value of US\$ 9.3 million for the full rehabilitation of 13 rural roads in the districts of Oecusse, Manufahi, Bobonaro, Covalima, Aileu, Baucau and Lautem. The total length of these roads is 90 km.
- In addition, 27 contract packages were prepared, with a total estimated cost of US\$ 2.5 million, for the basic rehabilitation of 20 rural roads with a total length of 150 km in Oecusse, Manufahi, Bobonaro, Aileu, Baucau and Lautem District. Tenders for these 27 packages will be launched during the first half of June 2013.
- Apart from the progress in physical works, R4D is training involved MPW staff and local contractors in the various aspects of planning, designing, estimating, tendering and implementation of works.

### **Timor Leste: Training and Employment Support Programme (TESP)**

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The Training and Employment Support Programme (TESP) is designed to facilitate economic development in Timor-Leste and to support employment growth, through the development and delivery of demand driven skills training. It is planned to run between 1 January 2013 and 31 December 2014 with a budget of USD 12,114,048. The TESP follows on from, and builds upon, the important ground work completed under YEPP 2008- 2012.

#### **Planned Achievements –**

Closely connected to both the Technical and Vocational Education Plan (TVET Plan 2011-2030) and the National Employment Strategy, TESP will aim to achieve five main outcomes:

- Improve the TVET and employment policy environment
- Improve labour market information and workforce planning and projection
- Expand the delivery of industry-relevant competency-based qualifications in priority sectors
- Improve links between investment in training and the growth of selected priority economic sectors
- Strengthen links between employment services and the labour market at district level.



## Indonesia: Women in Leadership: Access to Employment and Decent Work

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The Women in Leadership project improves equality in employment and labour market outcomes for women in Indonesia through strategies that reduce barriers to formal employment and address discrimination in employment for women. project interventions are designed to support sustainability beyond the life of the project and to enable scale-up and replication of pilots. The project is also grounded in a rights-based approach to women's social and economic development.

The eight-month preparatory phase started on 18 June 2012 (budget USD 528,317) and will be the foundation for the implementation phase, which will run until 31 July 2016. Main activities throughout this period include:

- Research on barriers to formal-sector employment for women; discrimination in employment; pay equity; and policy and legislation to identify key entry points for the second phase of the project.
- Capacity building of government partners, trade unions, employers and civil society organizations at national and local level in target provinces;
- Consensus building and dialogue among key stakeholders to develop appropriate interventions that address core challenges to women's access to and equality in employment;
- Policy advice aimed at legislative and programme reform to address gaps in provisions and government programmes.

The first part of the implementation phase has just started, with the goal of implementing four pilot programmes. The budget for 2013 is USD 1,482,288. It will provide technical assistance for the following –

- to strengthen conditions of work and social protection for women working in micro and small enterprises;
- to strengthen the organization, leadership, representation and access to services, better working conditions and social protection for homeworkers; employers to support decent work for women and substantive equality in terms of labour market outcomes;
- women's cooperatives and groups to provide accessible childcare services and other facilities to enable poor women to remain in employment or return to employment after childbirth.



## Indonesia: Women have improved access to employment and decent work in conditions of equality

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This project, part of the Access to Employment and Non-Discrimination component of AusAID's MAMPU Programme (Maju Perempuan Indonesia untuk Kesejahteraan dan Keadilan) takes an institutional approach and a multiplier strategy to strengthen women's access to employment and decent work in Indonesia in partnering with various national institutions and organizations in Indonesia. The project focus is set on strengthen working conditions of home-based women workers – both those homeworkers in the putting-out system and home-based women-run micro and small enterprises (MSEs). Phase I (2013–2016), will run with AusAID support of USD 1,482,288 for 2013. At

the national level the project provides direct technical assistance through data collection, research and analysis, policy advice and support for programme development and awareness-raising on specific issues related to homeworkers, women-run micro and small enterprises and discrimination in employment.

The main areas of intervention are taking place through a series of pilot projects:

**Pilot 1 - Strengthening the conditions of work and social protection of women working in MSEs:** The project is supporting the social and economic empowerment of women-run MSEs, based on strategies to facilitate business growth, working through pilot programmes with the National Programme for Community Empowerment funding and community empowerment mechanisms, which build the capacity of local business development service providers. Interventions to reduce entry and operating costs in the formal sector are being pursued for women-run MSEs, with particular emphasis on strengthening MSEs' ability to engage in productive employment relations and to comply with labour and social protection standards for workers.

**Pilot 2 - Strengthening the organization, leadership, representation, better working conditions and social protection for homeworkers:** The project is increasing the visibility of homeworkers and implementing strategies to address the challenges faced by homeworkers in the putting-out system, as well as strengthening civil society organizations' (CSOs) institutional capacity as partners, notably their ability to organize and represent homeworkers and to expand their network and support to homeworkers to improve their conditions of work and social protection.

**Pilot 3 - Strengthening employers' capacity to support decent work for women and promote substantive equality in terms of labour market outcomes:** The project is partnering with Apindo and international buyers to strengthen women's equality in employment, in particular to improve the working conditions of women in the putting-out system. In the first year, together with Apindo and international buyers, guidelines for employers will be developed and implemented to improve understanding of their responsibilities vis-à-vis homeworkers and to strengthen compliance with national law. Apindo will also provide capacity building support to SMEs using the putting-out system to support business improvement and growth, as well as better employment relations, and improve conditions of work for homeworkers. Subsequently innovations to encourage women's participation and promotion in employment will be supported with Apindo.

**Pilot 4 - Strengthening women's groups' capacity to provide accessible childcare services to enable poor women to remain or return to productive employment:** Establishing childcare services offers an opportunity to address tangible barriers to employment for women. The project is pursuing the development of a community model for childcare, which will also generate employment for (mostly) women. This pilot is integrating with and working in collaboration with national community empowerment programmes and Child Friendly Cities initiatives. The focus of the pilot is developing community-based structures and models for childcare that will enable poor families in the community to access facilities and services.



### **Philippines: the Post-Typhoon Bopha Job Creation and Livelihood Improvement Project**

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The Post-Typhoon Bopha Job Creation and Livelihood Improvement Project (AUD 900,000) is implemented in the province of Davao Oriental in eastern Mindanao, which was hit by typhoon Pablo (Bopha). Jointly administered by AusAID, the ILO, the Food and Agriculture Organization (FAO), the United Nations Fund for Population Activities (UNFPA) and government agencies, the project will assist over 1,000 families to have immediate income through emergency employment, and help them transition to longer-term and more sustainable jobs through further reconstruction work in the affected areas. The project will also take into account environmental protection and conservation.

This initiative is the extension of AusAID's earlier grant of A\$300,000 to help provide livelihood recovery initiatives for communities in Baganga, with which the ILO immediately mobilized its own resources, and received support from partners to implement emergency employment creation and livelihood development programmes, including cash-for-work and road rehabilitation projects, as well as support to indigenous communities.

**Main achievements:** The partnership will help create jobs, improve earning opportunities, and promote sustainable agricultural livelihoods using local resources in the municipalities of Boston and Cateel. This project is in its early stages but it will build on experience from earlier successful ILO/AusAid post-disaster initiatives, such as community-based emergency employment and reconstruction support to areas in Cagayan de Oro and Iligan, cities that were badly hit by Tropical Storm Sendong (Washi) in 2011.



### **Sri Lanka: Local Empowerment through Economic Development (LEED)**

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The Local Empowerment through Economic Development (LEED) project (AUD 3,390,000) was launched in Sri Lanka in January 2011 for a three-year period. The project promotes inclusive economic development and growth by creating decent jobs for all and ensuring sustainable livelihoods.

The approach to date has been pragmatic, conflict-sensitive, inclusive, based on sound development principles and in the knowledge that there is “local capacity”. Various activities have been used in the implementation, which addresses key constraints and opportunities, inter alia as entry points in which to build credibility and gain the trust of local partners: cooperatives, chambers of commerce, government departments and divisional and district secretariats, etc.

**Main achievements so far include –**

- In the **paddy sector**, providing assistance to re-establish local milling capacity for small and medium-sized cooperative mills: to date three medium-scale and six small mills have been reopened or upgraded in Vavuniya, Karachi and Kilinochchi District.
- To improve rice production and to retain incomes within the division, traditional home-based rice parboiling was identified as a suitable intervention for employment creation and income generation that could support poor families. Some 36 small paddy parboiling units at household level have been supported and linked to the on-going small mill support projects. Total investment in the Paddy Sector is approximately USD 700,000.
- In the **fisheries sector**, with support from the LEED project, two boatbuilding yards have been established with the federations of fishery cooperatives in Mullativu and Kilinochchi. A third yard is set to open in April 2013 in Mullativu. It has already received orders for 70 boats. In the pipeline is the prospect of a fishery development and conservation plan, which will involve investments in crab banks, education and new technology, such as crab traps that reduce wastage.
- In the **construction sector** efforts are underway to construct 90,000 houses over the next five years. The ILO LEED project will focus on developing local building suppliers so as to optimize the use of local resources and create employment opportunities.
- Cooperation with the Chamber of Commerce has led to the establishment of District Enterprise Forums. The forums have facilitated dialogue that has resulted in the resolution of 41 cases of property occupation by security forces and restoration to original owners, and 31 insurance claims for businesses that sustained property losses during the conflict.



**Egypt: Decent Jobs for Young People – Tackling the Challenge in Agriculture**

The Decent Jobs for Young People (DJEP) project (AUD 3 million) aims to create decent employment opportunities, mainly in agriculture, for young men and women in the Egyptian Governorate of Aswan.

**The project’s objectives include the following:**

- Develop the capacity of training institutions to provide skills and learning experiences that can increase the likelihood of finding employment. Interventions include the development of modern apprenticeship systems for young people in the informal sector, the development and delivery of entrepreneurial skills packages, and support in agriculture to small farmers, specialized entrepreneurial capacity development for poor rural women, and skills development and labour market integration for people with disabilities in rural areas

- To strengthen the performance of local partners (non-governmental organizations (NGOs) and government organizations) in this Governorate to provide services related to youth employment
- To enhance the agricultural supply chain in Aswan and develop value-adding activities related to local crops
- To promote cooperatives and other membership-based organizations for both farm and non-rural employment
- To improve the knowledge, awareness and legal setting in Egypt on priority areas in conditions of work, especially for women in the agricultural sector.

### Interim deliverables

- A comprehensive sectoral study has been conducted in agriculture and fisheries which identifies the potential areas of intervention and value chains that the project will focus on
- Three greenhouses are being constructed that will serve as Business Development Services (BDSs) and training hubs for agricultural best practices
- A series of advanced agricultural training courses have been conducted for agronomists to provide extension services to farmers in rural Aswan.
- A marketplace is being rehabilitated in the rural town of Efdu, promoting the selling and buying of crops and livestock;
- 100 beneficiaries have started their own businesses after been trained in 'Entrepreneurial Skills for Agribusiness' and receiving loans from micro-finance institutions.
- An awareness raising campaign is under way to reach 2,000 rural women in order to start up and manage their own businesses
- 50 Bedouin women are currently being supported to start and manage their own micro-businesses;
- 450 women are being supported to form groups for micro-projects using a value chain development approach;
- 80 students from Aswan University have been trained in Know About Business (KAB).

