The Norway-ILO Programme Cooperation Agreement (PCA) 2012-15 regulates voluntary contributions and provides a coherent, predictable and structured framework of cooperation for development. The PCA builds on the close alignment between the development cooperation priorities of Norway and the ILO’s objective of promoting opportunities for women and men to obtain decent and productive work in conditions of freedom, equity, security and human dignity.

Norway was one of the ILO’s founder Member States in 1919 and is a long-standing and generous partner in promoting the Decent Work Agenda. Norway has ratified the eight fundamental ILO Conventions, the four priority Conventions, as well as 95 of the 177 technical Conventions. Norway’s development policy is designed to promote economic development, democratization, implementation of human rights, good governance and measures that can lift people out of poverty. Thematic priorities are (1) education, (2) humanitarian assistance, (3) health and vaccination, (4) private sector development, (5) climate change adaptation and mitigation, and (6) human rights. ILO’s main development partners are the Ministry of Foreign Affairs, the Norwegian Agency for Development Cooperation (NORAD), and the Ministry of Labour and Social Affairs. Norway’s development cooperation is focused on two categories of countries. The first includes fragile States, where stabilization and peacebuilding are paramount: Afghanistan, Haiti, Mali, the occupied Palestinian territory, Somalia and South Sudan. The other group includes countries undergoing a process of development, where the emphasis is on the private sector and on resource and revenue management: Ethiopia, Malawi, Mozambique, Myanmar, Nepal and Tanzania. Norway allocated 1.07% of its gross national income to official development assistance (ODA) in 2013, which amounted to US$ 5.6 billion. Multilateral ODA amounted to 25% of Norwegian ODA in the same year.1

1 Source: OECD, Development Co-operation Report 2014
In Phase II of the PCA (2014-15), Norway provided a contribution of more than US$ 14.6 million through a combination of innovative funding modalities. This includes un-earmarked core contributions and lightly earmarked outcome-based funding.

Some highlights on the progress achieved in 2014 towards the biennial goals:

- **Global report: women in business and management**
  The publication of the report “Women in Business and Management: Gaining Momentum” is the culmination of the work started by the ILO in 2012 under the Norway-ILO PCA. The report strengthens the knowledge base of employers through research, documentation of good practices, and sharing of experience within and between regions. It brings together available data and ILO statistics to provide a comprehensive, up-to-date and global picture of women in the business world and in management positions. The report also discusses the business case for advocacy on gender equality and underlines the critical crossroads that businesses face today in the search for talent.

- **Philippines: improving labour inspection**
  The ILO’s involvement has been instrumental in ensuring the development of the newly launched Labour Law Compliance System (LLCS) in the Philippines. Part of a major reform of the Department of Labour and Employment, the LLCS provides an integrated framework covering a mix of developmental and regulatory approaches to ensure compliance with labour laws and social legislation in the country.
  
  With support from Norway and other development partners, the ILO will continue to provide technical assistance in improving the implementation of the LLCS and in sharing its lessons with the international community.

- **Improving the visibility of LGBT workers’ rights**
  On 24 January 2015, in the context of the World Economic Forum (WEF), ILO Director-General Guy Ryder took part in a panel discussion in Davos, aired on live television by BBC World on the weekly ‘Talking Business’ show. He joined Anne-Marie Slaughter, former US State Department official; Bernard Tyson, Chair and Chief Executive of Kaiser Permanente; Beth Brooke-Marciniak, Global Vice-Chair of Ernst & Young, and Inga Beale, the first female Chief Executive of Lloyds of London.

  The DG repeatedly referred to the findings of Norwegian-funded PRIDE research. He argued that, while equality and non-discrimination are primarily a matter of workers’ rights, companies with explicit strategies to promote diversity, including in respect of sexual orientation and gender identity, are among the most successful and profitable ones. The DG also pointed to the fact that the ILO had conducted an internal survey of its own workforce on attitudes to LGBT issues, with over 90 per cent of the staff surveyed being fully accepting of an LGBT colleague or boss.
  
  The panel gave global visibility to the importance of addressing LGBT rights at work.

- **Bolivia: promoting freedom of association and the right to collective bargaining**
  Bolivian constituents have shown a firm commitment to making Decent Work a reality for domestic workers, who represent about nine per cent of the female labour force in the country. To address this challenge, the ILO supported the development of tripartite social dialogue mechanisms and elaborated a model contract for the sector.
In 2014 the ILO undertook a diagnostic mission to Bolivia to better understand the opportunities, practices and perceptions concerning freedom of association and the right to collective bargaining in the domestic work sector. The analysis showed a strong demand for workers’ and employers’ organizations in the sector and highlighted the need for independent dispute resolution mechanisms for domestic workers. A report on the findings will be shared with ILO constituents in 2015, on the basis of which they will develop a tripartite National Action Plan.

**Mainstreaming decent work**
Norway-funded activities supported policy coherence and promoted mainstreaming efforts, with a focus on helping to shape the decent work aspects of the post-2015 development agenda, as well as enabling ILO constituents to actively participate in the ongoing consultation process. In 2014 the ILO facilitated the organization of the Bonn Expert Meeting, which stressed the need to develop coherent economic and labour market policies, inclusive social protection programmes, and bottom-up participation to realize SDGs in the coming years.

The outcome of this meeting has informed the final report of the “UN Post-2015 Global Dialogue on Implementation: Strengthening Capacities and Building Effective Institutions” and set the stage for the Final High-Level Meeting in Chisinau, Moldova, in March 2015.

### Livelihoods Support to Syrian Refugees and Host Communities

As part of the wider United Nations response to the Syrian Refugee Crisis, the ILO initiated work in both Lebanon and Jordan to support enhanced access to employment opportunities and livelihoods in host communities, supported through US$ 2 million of voluntary core resources of the ILO (RBSA), including from Norway.

The influx of large numbers of refugees affects the resilience of host communities and generates the need for increased income generating opportunities. The ILO has worked with local communities to upgrade value chains, for instance for the tomato and olive growing sectors, and has further trained Jordanian women on how to start up a business through its Get-Ahead programme.

The ILO, in collaboration with UN-WOMEN, also conducted a basic business training programme tailored to the needs of Syrian women in the Zaatari refugee camp, focusing on ways to start and manage income-generating activities. Employment and career guidance services have targeted young people. Special attention is given to strengthening the capacity of local labour inspectorates to detect and address cases of child labour and to extend referral processes to working Syrian children.

### Norway’s voluntary contributions, 2014

Norway provides voluntary contributions through the Ministry of Foreign Affairs (MFA) and the Norwegian Agency for Development Cooperation (NORAD).

Norway finances the ILO through:

- **Assessed contributions**, which are paid by all ILO Member States by virtue of their membership. In 2014-15 Norway provided US$ 6.8 million.

- **Voluntary contributions**, which include fully un-earmarked core funds, lightly earmarked outcome-based funding, and specific project-based interventions within and outside the Programme Cooperation Agreement. Overall voluntary funding from Norway to ILO development cooperation in 2014 amounted to US$ 21.1 million.

In the period 2012-14, Norway was the third largest governmental donor to the ILO in terms of voluntary funding.
Support beyond the partnership

Costa Rica
Guatemala and Honduras
Strengthening labour unions

Tunisia
Promoting social dialogue and enhancing labour governance

Bangladesh
Promoting fundamental rights and labour relations in export-oriented industries

Myanmar
Promoting freedom of association and social dialogue
Entrepreneurship development and SME support

Philippines
Post-disaster employment programme after Typhoon Haiyan

Colombia
Developing the capacity to promote trade union affiliation and collective bargaining

Bolivia
Building trust and dialogue for social justice through decent and productive work

Peru

Haiti
Combatting child labour in domestic work and promoting decent jobs for vulnerable children

Tunisia
Promoting social dialogue and enhancing labour governance

Bangladesh
Promoting fundamental rights and labour relations in export-oriented industries

Myanmar
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SUSTAINABLE GROWTH IN THE 21ST CENTURY

SPOTLIGHT

Sustaining Competitive and Responsible Enterprises (SCORE)

SCORE is a practical training and in-factory counselling scheme which aims to improve working conditions and productivity in small and medium-sized (SME) companies worldwide. Since 2010 the project has benefited more than 150,000 workers and managers at over 500 participating SMEs. SCORE Currently works with more than 20 training organizations, industry associations and government agencies in China, Colombia, Ghana, Indonesia, India, Peru, South Africa and Viet Nam.

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