

Outcome 5: Women and men have better and more equitable working conditions.

Indicators	2014-15 targets	2014-15 results					
		Total No.	Africa	Americas	Arab States	Asia-Pacific	Europe-Central Asia
Indicator 5.1: Number of Member States in which tripartite constituents, with ILO support, adopt policies or implement strategies to promote improved or more equitable working conditions, especially for the most vulnerable workers.	10 member States	18	Egypt Morocco Senegal United Republic of Tanzania Zambia	Bolivia Brazil Chile Dominican Republic Ecuador El Salvador Paraguay Peru		Bangladesh India Philippines	Republic of Moldova The former Yugoslav Republic of Macedonia
Indicator 5.2: Number of Member States that, with ILO support, strengthen their institutional capacity to implement sound wage policies.	8 member States	16	Cabo Verde Egypt Kenya Mauritius South Africa	Costa Rica		Cambodia China Indonesia Malaysia Myanmar Viet Nam	Albania Armenia Azerbaijan Bulgaria

How the strategy delivered on the two or three areas of focus identified in the programme and budget 2014-15

Outcome 5 seeks to strengthen the capacity of member States to establish policies on wages and earnings, working time and other conditions of work that ensure decent standards of living and adequate protection of workers. During the biennium, the demand for technical assistance in these areas continued to grow. The Office delivered assistance on minimum wages, public sector pay and the improvement of wage data with a view to policy development. At the same time, countries continued to develop strategies and policies aimed at extending effective labour protection to domestic workers; the majority of this technical support fell under Outcome 5. Country assistance

was also provided in the areas of working time and maternity protection and research and policy actions on the link between productivity gains and working conditions in small and medium-sized enterprises (SMEs) were carried out in various countries.

How the strategy delivered support to constituents

The Office's work on wages was strengthened by publication of the 2014/15 edition of the flagship *Global Wage Report: Wages and Income Inequality*. The report showed that wages account for a significant share of household income worldwide and that wage policies play an essential role in reducing inequality, which continues to increase. Analyses of wage trends and policies in the Group of 20 (G20) countries and research on financialization further solidified the ILO's authority on wage trends and policies. Taking stock of the past decade of policy work on minimum wages, the Office also consolidated its knowledge, using its experts to improve and harmonize its policy guidance on minimum wages for constituents and other policy-makers.

The Office's knowledge base and policy tools for the extension of protection to domestic workers have been used in numerous countries across the globe, as well as in regional workshops and ILO Training Centre in (ITC-ILO) courses. They were also disseminated through a knowledge-sharing strategy that built on country-level experience, global consolidation of good practices and knowledge-sharing workshops, technical assistance and peer-to-peer exchanges for constituents. These tools included the extension of social security to domestic workers, dispute prevention and resolution, minimum wages for domestic workers and innovative modalities for collective bargaining. Since issues specific to the domestic work sector arise from a combination of legal exclusion, labour market inequalities and discrimination based on gender, ethnicity, race or migration status, the knowledge and tools gained from work in this sector have proved relevant to the broader challenge of inclusive labour protection and formalization of informal employment.

Follow-up to the Conclusions of the Tripartite Meeting of Experts on Working Time Arrangements continued as requested by the Governing Body in 2012. This work enhanced the ILO's capacity to provide guidance to constituents on the development of working time arrangements that balance workers' needs with firms' performance requirements. The Office's knowledge base was strengthened on key emerging issues, such as new information and communications technologies (ICTs) and their effects on working time and work-life balance; very short and often highly variable hours of work and their effects on both workers and enterprises; and the organization of working time and its implications for workers' well-being and organizational performance in key sectors, such as health services, and in SMEs.

In preparation for the Tripartite Meeting of Experts on Non-Standard Forms of Employment (NSFE), the Office prepared a background report on global trends and regulations in this area; implications for workers, firms and the economy; and policy responses. Further knowledge-building included country studies and thematic studies on the effects of NSFE on firms, occupational safety and health and social protection.

How the strategy helped to address gender equality and non-discrimination

Gender has been mainstreamed into all activities and outputs. On the issue of maternity protection, technical assistance was informed by publication of the report, *Maternity and paternity at work: Law and practice across the world*, which improved constituents' knowledge of legal and actual coverage gaps in maternity protection and the work-family balance in the light of ILO standards and presented research on maternity protection in SMEs and the motherhood pay gap, showing that there is a wage penalty for motherhood over and above the existing wage gap between women and men.

The *Global Wage Report 2014/15* and the Office's work on NSFE analysed differences in contractual arrangements and pay between men and women, as well as for other vulnerable groups such as workers in the informal economy and migrants. The analyses of these issues and of working time and maternity protection, together with the tools developed for the domestic work sector, which is dominated by women, helped to establish the knowledge base required for the promotion of gender equality and non-discrimination.

Significant external partnerships that have helped in delivering the strategy

The technical services provided to constituents were also strengthened by publication of a methodology on the quantification of employment protection legislation indicators. This work, in addition to the studies on the minimum wage, was used during the preparation of a World Bank labour regulation manual, helping to improve its coordination with ILO policies. Working time research also benefitted from external partnerships, such as a collaborative project with the European Foundation for the Improvement of Living and Working Conditions (Eurofound).

Significant outputs	
Knowledge generation and management	<ul style="list-style-type: none"> • The ILO <i>Global Wage Report 2014/15</i> and its Asia and Pacific supplement, launched in the media and at policy events. The report and supplement make use of the ILO Global Wage Database, which was further expanded to include 130 member States. The <i>Report</i> has established the ILO as a credible source of information on wage trends and policies. Both the <i>Report</i> and the supplement were used to guide the provision of technical services designed to strengthen member States' capacity to set wage policies, collect wage-related data and provide related training; the Global Wage Database supported research and policy development work in areas such as minimum-wage fixing. Both the <i>Report</i> and the Database provided input for training on wage policies in which nearly 600 people, half of them from Asia and the Pacific, and from at least 27 member States participated. • J. Berg (ed.). 2015. <i>Labour markets, institutions and inequality: Building just societies in the 21st century</i> (Cheltenham and Geneva, Edward Elgar and ILO). This edited volume influenced research and policy debate on the role of labour market institutions in addressing inequality. It was presented at various international seminars, including those of the International Monetary Fund (IMF) and the Economic Policy Institute, and informed hearings of the Congressional Committee on Education and the Workforce in the United States of America. • A collaborative research project on the use of new ICTs, working time and effects on Workers in 15 countries, carried out jointly with Eurofound. These studies strengthened the ILO's knowledge base on a key issue affecting the future of work: how the use of new ICTs is changing where and when work is performed and the effects that these developments are having on working time, work-life balance, individual and organizational performance and workers' health and well-being. • A study, <i>Maternity and paternity at work: Law and practice across the world</i>, which was launched in the international media and at policy events. The report improved constituents' knowledge of legal and actual coverage gaps in maternity protection and work-family at the global and regional levels in the light of ILO standards. In particular, it informed the Office's support for ongoing efforts to change maternity protection in the Southern African Development Community (SADC) from an employer liability scheme to social insurance in accordance with the Maternity Protection Convention, 2000 (No. 183).
Upstream policy advice	<ul style="list-style-type: none"> • Documents for the Tripartite Meeting of Experts on NSFE, including the background report for the meeting and the final report, which contains conclusions and recommendations. The background report informed the discussions and the final report will guide future technical assistance and policy recommendations on NSFE. • A comparative volume on trends for the various pillars of the European Social Model (workers' rights, labour markets, working conditions, social protection, social dialogue, social cohesion and public services) and their effects on different categories of workers. This joint ILO-European-Commission project led to a tripartite conference with more than 100 participants from 30 countries and to the development of a new Council of Europe resolution on the future of the European Social Model.
Capacity development	<ul style="list-style-type: none"> • ILO policy guide on minimum wage fixing. The policy guide provides a compilation of ILO policy advice and best practices on minimum wages. It was used in a wage training programme offered in Bangkok in October 2015 and will continue to be used to guide policy advice and training

	<p>activities that strengthen member States' capacity to develop effective minimum wage policies.</p> <ul style="list-style-type: none"> • International Labour Office (ILO). 2015. <i>Employment Protection Legislation: Summary indicators in the area of terminating regular contracts (individual dismissals)</i> (Geneva). The report provides a novel methodology for developing composite employment protection legislation indicators as an important statistical input into analytical work on this topic. Its data was presented at a G20 expert group meeting to stimulate the debate on employment protection. • A macro, quantitative and participatory approach to measuring the outcomes of legal and policy reforms in the areas of domestic work, formalization, employment patterns and working conditions was developed, tested and documented in five countries. The findings of studies carried out in Brazil, Uruguay and Spain expanded the empirical evidence of the effects of legal and policy reforms in the domestic work sector. The participatory impact assessment approach was developed by the tripartite partners in the Philippines and resulted in a roadmap for an impact evaluation of the domestic workers law, to be conducted in 2017. In India, trade unions in New Delhi applied the approach to improve the effectiveness of their local programmes with domestic workers.
Strategic normative support	<ul style="list-style-type: none"> • Policy tools for the domestic work sector on: (1) trends and practices in social security, minimum wages, working time, collective bargaining and other forms of negotiation, formalization and dispute resolution; (2) ensuring the effective protection of domestic workers in these areas; (3) a training module on dispute resolution; and (4) adaptation and application of a global diagnostic tool on freedom of association and collective bargaining. These tools were publicized through a knowledge-sharing and dissemination strategy. The tools and dissemination strategy increased the visibility of the Office's efforts with regard to the working conditions of domestic workers. It also increased the capacity of constituents and ILO staff to provide evidence-based technical advice and support to constituents on various issues affecting domestic work. Trade unions used the tools to advocate for effective implementation of the Domestic Workers Convention, 2011 (No. 189) in at least ten countries. Individual countries, including Costa Rica and the Philippines, also used them to improve social protection and formalization strategies for domestic workers.