

Outcome 11 – Labour administrations apply up-to-date labour legislation and provide effective services

RESULTS BY INDICATOR

Indicator 11.1 – Number of member States that, with ILO support, strengthen labour administration systems in line with international labour standards

Measurement

To be counted as reportable, results must meet at least two of the following criteria:

1. A coordination mechanism responsible within the labour administration system for the implementation of the national labour policy at central and decentralized levels is established or revitalized.
2. Regulations are adopted that enable the labour administration system to progressively extend its services to workers and employers in the informal economy.
3. Technical advice and other services are provided by the labour administration system, including through public–private partnerships, to employers, workers and their organizations, as documented through records of services provided (e.g. registers, information systems, web pages).
4. The status of labour administration staff is improved to ensure that public officials have conditions of service ensuring stability of employment and independence in the discharge of their duties.

Country/ Country programme Outcome (CPO)	Measurement Criteria	Result Achieved	ILO Contribution
Africa			
Uganda/UGA801 Labour Administration Systems and Institutions strengthened	1	The Labour Advisory Board (LAB) achieved tripartite consensus on priorities for improving labour administration and to revitalize coordination between the Ministry of Gender Labour and Social Development and the social partners.	The ILO carried out a labour administration needs assessment and convened a meeting of the LAB to discuss the findings and recommendations and as a basis for revitalizing the role of this tripartite body to discuss priorities for strengthening Uganda's labour administration system.
	2	A National Tripartite Charter on Labour Relations (NTC) adopted to contribute to national development through strengthening of social	The ILO needs assessment included a strong recommendation for the Government to work with the social partners to conclude the NTC. The

		dialogue and tripartism, promotion of decent employment, social protection, enhanced skills development, productivity, enterprise growth and competitiveness. Among its goals, the NTC foresees working for the transformation of the informal economy including through the strengthening of labour administration's ability to implement its national labour laws	assessment also considered the need of the Ministry to extend its services to workers in the informal economy. The ILO provided financial and technical assistance to the tripartite parties during the development of the draft NTC.
Tunisia/TUN901 Renforcement des capacités du Ministère en charge du Travail en matière d'administration et d'inspection du travail.	1	Harmonisation des pratiques d'inspection et amélioration de la coordination entre les différents corps de contrôle sur la base du guide de contrôle commun à l'inspection du travail, à l'inspection médicale du travail et à la Caisse nationale de Sécurité sociale	Le BIT a mené un diagnostic d'administration et d'inspection du travail en 2012 dans le contexte d'un projet de coopération technique norvégien. Une des recommandations visait la meilleure coordination de l'ensemble du système d'inspection. Le BIT a soutenu la conception du guide qui constitue un outil de travail, de planification et d'harmonisation des pratiques d'inspection. Trois ateliers et des travaux de rédaction ont été organisés entre octobre 2012 et novembre 2013. Le dernier atelier consacré à la validation finale du guide est organisé les 12 et 13 novembre 2013. La version éditée du guide sera disponible en fin novembre 2013.
	4	La Direction générale du Travail et celle de l'Inspection du Travail et de la Conciliation ont distribué presque la totalité des 500 exemplaires de la Boîte à outils à l'intention des inspecteurs du travail, aux inspecteurs en service, aux médecins inspecteurs et aux contrôleurs de la Caisse nationale de sécurité sociale (CNSS) impliqués dans la réalisation du guide de méthodologie de	En collaboration avec le Centre international de Formation de l'OIT à Turin, un atelier de renforcement de capacités en matière de prévention et de résolution des conflits sociaux a été organisé au bénéfice de 25 cadres du Ministère en charge du travail (Hammamet, 16-19 juillet 2012)

		<p>contrôle. Cette boîte à outils a servi de source d'inspiration dans la conception dudit guide.</p> <p>Les inspecteurs du travail ont renforcé leurs connaissances et capacités concernant le rôle de l'inspection du travail dans le contexte de transition politique et crise économique.</p>	<p>Le BIT a traduit en français, adapté, édité et reproduit la Boîte à outils à l'intention des inspecteurs du travail en 4000 exemplaires dont 400 ont été mis à la disposition de la Direction générale du travail.</p> <p>En octobre 2012, le BIT a entamé avec la Direction de l'inspection du travail et de la conciliation, le processus d'élaboration du guide méthodologique de contrôle commun aux inspecteurs du travail, aux médecins inspecteurs du travail et aux contrôleurs de la Caisse nationale de sécurité sociale.</p> <p>Un atelier technique de consolidation du guide méthodologique d'inspection a été organisé à Tunis, du 24 au 26 avril 2013.</p> <p>Le diagnostic de 2012 a recommandé des programmes de formation pour relever le niveau de compétence technique des fonctionnaires. Suite à ceci, le BIT a organisé deux ateliers de formation en 2013 pour 60 inspecteurs du travail avec la participation de la Direction Générale de l'Inspection du travail et l'Association Tunisienne des Inspecteurs du Travail.</p>
<p>Senegal/SEN902 Modernisation et renforcement de l'Administration et l'Inspection du travail</p>	<p>3</p>	<p>Les services délivrés aux employeurs et aux travailleurs par l'inspection du travail ont été améliorés et renforcés notamment dans le domaine du VIH et auprès des entreprises actives dans le secteur informel.</p>	<p>Le BIT avec l'appui du gouvernement Français a traduit en français, adapté, édité et reproduit la « Boîte à outils à l'intention des inspecteurs du travail » en 4000 exemplaires dont 250 ont été mis à la disposition de la Direction générale du Travail et de la Sécurité sociale du Sénégal. Les services délivrés par les inspecteurs ont pu être améliorés grâce notamment à cette « Boîte à outils » distribuée aux inspecteurs du travail en service et en formation depuis mai 2012, mais aussi grâce à la fiche</p>

			technique sur le VIH et le sida en milieu de travail.
	4	La capacité des inspecteurs de travailler dans l'économie informelle a été renforcée. Par conséquence, entre juin et décembre 2012, 305 visites dans des unités de l'économie informelle relevant des secteurs de la menuiserie bois et de la mécanique automobile ont été réalisées. Ceci a permis aux inspecteurs d'améliorer leurs compétences pour mieux assumer leurs responsabilités d'inspecteurs et ainsi améliorer leur statut professionnel.	En février, septembre 2012 et mai 2013, le BIT, avec l'appui du Gouvernement français, a renforcé les capacités d'une vingtaine d'inspecteurs du travail sur la méthodologie d'intervention dans les unités de l'économie informelle, en élaborant une méthodologie de recherche action et en organisant deux ateliers d'accompagnement dans l'informel. Ainsi, depuis les ateliers d'accompagnement, les visites sont devenues plus fréquentes dans les unités de l'informel.
Togo/TGO902 Les administrations du travail appliquent une législation du travail actualisée et fournissent des services efficaces	3	Les services délivrés aux employeurs et aux travailleurs par l'inspection du travail ont été améliorés et renforcés notamment auprès des entreprises actives dans le secteur informel. L'ensemble des constats et données recueillis durant les visites sont compilés dans des fiches de visites archivées au niveau des inspections du travail.	En février, juillet, décembre 2012 et janvier 2013, le BIT, avec l'appui du Gouvernement français, a renforcé les capacités d'une vingtaine d'inspecteurs du travail sur la méthodologie d'intervention dans les unités de l'économie informelle, en élaborant une méthodologie de recherche action et en organisant des ateliers d'accompagnement dans l'informel. Ainsi, depuis les ateliers d'accompagnement, les visites sont devenues plus fréquentes dans les unités de l'informel.
	4	La capacité des inspecteurs de travailler dans l'économie informelle a été renforcée. Entre juillet 2012 et mai 2013, 144 visites dans des unités de l'économie informelle relevant des secteurs de la menuiserie bois et de la petite restauration ont été réalisées. Ces visites ont permis aux inspecteurs de concevoir une checklist sur la démarche méthodologique d'inspection dans l'économie informelle. Ceci a permis aux inspecteurs	Idem.

		d'améliorer leurs compétences pour mieux assumer leurs responsabilités d'inspecteurs et ainsi améliorer leur statut professionnel.	
Asia and the Pacific			
China/CHN154 Capacity of national and provincial labour inspectorates enhanced through a strategic TOT methodology and south-south cooperation	1	Partnerships to strengthen workplace compliance through labour inspection were enhanced through the establishment of the Committee of Labour Inspection within the Chinese Association of Labour Studies	<p>Following the ILO/China joint review on labour inspection in China, the ILO proposed that the Labour Inspection Bureau of Ministry of Human Resources and Social Security to establish an association (now it is called the Committee of Labour Inspection).</p> <p>The ILO also arranged study tours for 36 Chinese labour inspectors in France, Spain and Switzerland to study international good practice on labour inspection partnership which improved their understanding of the need for coordination across a system of labour inspection. The ILO also organized a seminar on strategies for workplace compliance within the Committee of Labour Inspection on the occasion of the 20th anniversary of the Chinese labour inspection system which included the submission of several good practice papers.</p> <p>To support the work of this new body, the ILO organized study tours for Chinese labour inspectors to learn from good practices from other industrialised countries. The Seminar was an opportunity to review past achievements on labour inspection and to develop a forward looking LI strategy.</p>
	4	The knowledge and skills of national and provincial labour inspectorates were strengthened through increasing the knowledge and skills of labour	The ILO supported the development of a national training curriculum for labour and social security inspectors and carried out training activities for 146

		inspectors.	inspectors.
Europe			
Albania/ALB103 The effectiveness and quality of labour inspection system are strengthened	3	Employers and workers are better informed on how to prevent work accidents, as a result of a campaign organized by the Minister of Labour, Social Affairs and Equal Opportunities MOLSAEO and social partners called: 'Work together for risk prevention'. As part of the campaign, a leaflet was produced and disseminated (2,000 copies), 500 posters and 500 copies each of a guide for workers and for employers were distributed. Four television interviews were also broadcast promoting the campaign.	The ILO facilitated cooperation with the European Agency for Safety and Health at Work and assisted the labour inspectorate on all steps of the organization and implementation of the campaign and held an international conference in November 2012 in Tirana to conclude and validate the initiative (132 participants).
	4	An Action Plan for training of labour inspectors was prepared and endorsed by the State Labour Inspectorate. In addition, the capacity of the labour inspectorate to provide advice on OSH was increased, improving their competence and professionalism and ability to discharge their duties in an independent manner.	The ILO provided assistance in the preparation of the action plan and trained 115 labour inspectors on OSH and soft skills.
Americas			
Colombia/COL154 Se refuerza el sistema de administración del trabajo e inspección en conformidad con las NITS	1	El Ministerio de Trabajo ha diseñado un sistema de información estadística y gestión para mejorar la inspección de trabajo	La OIT, con el apoyo del gobierno de Estados Unidos facilitado el conocimiento de sistemas de información en otros países (Perú y Brasil), para la definición del que necesita el Ministerio de Trabajo de Colombia. Lacompañado técnicamente en la elaboración de los t referencia para luego pasar a la fase construcción de sistema de base de datos de la inspección y su poste puesta en marcha

	3	La Dirección de Inspección del Ministerio de Trabajo de Colombia realiza reuniones de trabajo con las organizaciones de trabajadores del país, para informarles respecto del funcionamiento de la inspección y poder identificar conjuntamente acciones que permitan mejorar el funcionamiento de la supervisión	La Oficina ha facilitado el acercamiento entre la Dirección y los inspectores de trabajo, brinda asesoría acerca de las medidas que deben seguirse
	4	El Ministerio de Trabajo ha diseñado un programa de capacitación que se enfoca en mejorar la supervisión del uso indebido de la intermediación laboral y pactos colectivos, de manera que se permita a los trabajadores el libre ejercicio de su derecho de asociación y negociación colectiva. El programa, de alcance nacional, tiene planeado capacitar a los 400 inspectores de trabajo del país	La OIT, con los fondos del gobierno de Estados Unidos, diseñó la metodología del programa de formación y apoya actividades de capacitación desde el año 2013 a todos los inspectores de trabajo del país
Costa Rica/CRI 104 La administración del trabajo, con el apoyo de la OIT, presta servicios eficaces para el cumplimiento de la legislación laboral	2	El Ministerio de Trabajo y Seguridad Social Implementó en el 2012 y 2013 el Plan de Mejora de la Administración del Trabajo que desarrolla: la planificación de la inspección, desarrollo del modelo de gestión para todas las oficinas a nivel nacional y su coordinación con la sede central, capacitación de funcionarios en materia de sistema electrónico de seguimiento de casos de la inspección. Se definen acciones para asegurar una mayor eficiencia en la descentralización de la administración del trabajo.	La OIT, con el apoyo de un proyecto de cooperación técnica financiado por el Gobierno de Estados Unidos, brindó asistencia técnica para la mejora de la inspección del trabajo a través de la elaboración de un diagnóstico de necesidades (febrero-abril 2012) y un borrador de Plan de Acción de la Inspección (mayo 2013) que presenta las líneas de trabajo de la acción para 2012 y 2013. Además realizó capacitaciones a 120 funcionarios en las diferentes oficinas regionales donde laboran en el uso del Sistema Electrónico de casos (SILAC) y un análisis de los modelos de gestión de oficinas unipersonales y oficinas regionales.
	3	El Ministerio de Trabajo y Seguridad Social (MTSS) brinda un servicio de información pública a través de anuarios estadísticos con información a nivel	Durante el primer trimestre del año 2012 y del año 2013, la OIT con aporte de un proyecto financiado por los Estados Unidos, prestó asistencia técnica

		nacional sobre indicadores del mercado de trabajo, actuación de los servicios del Ministerio de Trabajo e información de otras instituciones vinculadas al sector trabajo y seguridad social, como el Instituto Nacional de Aprendizaje y el Instituto Nacional de Fomento Cooperativo. Además, el MTSS se ha fortalecido con metodologías para elaborar nuevos anuarios estadísticos en el futuro.	(talleres, capacitaciones, consultorías) para la elaboración y publicación del anuario estadístico 2011 y 2012, respectivamente. Especialmente, brindó: a) asistencia técnica para desarrollar capacidades en los funcionarios del MTSS en la elaboración de anuarios estadísticos, así como en la elaboración de un Manual dirigido a profesionales y técnicos de las instituciones que, dentro de sus funciones, tienen la responsabilidad de recolectar datos, elaborar informes, boletines, estudios, memorias y anuarios estadísticos, con los que se satisfacen diferentes requerimientos de información estadística. b) Talleres de capacitación y asesoría a más de 30 funcionarios del Ministerio de Trabajo (planificación, estadísticas y áreas técnicas) en la elaboración de estadísticas y la utilización de herramientas de información.
Honduras/HND106 La administración del trabajo y su sistema de inspección, con el apoyo de la OIT, presta servicios eficaces para el cumplimiento de la legislación laboral.	1	La Secretaria de Trabajo y Seguridad Social (STSS), en su proceso de mejora de la administración del trabajo, desarrolló en 2012 nuevos mecanismos de inspección preventiva en el marco del Programa Piloto de Administración de Trabajo Local en Choluteca. Esto incluye además un mecanismo de desconcentración y coordinación entre la sede central y la oficina regional de Choluteca. El modelo está siendo extendido y replicado a otras dos oficinas regionales: Comayagua y La Esperanza. Para tal efecto, los actores locales han elaborado un plan de acción y la Secretaria de Trabajo y Seguridad Social (STSS) lo ha incorporado como parte de Plan Operativo Anual 2013.	La OIT, a través de un proyecto de cooperación técnica financiado por el Gobierno de Estados Unidos apoyó la creación de espacios de diálogo social y el establecimiento de un mecanismo de seguimiento y ejecución de la administración del trabajo local, así como el fortalecimiento del Ministerio de Trabajo, a través del Plan Piloto de Administración del Trabajo Local, desarrollado en Choluteca. La OIT brindó asistencia técnica para la extensión y réplica del programa de administración del trabajo local, en otras dos localidades: Intibucá (Departamento de la Esperanza) y Comayagua durante el año 2013.
	3	La Secretaria de Trabajo y Seguridad Social (STSS) creó e implementó un Comité de Seguimiento del Sistema de Administración de Trabajo Local en	La OIT, a través de un proyecto de cooperación técnica financiado por el Gobierno de Estados Unidos, prestó asistencia técnica a los Comités de

	<p>Cholulteca, conformado por la STSS, instituciones públicas, empresas privadas, sindicatos y organizaciones sociales, para la promoción del cumplimiento laboral en 4 áreas: fortalecimiento de la oficina regional STSS, mejora del diálogo social; comunicación y movilización social y capacitación; e investigación laboral. Los servicios y actividades son prestados por STSS, contando con el apoyo y participación del Comité.</p>	<p>Seguimiento y a la Secretaria de Trabajo y Seguridad Social (STSS) para el desarrollo del sistema de administración del trabajo local.</p>
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Indicator 11.2 – Number of member States that, with ILO support, strengthen their labour inspection system in line with international labour standards.

Measurement

To be counted as reportable, results must meet at least two of the following criteria:

1. The status of labour inspection staff is improved to ensure that public officials have conditions of service that ensure stability of employment and independence in the discharge of their duties and a mandate to impose sanctions (Article 6 of Convention No. 81).
2. A budgeted training plan for labour inspectors, with due regard to the special duties that may be assigned to men and women inspectors, is implemented by the labour administration system.
3. A system is established or strengthened in the labour administration so that up to date registers, sex disaggregated data and statistics concerning conditions of employment and work by enterprise are available.
4. An awareness-raising strategy targeting employers and workers and their organizations on the technical role and scope of labour inspection is implemented by the labour administration system

Country/ Country programme Outcome (CPO)	Measurement Criteria	Result Achieved	ILO Contribution
Africa			
Tanzania/TZA152 Labour Inspection / Capacity of labour institutions to implement labour laws enhanced	2	The Government implemented its labour inspection training plan and strengthened the knowledge and skills of inspectors to better exercise their functions	The ILO facilitated capacity building training for 75 labour officers and prosecutors under the labour departments of the Ministries of labour in both Mainland and Zanzibar, using the Turin Centre curriculum.
	3	A statistical system for data that facilitates the recording, storing and dissemination of labour inspection reports has been established.	ILO provided technical support for establishment of the data system as well as during the preparation of the annual labour administration and inspection report. The ILO provided technical support as well as facilitated technical consultation

			meetings for the development of labour inspection forms, which will improve the gathering of data from labour inspection activities.
Namibia/NAM176 Labour Inspection Systems Strengthened.	2	Training of labour inspectors was budgeted within the Ministry of Labour and Social Welfare's global training framework and the knowledge and skills of inspectors was strengthened through training.	<p>ILO carried out a needs assessment of the labour administration and inspection systems. This assessment included findings and recommendations that were formally presented to the Permanent Secretary and the management team. Based on these recommendations, an agreement was reached to undertake a series of training activities for labour inspectors based on the Turin Centre curriculum.</p> <p>The ILO provided training to 70 labour inspectors, covering issues of informality, child labour and gender equality. This training led to a broad-based agreement on further capacity building and the need to carry these activities forward.</p>
	4	Labour inspectorate, social partners and the broader public have increased awareness about labour law compliance and the role and scope of labour inspection.	<p>The ILO facilitated a workshop on collaboration between the labour inspectorate and social partners on the technical role and scope of labour inspection.</p> <p>It also facilitated a bipartite workshop for workers' and employers' organisations focussing on understanding the Labour Act 2007. The ILO developed a booklet which functions as a guide for the new Labour Act 2007. Initially, 500 copies of the booklet were printed in four local</p>

			<p>languages and disseminated in various locations around the country.</p> <p>The ILO also involved the social partners in the training activities conducted for labour inspectors in order to raise awareness among workers and employers to the work of labour inspectors and to foster mutual understanding and collaboration.</p> <p>Social partners and all public inspection agencies were brought together to discuss how to improve collaboration in labour law compliance and how to strengthen the labour advisory council around the subject of labour inspection.</p>
<p>South Africa/ZAF151 Department of Labour and its units especially the labour inspectorate are strengthened</p>	<p>1</p>	<p>Government improved conditions of service for labour inspectors through increased budgetary allocations for the Inspection and Enforcement Services Unit in the Ministry of Labour.</p> <p>The 2013 Budget released by National Treasury in February 2013 makes a progressive increase in resource allocations towards the labour inspectorate with the expressed purpose of improving the remuneration of labour inspectors in the department.</p>	<p>The ILO has had an on-going partnership with the National Department of Labour to lend technical and capacity support towards strengthening the Labour Inspection and Administration system.</p> <p>Steps undertaken by Government towards increasing budgetary allocations for inspection and enforcement services draw quite significantly from ILO advisory support and in particular a recommendation from the South Africa Labour Administration needs assessment conducted by the ILO at the request of the Department. The assessment report recommended that the Department of Labour re-examine existing salary scales of labour inspectors with the purpose of</p>

			<p>upgrading existing salary scales that will factor in their quasi-judicial functions of labour inspectors.</p> <p>The Minister of Labour in her 2012 Budget Vote speech in Parliament acknowledged the role played by the ILO in providing assistance to the Ministry towards strengthening the labour inspectorate.</p>
	3	<p>The National Department of Labour improved its Inspection Case Management System to facilitate the collection and dissemination of labour inspection data across labour centres in all the nine provinces of the country. In particular the new case management system factored in recommendations of the ILO study concerning the standardisation of instruments for data collection across labour centres as well as provinces to improve data sources and collection methods.</p>	<p>The ILO provided technical support towards a study to analyse labour inspection data sources and to update data collection methods of the labour inspection systems of the Department of Labour. The final report of the study and accompanying recommendations were submitted to the National Department of labour.</p>
Arab States			
<p>Jordan/JOR127 Labour inspection system modernized, strengthened and able to effectively monitor the enforcement of labour legislation</p>	2	<p>National labour inspection policy and strategy adopted in consultation with the social partners.</p> <p>An action plan for promoting labour inspection services, on the basis of the labour inspection audit report, and for promoting collective bargaining in Jordan, was developed in May 2012.</p> <p>Labour inspection tools (Guide to Labour Inspection and LI checklists) revised in consultation with the social partners.</p>	<p>- Labour inspection needs assessment mission conducted and report produced by ILO with findings and recommendations.</p> <p>- Tripartite workshops conducted and technical support provided by the ILO for revising the National labour inspection policy and strategy and the labour inspection tools</p> <p>- Training of Trainers program on labour inspection completed</p> <p>- Labour inspectors trained on ITC-ILO curriculum on modern labour inspection techniques and practices</p>

	3	<p>An automated labour inspection system and an electronic database of all enterprises in the country established, to which the labour law applies.</p> <p>Data collection and statistical system of the labour inspectorate are improved.</p>	<p>- ILO provided advisory services and technical support on the functioning and content of a labour inspection information system.</p> <p>-A labour inspection audit conducted, which seeks to depict and analyze the various aspects of Labour inspection.</p> <p>-A labour inspection statistics profile prepared.</p>
Asia and the Pacific			
<p>Indonesia/IDN151 Better working environment and labour administration through the implementation of International principles and rights at works</p>	2	<p>The curriculum for the training of labour inspectors was revised and improved.</p> <p>Labour inspectors have updated their knowledge on labour standards including occupational safety and health.</p>	<p>ILO provided inputs for improving the training curriculum for the labour inspectors through the delivery of training on Building Modern and effective Labour Inspection system, including the creation of a pool of trainers for the induction training of labour inspectors. The revised curriculum was based on the ITC-ILO curriculum for labour inspectors.</p> <p>ILO's Better Work Indonesia program organised refresher courses for 60 local labour inspectors. The training specifically targeted five provinces and districts where BWI registered garment factories are present.</p> <p>With Korean funding the ILO provided a series of training on OSH issues in labour inspection (e.g. chemical safety/major hazards, OSH in small enterprises, OSHMS, national OSH governance) to labour inspectors (locally as well as</p>

			centrally). With Norwegian funding, the ILO organized a Labour Inspectors' training of trainers on Promoting Gender Equality and Non-Discrimination in the Workplace.
	3	The data collection and analysis is improved by the labour inspection unit of MOMT, by including sex-disaggregation of data and introducing standardized labour inspection indicators into their database.	ILO provided technical expertise in reviewing the data collection and analysis system in labour inspection through the piloting of a self-assessment tool prepared by the Turin Centre and through a pilot project on harmonizing labour inspection data.
	4	Establishment of a tripartite labour inspection committee.	ILO facilitated consultation meetings for the establishment of the tripartite labour inspection committee. This development followed work by the Office to instigate closer tripartite collaboration on labour inspection after the adoption of a declaration at the tripartite national labour inspection conference, in the previous biennium.
Sri Lanka/LKA103 Improved labour administration system and machinery for better employment practices	1	A National Labour Inspection Policy has been drafted by the Department of Labour for Sri Lanka to bring the practices and policies in line with ILO Convention 81. The policy will be launched in October 2013.	A labour inspection audit was undertaken by the ILO where key changes and recommendations were proposed, which led to the formulation of the National Labour Inspection Policy.
	2	A five year target oriented corporate plan has been developed and started to be implemented together with the Department of Labour.	The corporate plan has been developed in line with ILO labour inspection audit recommendations.
	3	The Department of Labour launched an online system, the Labour Inspection Systems Application (LISA),	The ILO coordinated the full software development process and technical

		which captures labour inspection and other process data from labour administration for better compliance and outreach countrywide.	specifications in the system designs.
Europe			
Ukraine/UKR155 The labour inspection system is strengthened and modernised in line with international labour standards.	2	The labour relations inspectorate developed a training strategy and programme, trained all the directors of regional offices, set up an internal training group and has trained labour inspectors from all regional offices.	The ILO assessed the training needs, provided the inputs for the training strategy, organized a training of trainers, adapted 13 training modules on labour inspection and backstopped the following trainings organized by a part of the previously 20 trained labour inspectors and directors. In total, the trainings involved more than 150 labour inspectors.
	3	The labour relations inspectorates disposes of an updated electronic registration system, with gender disaggregated data and incorporating the recently ILO's recommended minimum statistical labour inspection indicators. The staff was trained on the use of the system.	The ILO assessed the needs to upgrade the system, developed the TOR with the technical parameters, selected a service provider to develop, test and implement the software, and organized training for users and administrators. The statistical indicators used and available both to the OSH and to the labour relations inspectorates were identified and a set of minimum indicators was recommended and later on included on the new registration system of the labour relations inspectorate.
	4	A campaign on the role of labour inspection and on working conditions was developed, involving the government and social partners.. The labour inspectorate organized press conferences, TV and radio interviews, internet blogs, open door days, seminars for employers, group consultations for workers and employers, and billboards. The government estimated that more than 200,000 people were directly covered.	The ILO jointly organized the events and produced the printed resources. Guidelines were also produced and delivered to constituents on how to develop awareness raising campaigns. A set of four leaflets and a poster were designed and released in all regions. Two books on the role of labour inspection for

			social partners were adapted, printed and distributed. The campaign total prints run 12,800 copies. Two workshops were organized to strengthen the relations between both labour inspectorates (OSH and labour relations), EO's and TU's
Greece/GRC 151	3	The Government created a new standalone system for the collection of labour inspection data, connected with the social security and tax authorities to assist in combatting against undeclared work.	The ILO provided technical assistance based on the results of a global pilot project on harmonizing labour inspection statistics.
	4	A tripartite consultative committee on labour inspection was re-established at the national level in addition to two provincial committees.	The ILO carried out a needs assessment of the labour inspection system that included recommendations on improving social dialogue in the area of labour inspection. The ILO further provided technical assistance on the setting up of these committees.
Americas			
Peru/PER135 Inspección de trabajo con los conocimientos y herramientas técnicas para la atención del trabajo infantil, la trata de personas, el trabajo forzoso y la seguridad y salud en el trabajo	2	La Dirección General de Inspección ha elaborado un plan de formación para los inspectores de trabajo y se han capacitado a todos los funcionarios a nivel nacional	La OIT ha propuesto los contenidos y metodología del plan de capacitación, usando la Guía de capacitación, y ha acompañada técnicamente el desarrollo de las capacitaciones
	3	El Ministerio de Trabajo ha reforzado el área de inteligencia inspectiva, responsable del sistema de registro y análisis de la información, desde donde se elabora el plan anual de inspección de trabajo	La OIT ha asesorado al Ministerio en la creación de la unidad de inteligencia inspectiva, ha capacitado a los funcionarios responsables de esa unidad y ha propuesto una metodología de trabajo para la elaboración del plan anual de

			inspección para el 2014
Dominican Republic/DOM102 La administración del trabajo, con el apoyo de la OIT, presta servicios eficaces para el cumplimiento de la legislación laboral..	3	El Ministerio de Trabajo, a través del mejorado anuario estadístico 2011-2012, utiliza y disemina información consolidada, actualizada y desagregada por sexo acerca de la situación nacional del trabajo, en particular sobre las condiciones de empleo y de trabajo por empresa.	La OIT, con el apoyo financiero del Gobierno de Estados Unidos, brindó asistencia técnica para el mejoramiento de los sistemas de información (Anuario Estadístico 2011 y 2012, así como capacitación especializada de funcionarios).
	4	El Ministerio de Trabajo desarrolló exitosamente con empleadores y trabajadores un plan piloto de sensibilización sobre el alcance y la importancia de la inspección del trabajo a nivel local en el sector de turismo que está siendo multiplicado por el Ministerio en otras zonas turísticas del país y otros sectores productivos.	Con el apoyo financiero del Gobierno de Estados Unidos, la OIT desarrolló un Plan Piloto de Administración de Trabajo Local en Bávaro, que incluye diálogo, la cooperación tripartita, la difusión de derechos laborales, el mejoramiento de las capacidades de los funcionarios del Ministerio de Trabajo, así como la información especializada a trabajadores y empleadores y actores sociales de la localidad.
Mexico/MEX152 Gestión de la inspección laboral profesionalizada y más efectiva, en el ámbito federal y estatal.	1	La Secretaría del Trabajo y Previsión Social STPS adoptó un nuevo Reglamento General de Inspección del Trabajo y Aplicación de Sanciones para inspectores, para profesionalizar su servicio, mejorar sus condiciones de trabajo y transparentar los procedimientos de inspección del trabajo.	La OIT emitió observaciones y comentarios en el marco de su participación en la Subcomisión sobre Vigilancia e Inspección del Trabajo de la Comisión Consultiva Nacional de Seguridad e Higiene en el Trabajo COCONASHT.
	2	La STPS, a través de la Dirección General de Inspección Federal del Trabajo ha elaborado un plan de capacitación para los inspectores federales y estatales del trabajo y para los 400 inspectores de nuevo ingreso, con la finalidad de formar capital humano en materia de seguridad y salud en el trabajo,	La OIT llevó a cabo la coordinación del diseño y la asistencia técnica del curso a distancia sobre la Inducción a la inspección en seguridad y salud en el trabajo y del curso de Habilidades interpersonales.

		dentro de las estructuras de la administración pública federal y estatal, con un enfoque preventivo y a partir de las mejores prácticas en la materia y orientará a los inspectores sobre su mandato, programación, desahogo, documentación, evaluación y seguimiento a las inspecciones.	
	4	La Subcomisión para el Fortalecimiento de la Verificación del Cumplimiento de Obligaciones en materia de seguridad y salud en el trabajo, órgano tripartito presidido por la STPS, ha llevado a cabo diversas reuniones de sensibilización para la adopción de un estándar de competencias sobre "Verificación de las condiciones de Seguridad e Higiene en los Centros de Trabajo".	La OIT participó en las reuniones de sensibilización, además aportó asistencia técnica para la elaboración del estándar.

Indicator 11.3 – Number of member States that, with ILO support, adopt new or improve existing labour laws in line with international labour standards, in consultation with the social partners.

Measurement

To be counted as reportable, results must meet at least one of the following criteria:

1. Adoption of labour codes or important revisions of labour laws and regulations reflecting at least 50 per cent of the comments by the Office.
2. A national policy is developed concerning the protection for workers in an employment relationship in line with Paragraph 4 of Recommendation No. 198

Country/ Country programme Outcome (CPO)	Measurement Criteria	Result Achieved	ILO Contribution
Africa			
Comores/COM152 Le Conseil Consultatif du Travail et de l'Emploi est institutionnalisé et redynamisé.	1	Parliament adopted the revised Labour Code in July 2012 and the Government set up a tripartite consultative Council for Labour and Employment on the legal basis of a Decree prepared during this labour law reform.	The ILO provided technical comments to the Ministry of Labour on the draft Decree on the Tripartite Consultative Council for Labour and Employment and the draft amendments to the Labour Code. The Office organised legal workshops for 43 participants, out of which 30% were women representing the tripartite constituents and the judiciary to discuss the ILO comments and finalise the labour law reform through tripartite social dialogue.
Niger	1	Parliament adopted the amendments to the Labour Code in 2012. Most ILO comments made in light of ILO standards and comparative practice were reflected in the new version of the law.	The Office provided technical comments to the Ministry of Labour on the draft amendments to the Labour Code.

Mauritius	1	In 2013, Parliament adopted the amendments to the Labour Relations Act and the Labour Rights Act.	The office provided technical comments to the Ministry of Labour on the draft amendments to the Labour Relations Act and the Labour Rights Act i. The Office organised for the Minister of Labour, at his request, technical consultations at HQ in Geneva.
Asia and the Pacific			
China/CHN155 Improve regulations and institutions to provide better protection for workers in employment relationship (particularly temporary agency workers) in line with international labour standards, in consultation with the social partners	1	In December 2012, the Standing Committee of the National People's Congress adopted the Amendments to the Labour Contract Law in order to provide better protection for labour dispatched workers.	The ILO provided technical inputs to tripartite initiatives including studies, seminars and workshops. The Office prepared and submitted to the State Council and the Ministry of Human Resources and Social Security (MOHRSS) a Memorandum of technical comments on the draft amendments of the Labour Contract Law for dispatched workers. More than 50% of the ILO comments have been taken into account.
	2	National policy on regulating public employment service and private employment agencies was developed and improved.	and conducted a research on temporary employment agency work in collaboration with the Ministry of Human Resources and Social Security (MOHRSS) research institute
Samoa/WSM 101	1	The Labour and Employment Relations Bill was passed into law in March 2013. It substantially up-dates the Labour and Employment relations Act of 1972, provides strengthened protection against discrimination and establish a six weeks maternity leave.	The ILO provided technical inputs into new labour legislation including through comments on the draft law and policy papers on maternity protection.

<p>Viet Nam/VNM102 Improved governance framework for sound industrial relations through law reform in line with the ILS and supervisory comments.</p>	<p>1</p>	<p>The revised Labour Code and Trade Union Law were adopted by the National Assembly after a consultation process with social partners.</p>	<p>The Office contributed to the law reform process through a number of inputs:</p> <ul style="list-style-type: none"> - A 'Memorandum of Technical Comments on the Second Draft Labour Code of Vietnam,' issued by the ILO. - A series of expert studies were produced on different aspects of the Labour Code and Trade Union Law ensuring that policy and law makers were fully informed about both international experiences and practices. <p>A series of 24 seminars and consultation workshops with a total of 720 participants were organized on different topics related to the labour law reforms where tripartite partners, independent experts and ILO officials discussed issues related to the reforms.</p>
	<p>2</p>	<p>The revised Labour Code includes provisions to better recognise and govern an employment relationship, including a number of new forms of employment relations in a market economy, such as issues of part-time work, domestic work, temporary work (labour dispatch)</p> <p>An implementation decree on labour dispatch has been prepared and submitted to the Government for approval. The draft decree defines labour dispatch as a conditional business which is allowed in limited certain</p>	<p>A number of studies and publications were produced, including a publication on the "Employment Relationship - An annotated guide to ILO Recommendation No. 198". A study tour on labour dispatch issues to Korea was organised for tripartite partners</p> <p>Korean and Japanese experts were mobilised to provide technical inputs and interventions at a series of consultation workshop on the issue of labour sub-leasing</p>

		areas with certain conditions	
		An unofficial guideline on the issues of domestic work was introduced by the Ministry of Labour, with active participation of social partners	
Europe			
Slovakia/SVK101 Labour code amended based on social dialogue and in line with ILS	1	The new amendments to the Labour Code were adopted by Parliament of Slovakia in October 2012. More than 50 per cent of the ILO comments were taken into account. The new amendments to the Labour Code entered into force in January 2013.	At the request of the Ministry of Labour, Social Affairs and Family of Slovakia, ILO provided two sets of technical comments on the draft amendments to the Labour Code (in August and September 2012). On 4 September 2012 in Geneva, the Office organised a round of technical consultations for the delegation of the Slovak Ministry of Labour, Social Affairs and Family which was headed by the State Secretary.
Georgia/GEO103	1	In 2013, Parliament adopted the amendments to the Labour Code to bring the national legislation in better compliance with international labour standards.	The Office provided technical advisory services, including through high-level advocacy missions and training activities, to the Ministry of Labour, Health and Social Affairs, the Ministry of Justice and the social partners.
Americas			
Nicaragua/NIC105 El país adopta medidas, con el apoyo de la	1	La Asamblea Legislativa aprobó por unanimidad el Código Procesal Laboral en	The Office provided technical and financial support for the whole process of the reform of

<p>OIT, para poner en práctica el Sistema Procesal Laboral Oral, concentrado y especializado previsto en el Código respectivo.</p>		<p>noviembre de 2012, entrando en vigencia en mayo de 2013. El nuevo Código establece la oralidad en los juicios del trabajo, la especialización de los jueces y magistrados y regula un nuevo procedimiento laboral más rápido con intervención directa (inmediación) del Juez en las audiencias y la resolución del caso.</p> <p>Entre diciembre de 2012 y mayo de 2013, la Corte Suprema de Justicia realizó un proceso de divulgación con trabajadores, empleadores, funcionarios públicos y magistrados de trabajo a fin de preparar a los usuarios para la entrada en vigencia del Código Procesal Laboral.</p>	<p>the Procedural Labour and Social Security Code.</p> <p>La OIT, en el marco de un proyecto de cooperación técnica financiado por Estados Unidos, apoyó técnicamente la formulación, elaboración, revisión y aprobación de la propuesta del Código Procesal Laboral, durante el año 2012.</p> <p>Con estos recursos, la OIT brindó también asistencia técnica para las actividades de difusión y preparación de magistrados, empleadores y trabajadores para la entrada en vigencia del nuevo Código Procesal Laboral. A tal efecto, la OIT realizó capacitaciones especializadas, a través de talleres, contando con especialistas nacionales e internacionales y considerando las experiencias comparadas exitosas en otros países para la aplicación del nuevo proceso.</p>
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