

## Outcome 13: A sector-specific approach to decent work is applied

### RESULTS BY INDICATOR

**Indicator - 13.1. Number of member States that, with ILO support, implement sectoral standards, codes of practice or guidelines.**

**Measurement:**

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

1. Ratification of a sectoral Convention.
2. Adoption of a law or regulations that implement main provisions of a sectoral standard, sector-specific code of practice or guideline

Country / Country Programme Outcome (CPO)	Measurement Criteria	Result Achieved	ILO Contribution
<b>Africa</b>			
<b>Botswana/BWA178</b> Improved capacity of labour administration system to service the dispute resolution, collective bargaining and conciliation and arbitration mechanisms in the public sector.	2	The Public Service Bargaining Council (PSBC) was set up in June 2012, and the rules and negotiation procedures, according to sectoral standards, have been adopted in 2013. The capacity of its members to engage in mutual negotiations has been enhanced, with technical assistance from the ILO. As a result, two rounds of negotiations had been taken place without adverse industrial action, following the provisions of the Labour Relations (Public Service) Convention, 1978 (No.151) ratified by Botswana on 22 Dec 1997.	The Office has provided technical support for the operation of the PSBC, with complementary funds from RBSA. It organized training workshops on negotiation skills and on mediation and arbitration skills within the public sector for a total of 50 participants, 40% being women. Also, assisted drafting the PSBC's Negotiations and Meeting Procedures and the Dispute Resolutions Procedures which were further adopted by the Council.  Under a South-South cooperation arrangement within the SADC region, the Office organized a study visit for PSBC members to the South African Public Service Coordinating Bargaining Council on May 2013. Participants learned South African good practices on collective bargaining and dispute resolution and on the public service labour relations system.

<b>Morocco</b>	1	Morocco ratified Work in Fishing Convention, 2007 (N°188) on 16.05.2013	The Office, with funds from Spain <sup>1</sup> , provided training to tripartite actors on decent work and good labour practices in the fishing sector as well as organized tripartite workshops to discuss the main provisions of the Convention.
<b>South Africa</b>	1	South Africa ratified Work in Fishing Convention, 2007 (N°188) on 20.06.2013	The Office has worked with South African Maritime Safety Authority and carried out a study on working in fishing in the country in 2010.
<b>United Republic of Tanzania</b>	2	The Private Employment Agents Regulations 2012 adopted, which applies to all private employment agents working or intending to work in Zanzibar.	Provided technical comments on the draft legislation relating to private employment agents operating in Zanzibar, based on the provisions of the Private Employment Agencies Convention, 1997 (No. 181).

<sup>1</sup> Project "Proyecto para el Desarrollo Racional y Sostenible del Sector Pesquero" (INT/07/16M/SPA)

<b>Americas</b>			
<p><b>Brazil/BRA202</b></p> <p>Promoción del Trabajo Decente en el nivel sectorial.</p>	2	<p>Decree 7.674 published on 20 January 2012 on the establishment of a social dialogue process for dispute resolution and collective bargaining in the Federal Public Administration. The Decree created the Federal Public Service Labour Relations Sub-system (SISRT) to negotiate working conditions in the Federal Administration, in line with the Labour Relations (Public Service) Convention, 1978 (No.151) ratified by Brazil on 15 Jun 2010.</p>	<p>Since the past biennium, the Office has been assisting national constituents on the ratification and put into force of the C151, through a series of sectoral and normative activities. Following the adoption of the Decree 7.674, the Office provided support to the Ministry of Labour (MTE) and the Labour Prosecution Office (MPT) to hold a discussion on collective bargaining and dispute resolution. A gap analysis study on the national legislation, commissioned by the ILO, was presented and discussed by national constituents in August 2013 as an input to the legislative process of implementing C151. The Portuguese version of the ILO's Manual on collective bargaining and dispute resolution in the public service was also presented and distributed to the participants, as a tool for assisting the implementation of the provisions of the Convention.</p>
<p><b>El Salvador</b></p>	1	<p>El Salvador ratified Nursing Personnel Convention, 1977 (No.149) on 30 Jan 2013</p>	<p>As part of the ratification process of C149, technical advice has been provided to national constituents on the provisions of the Convention. Training activity is being undertaken to build the constituents' capacity for the implementation of the Convention.</p>
<p><b>Saint Kitts and Nevis/KNA826</b></p> <p>Strengthened capacity of member States to ratify and apply international labour standards and to fulfill their reporting obligation</p>	1	<p>Saint Kitts and Nevis ratified the Maritime Labour Convention, 2006 on 21.02.2012</p>	<p>The Office organized the Hemispheric Conference on the Rapid and Widespread Ratification and Effective Implementation of the MLC, 2006 in Barbados, in September 2009, in which representatives from Saint Kitts participated. The Conference had the objective of building the capacity and raising awareness of tripartite constituents on the Convention, as part of the Action Plan adopted by the ILC.</p> <p>The Office also provided technical advisory services and financial support for:</p> <ul style="list-style-type: none"> <li>- conducting a MLC-related legal gap analysis (May 2011);</li> <li>- drafting Merchant Shipping (Maritime Labour Convention) Regulations (March-Nov. 2012);</li> <li>- Training Workshop for Inspectors on MLC, 2006</li> </ul> <p>Participants attended the workshop on the national legal implementation of the Convention and the training of trainers and maritime inspectors in the application of the MLC, 2006.</p>

Asia and the Pacific			
<b>Fiji</b>	1	Fiji ratified the Maritime Labour Convention, 2006 on 21.01.2013	<p>The Office has carried out a gap analysis on the MLC, 2006 and Fiji legislation. Also, national constituents attended the Pacific Regional Workshop in October 2010, with the objective of building capacity and raising awareness on the Convention. An ITF affiliate also attended the awareness raising workshop held in Turin in 2012. Training on the application of the MLC, 2006 was also provided by ITC-Turin in September 2013 for trainers and maritime inspectors to assist implementation of the Convention.</p> <p>In addition, the Office participates in the Port State Control Committee of the Tokyo Memorandum of Understanding on Port State Control. This regional arrangement focuses on inspection of foreign merchant ships visiting their ports. The Committee helps the MOU members, as Port States, to prepare for the inspections and plays a substantial role in encouraging States, as Flag States, to ratify the MLC, 2006 in order to prepare their vessels for such inspections. The ILO plays an active role, in particular with respect to the inspection of ships for compliance with the Maritime Labour Convention, 2006 and, prior this, the Merchant Shipping (Minimum Standards), 1976 (No. 147).</p>
	1	Fiji ratified the Private Employment Agencies Convention, 1997 (No. 181) on 21 January 2013.	Office organized an Employment Policy Workshop on November 2012, in which the ratification was addressed.
<b>Tuvalu/TUV826</b> Linked to Indicator 18.4 Strengthened capacity of member States to ratify and apply international labour standards and to fulfil their reporting obligations	1	Ratified the Maritime Labour Convention, 2006 on 16.02.2012	<p>The Office provided technical advice to the Government on the ratification process of MLC, 2006 and also technically assisted the work of the MLC Committee in completing the drafting of the legislation to suit the Tuvalu context. Funding support was also provided towards the endorsement and launch of the Merchant Shipping (MLC) Regulation 2013.</p> <p>To prepare implementation of the MLC, 2006, a representative from Tuvalu attended the workshop on national legal implementation provided by ITC-Turin in June 2012.</p>

<b>Europe</b>			
<b>Israel</b>	1	Private Employment Agencies Convention, 1997 (No. 181) ratified on 04 October 2012.	Provided technical inputs to the government and the General Federation of Labour in Israel (Histadrut) on private employment agencies and subcontracting in 2011.
<b>former Yugoslav Republic of Macedonia/ MKD104</b>  Promotion of ratification and implementation of the Labour Relations (Public Service) Convention No. 151 (1978).	1	The former Yugoslav Republic of Macedonia ratified the Labour Relations (Public Service) Convention No. 151 (1978) on 22 July 2013.	In May 2012, the Office delivered a gap analysis on how the current legal situation compares with C151, R159 and CFA rulings as an input for the ratification process. A capacity building workshop was organized in Sep 2012, using the Macedonian version of the ILO's Manual of Best Practices on the Manual of Collective Bargaining and Dispute Resolution in the Public Service.
	1	Ratified Private Employment Agencies Convention, 1997 (N° 181) on 03.10.2012	The Office attended a workshop in Skopje in February 2010 and followed up discussions on the ratification of the Convention.
<b>Russian Federation/RUS101</b>  International labour standards are ratified and broadly applied as a priority under the Programme of Cooperation.	1	Safety and Health in Mines Convention, 1995 (N° 176) ratified by Russian Federation on 19.07.2013.	The Office has presented the ILO's Code of practice on safety and health in underground coalmines (2006) to national constituents. It also commissioned a survey on the feasibility of ratification of C176. Its findings were presented at a tripartite meeting on April 2011, which concluded in favour of ratification.

**Indicator - 13.2. Number of member States in which constituents, with ILO support, take significant action for a specific sector to advance the Decent Work Agenda.**

**Measurement:**

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

1. A national, regional or local policy or plan of action is put in place with adequate funding to implement recommendations or conclusions of ILO sectoral meetings.
2. A tripartite assessment and improvement system is established at the sectoral level that confirms increased compliance with international labour standards, including core international labour standards, and improved working conditions of workers in the sector

Country / Country Programme Outcome (CPO)	Measurement Criteria	Result Achieved	ILO Contribution
<b>Africa</b>			
<b>Ghana</b>	1	The Ghana Ports and Harbours Authority and the Regional Maritime University are implementing the Portworker Development Programme (PDP) in the country, under an agreement signed with the ILO. PDP aims at enabling governments, port authorities, private port operators and training institutes to establish effective and systematic portworker training schemes, designed to improve cargo-handling performance, working conditions and practices, safety, and the status and welfare of portworkers.	Capacity of the institutions built to implement the Portworker development programme in the country, through training of chief instructors from both organizations in Turin on 15-26 April 2013. Certified instructors are authorized to provide training and to train other PDP instructors.  A special license agreement was signed with the ILO, which authorizes both institutions to further develop the training programme in their container port terminals. Under the agreement, the Office made available the PDP's training materials, which comprises 30 training units (offering around 1000 hours of training), an extensive glossary of technical terms, lesson plans, exercises, tests and about 1700 transparencies / slides and other supportive material that support more than 900 hours of training pertinent to container terminal operations.
<b>Lesotho/LSO101</b> Decent Work promoted in the	2	Under the governance of a Lesotho tripartite advisory committee, a system for improving compliance with	In order to improve working conditions of garment workers and competitiveness of the garment sector, the

textile and garment sector		labour standards is being implemented in 21 factories, 27,119 workers (72% of total workforce.). Seventeen factories have bipartite committees that work on improving working conditions through a process of social dialogue. Compliance has improved by 33% in OSH management systems and by 22% in employment contracts and dialogue, discipline and disputes.	ILO with support from USDOL is implementing a program to assist the tripartite constituents in complying working conditions with the core ILS and in line with national labour legislations. This includes yearly assessments of compliance with labour standards in the garment factories and help to factories in setting up and facilitating effective enterprise level bipartite committees (PICCs) that play a key role in the development, implementation and monitoring of compliance improvement measures and in improving social dialogue in the workplace
<b>Senegal</b>	1	Adoption of workplans and recommendations by health-sector constituents to improve safety and health and working conditions in the health sector using the ILO's Healthwise methodology. It proved to be a pertinent and effected tool for the adoption of an adequate response in the health sector to overcome OSH challenges; improve working conditions; and promote the access of health workers to HIV and Aids prevention, treatment, care and support services	<p>Technical assistance was provided to:</p> <ul style="list-style-type: none"> <li>- Prepare and implement workplans to improve safety and health and working conditions of health sector workers in 4 health facilities (hospitals);</li> <li>- Put in place a national committee, coordinated by the Ministry of Labour, and support the plan implementation;</li> <li>- Carry out a gap analysis study;</li> <li>- Adoption of recommendations to improving national occupational health programmes for health workers.</li> </ul>
<b>Zimbabwe/ZWE132</b> Decent work for food security and safe working conditions in agriculture	1	<p>Following the adoption of the National Action Plan on Safety and Health in Agriculture in July 2011, tripartite constituents approved a series of recommendations to strengthen the OSH Committees on the Agriculture Sector using the ILO Code of Practice:</p> <ul style="list-style-type: none"> <li>- promotion of OSH in agriculture, based on the ILO Code of Practice and related conventions;</li> <li>- review of the national agricultural sector policy and legislation and promote the ratification of C184 and C187;</li> <li>- promotion of OSH in commercial farms and states;</li> <li>- inclusion of OSH in training manuals and curricula tailored to the agricultural sector.</li> </ul> <p>An Information Package on OSH in agriculture was</p>	<p>With supplementary RBSA funds, the Office provided technical and financial assistance for the establishment and operation of OSH Committees in Agriculture. It also supported the development of their guidelines based on the ILO Code of Practice in Agriculture</p> <p>National tripartite workshops and training courses were organized and technical support was provided for the development of an information package for the agricultural sector.</p> <p>In addition, a study on food security and infrastructure in urban and peri-urban agriculture was carried out. Support was provided to the development of conceptual framework and agenda for UPA in Zimbabwe. The study</p>

	<p>developed, based on the outcomes of a tripartite workshop. OSH Committee Guidelines were also reviewed with ILO technical support.</p> <p>The promotion of the ILO Code of Practice on OSH in Agriculture complemented the efforts aimed at reviewing of national and agricultural sector policy and legislation on OSH and, at the same time, integrating the provisions of the relevant ILO Conventions (C184 &amp; C187) into the national law, in preparation for their ratification. .</p>	<p>also provided inputs for the design of the “ILO Labour issues in urban and peri-urban agriculture Information and Resource Guide”, which will be validated in a tripartite workshop.</p>
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Americas			
<p><b>Brazil/BRA202</b></p> <p>Promoción del Trabajo Decente en el nivel sectorial.</p>	<p>1</p>	<p>State-level Pacts on decent work during the preparation and holding of the 2016 World Cup signed by in selected host-cities (Cuiabá, Recife, Salvador and São Paulo). National and state-level decent work committees agreed on implementation of specific activities under their Decent Work Agendas.</p>	<p>The ILO assisted in the preparation of a project proposal, in consultation with tripartite constituents, to promote decent work during the organization and holding of the 2016 World Cup. An inception phase implemented in 2012-13 aiming at promoting social dialogue and building capacity of stakeholders in the construction, tourism, textiles/garments sectors in some of the World Cup host cities. Support was provided to several initiatives, such as: formulation of pacts to promote decent work in World Cup's host cities; integration of the actions to promote decent work and the World Cup under the National and State-level Decent Work Agendas; quantitative and qualitative diagnostic studies on the main decent work challenges and opportunities during the Confederations Cup in June 2013; tripartite training course on sustainable tourism in Cuiaba; workshop on decent work in the textiles sector in Recife; observatory on violations to children and adolescents' rights. ILO has also participated in meetings of the Social Dialogue Roundtable for the Construction Sector, coordinated by the Presidency and in Building and Wood Worker's International (BWI) activities.</p>
<p><b>Chile</b></p>	<p>1</p>	<p>Under the framework of the social dialogue process in the forestry sector established in 2011, a Plan of Action 2013-14 to promote social dialogue in the forestry sector was adopted by national stakeholders, with support from the ILO and other international organizations. The plan aims at developing local socio-environmental initiatives, through local economic development and decent work. An Executive Committee was created to monitor the implementation of the Plan at national and regional level.</p>	<p>The ILO has been providing technical assistance to the social dialogue process in the sector. In 2012, the Office commissioned a study on working conditions in the forestry sector, which were discussed during the tripartite workshop in the forestry sector, held in Santiago in November 2012, with the participation of 70 representatives from the government, employers, trade unions and NGO. The ILO also assisted the elaboration of a Plan of Action to improve sustainability and working conditions in the sector, which was further validated by representatives from the sector.</p>

<p><b>Dominican Republic /SSJ104</b></p> <p>En Honduras, El Salvador y la República Dominicana, con el apoyo de la OIT, se promueven empresa sostenibles en el sector del azúcar que crea trabajos decentes y mejoran el cumplimiento de los derechos laborales.</p>	1	<p>Based on the ILO's System for Integrated measurement and improvement of productivity (SIMAPRO) methodology, two sugar mills developed sectoral work plans to improve productivity and working conditions, especially as regards to occupational safety and health in the workplace.</p> <p>The National Vocational Training Institute (INFOTEP) is expanding its training and technical assistance to the Dominican enterprises in productivity and working conditions using successfully the SIMAPRO methodology.</p>	<p>With funds from Canada<sup>2</sup>, the ILO provided technical assistance for building the capacity of sugarcane mills to use the ILO/SIMAPRO methodology focussing on occupational safety and health and working conditions, through the organization of training programmes in 2012 and 2012 for sugar mills.</p> <p>In addition, the Office organized a training of trainers courses for 30 officers from the National Vocational Training Institute (INFOTEP) on the use of the SIMAPRO methodology.</p>
<p><b>El Salvador/SSJ 104</b></p> <p>En Honduras, El Salvador y la República Dominicana, con el apoyo de la OIT, se promueven empresa sostenibles en el sector del azúcar que crea trabajos decentes y mejoran el cumplimiento de los derechos laborales.</p>	1	<p>Employers and workers of the sugar industry, with government support, agreed in November 2012, a strategy to improve productivity and working conditions through social dialogue. Based on this agreement, the following results have already been achieved:</p> <ul style="list-style-type: none"> <li>- three sugar mills implemented the ILO SIMAPRO methodology in 2013;</li> <li>- the Vocational Training Institute (INSAFORP) adopted in 2013 the SIMAPRO methodology as part of its offer of services to improve productivity.</li> </ul>	<p>With funds from Canada<sup>3</sup>, the Office developed:</p> <ul style="list-style-type: none"> <li>- tripartite course on risk assessment and management in collaboration with International Training Centre of the ILO (CINTERFOR) in July, 2012</li> <li>- tripartite workshop on productivity measurement and evaluation in February, 2013;</li> <li>- technical assistance for the implementation of the SIMAPRO methodologies in the sugar mills in the first half 2013;</li> <li>- training workshop for 27 INSAFORP facilitators on the SIMAPRO methodology in May, 2013;</li> <li>- international seminar for exchange of good practices in June, 2013.</li> </ul>
<p><b>Haiti/HTI102</b></p> <p>El país mejora el cumplimiento de las normas laborales y la competitividad en el sector textil y otros</p>	1	<p>Los empleadores y las organizaciones sindicales crearon una Mesa de Diálogo Social en julio de 2012 con el objetivo de mejorar las relaciones laborales en el sector de la confección. Durante el año 2013, la Mesa de Diálogo Social se reunió 8 veces para discutir problemas</p>	<p>La OIT brindó una capacitación sobre las Normas Fundamentales del Trabajo en julio de 2012, que concluyó con la firma de un acuerdo de principios entre los empleadores y las organizaciones sindicales así como de observadores (Ministerio de Asuntos Sociales y de</p>

<sup>2</sup> Project "Competitiveness of the Sugar Sector (CSS) in the Dominican Republic, Honduras, and El Salvador - RLA/11/01/CAN"

<sup>3</sup> Project "Competitiveness of the Sugar Sector (CSS) in the Dominican Republic, Honduras, and El Salvador - RLA/11/01/CAN"

sectores clave para la reconstrucción del país.		en el sector e identificar soluciones para que se mantenga la competitividad. Además, las organizaciones sindicales lograron organizar a los obreros del sector textil en un 50% de las fábricas en Haití.	Trabajo, Ministerio de Comercio e Industria, CTMO-HOPE), para crear la mesa de diálogo social. La OIT brindó también capacitación (diálogo social, técnicas de negociación y una formación práctica sobre las normas). La OIT apoyó a la mesa de diálogo social en la revisión del memorándum del acuerdo, así como en la facilitación de las reuniones.
	2	<p>24 fábricas del sector textil en Haití están realizando evaluaciones dos veces al año con la finalidad de mejorar el cumplimiento de los estándares laborales internacionales y la legislación nacional. La herramienta de evaluación fue revisada en 2012 y en consecuencia se presentó al Ministerio de Asuntos Sociales (MAST) por segunda vez a principios de 2013 para sus comentarios. Por último se presentó y aprobó ante un comité tripartito CTMO-HOPE para la validación.</p> <p>By June 2013, the system was supporting 24 factories with 25,924 workers, representing 100% of the sector's labour force to improve compliance with labour standards. Data shows that compliance has improved by 36% in Working Environment and on average by 23% in working time issues.</p>	In order to improve working conditions of garment workers and competitiveness of the garment sector, the ILO with support from USDOL is implementing the Better Work program to assist the tripartite constituents in complying working conditions with the core ILS and in line with national labour legislations. This includes yearly assessments of compliance with labour standards in the garment factories and help to a large group of factories in setting up and facilitating effective enterprise level bipartite committees (PICCs) that play a key role in the development, implementation and monitoring of compliance improvement measures and in improving social dialogue in the workplace.
<p><b>Nicaragua/NIC104</b></p> <p>El país mejora el cumplimiento de las normas laborales y de la competitividad en el sector textil</p>	2	<p>Se incorporaron 30 empresas del sector a un sistema tripartito" con más de 40,000 trabajadores (50% del total de los trabajadores en el sector textil) realizándose una evaluación de cumplimiento con las normas internacionales (durante febrero-diciembre de 2013) y condiciones de trabajo, mediante la emisión de un informe. Se inscribieron 11 marcas compradoras al programa.</p> <p>El Ministerio de Trabajo suscribió el Acuerdo de Colaboración con la OIT (durante el segundo trimestre de 2013), para realizar capacitaciones de Inspección de</p>	In order to improve working conditions of garment workers and competitiveness of the garment sector, the ILO with support from USDOL is implementing the Better Work program to assist the tripartite constituents in complying working conditions with the core ILS and in line with national labour legislations. This includes yearly assessments of compliance with labour standards in the garment factories and help factories in setting up and facilitating effective enterprise level bipartite committees (PICCs) that play a key role in the development, implementation and monitoring of compliance improvement measures and in improving social dialogue

		Trabajo; además se aprobó un Protocolo de actuación en casos de Cero Tolerancia (durante el segundo trimestre de 2013).	in the workplace.
<b>Peru/PER134</b> Capacidades de los mandantes fortalecidas para participar en espacios sectoriales tripartitos de diálogo social	1	The Peru's National Port Authority (APN) is implementing the Portworker Development Programme (PDP) among the National Port System of Peru and other Andean countries, under an agreement signed with the ILO. PDP aims at enabling governments, port authorities, private port operators and training institutes to establish effective and systematic portworker training schemes, designed to improve cargo-handling performance, working conditions and practices, safety, and the status and welfare of portworkers.	ILO provided technical assistance for the implementation of the PDP programme in Peru. The Office organized a training course in Lima from 5 to 13 December 2012, in which 12 chief instructors were certified to conduct PDP trainings.
<b>United States</b>	1	The National Maritime Safety Association (NMSA) is implementing the Portworker Development Programme (PDP) in the country, under an agreement signed with the ILO. PDP aims at enabling governments, port authorities, private port operators and training institutes to establish effective and systematic portworker training schemes, designed to improve cargo-handling performance, working conditions and practices, safety, and the status and welfare of portworkers.	Under the Portworker Development Programme (PDP), the ILO signed an Agreement on February 2013 with the NMSA, which represents the marine cargo handling industry in the United States in safety and health matters arising under various statutes, including the Occupational Safety and Health Act. The agreement provides the authority to NMSA to further develop the programme in its ports.
<b>Uruguay</b>	1	A new framework put in place by the Wage Council (CBET) to establish a new occupational certification system for the sector. The system evaluates tasks, analyse and revise job positions and define a competence certification system for the construction sector. This will enhance collective bargaining and support the modernization process and the application of new technologies in the sector, which will in turn improve working and living conditions.	Under a trust fund implemented by ILO/Cinterfor <sup>4</sup> , support was provided to the development of a new occupational structure for the construction sector, in consultation with employers and workers.

<sup>4</sup> Project "Evaluación de tareas y diseño del proceso de certificación ocupacional en la industria de construcción" (URU/12/01/FSC)

Arab States			
<b>Jordan/JOR102</b> Competitiveness and productivity enhanced and compliance with international labour standards promoted in specific sectors at the industrial level	1	The tripartite constituents in Jordan adopted a strategy for achieving lasting sustainability for the Better Work system for improving compliance with labour standards in the Jordanian garment sector by looking at its long-term political, financial, and managerial viability. The strategy adopted sets out a three-year transition period to sustainability. Better Work Jordan would register as a not-for-profit company once it becomes a national entity governed by the tripartite constituents while maintaining a clear association with the ILO and the global Better Work programme.	The ILO, with support from USAID, developed a vision and key strategies for the last phase of the Better Work Jordan programme.
	2	The government required all exporting apparel factories to participate in the Better Work programme and as a result. Seventy per cent of the garment-exporting factories participate in the tripartite system that measures compliance with labour standards and supports bipartite committees (PICCs) to a process for continuous improvement of labour compliance through social dialogue. By June 2013, 59 factories with 40,000 workers, representing 90% of the sector's labour force received support to improve compliance with labour standards. Data shows that compliance rates on issues such as forced labour, compensation and OSH have improved.	In order to improve working conditions of garment workers and competitiveness of the garment sector, the ILO is implementing the Better Work programme to assist the tripartite constituents in complying working conditions with the core ILS and in line with national labour legislations. This includes yearly assessments of compliance with labour standards in the garment factories and help factories in setting up and facilitating effective enterprise level bipartite committees (PICCs) that play a key role in the development, implementation and monitoring of compliance improvement measures and in improving social dialogue in the workplace. Through this system, the ILO helped factories dealing with serious human rights violations and sexual harassment and worked with labour inspectors to improve their capacity to do inspections.

<b>Asia and the Pacific</b>			
<p><b>Cambodia/KHM161</b></p> <p>Working conditions and competitiveness in the garment sector is improved through compliance with international labour standards and national labour law as well as through promotion of decent work</p>	2	<p>With oversight by a tripartite Programme Advisory Committee, a system for increased financial sustainability and increased local management capacity that will sustain support to improve workplace compliance at garment exporting factories have been implemented. . By June 2013, this system supporting 431 factories with 421,617 workers, representing 100% of the sector's labour force to improve compliance with labour standards.</p>	<p>In order to improve working conditions of garment workers and competitiveness of the garment sector, the ILO is implementing the Better Factories Cambodia program to assist the tripartite constituents in complying working conditions with the core ILS and in line with national labour legislations. This includes yearly assessments of compliance with labour standards in the garment factories and help to a large group of factories in setting up and facilitating effective enterprise level bipartite committees (PICCs) that play a key role in the development, implementation and monitoring of compliance improvement measures and in improving social dialogue in the workplace.</p> <p>As part of this approach, the ILO launched a pilot footwear assessment programme in cooperation with USDOL, IFC and the Republic of Korea's Ministry of Strategy and Finance to assess 25% of the country's footwear factories in 2012. As a result of the pilot, the ILO broadened its compliance assessment and advisory services to footwear factories.</p>
<p><b>Indonesia/IDN803</b></p> <p>Increased capacities of employers' and workers' organisations to participate effectively in the development of social and labour policy</p>	2	<p>A tripartite Programme Advisory Committee with representatives from national and sectoral level is overseeing the implementation of a system to improve compliance with labour standards in the Indonesian apparel sector through assessing working conditions and facilitation worker management dialogue processes at the factory level for continued improvement.</p> <p>By June 2013, the system was supporting 81 factories with 308,352 workers, representing 30% of the sector's labour force to improve compliance with labour standards. Data shows that Compliance improved by 27% in the area of Working Environment and by 18% in the areas of Freedom of Association,</p>	<p>In order to improve working conditions of garment workers and competitiveness of the garment sector, the ILO is implementing the Better Work Indonesia program to assist the tripartite constituents in complying working conditions with the core ILS and in line with national labour legislations. This includes yearly assessments of compliance with labour standards in the garment factories and help to factories in setting up and facilitating effective enterprise level bipartite committees (PICCs) that play a key role in the development, implementation and monitoring of compliance improvement measures and in improving social dialogue in the workplace.</p>

		Gender discrimination and Social Security.	
<b>Philippines</b>	1	<p>An initial roadmap that harmonizes the initiatives of social partners and donors on the ratification of the Labour Relations (Public Service) Convention, (N°151) was developed and being implemented. The ratification is identified as a under the 2011-2016 Philippine Labour and Employment Plan (PLEP), which is monitored by the National Tripartite Advisory Committee (NTAC).</p> <p>The President has affirmed the need for a Civil Service Code, replacing the Executive Order 180. A proposed Code is being considered in the Parliament and includes mechanism for collective bargaining in compliance with C151. There is unequivocal support from trade unions, employer's organizations and donors for the ratification of C151. The largest coalition of workers in the country, the NAGKAISA (united), also included C151 in their campaign for ratification. The National Industrial Peace Council (NTIPC) endorsed the ratification of C151.</p>	<p>Under the promotion campaign for the ratification of C151, the Office has:</p> <ul style="list-style-type: none"> <li>- commissioned a gap analysis on how the current legal situation compares with C151, R159 and CFA rulings in May 2012;</li> <li>- held capacity building workshops in May 2012, using the Manual on Collective Bargaining and Dispute Resolution in the Public Service;</li> <li>- held technical briefings and meetings with principals of government departments or ministries and the Senate;</li> <li>- provided technical advice for members of National Industrial Peace Council (NTIPC);</li> <li>- supported implementation of initiatives identified by all social partners.</li> <li>- developed the content for the IEC materials on C151;</li> <li>- re-reprinted and distributed 500 copies of the ILO Manual on Collective Bargaining and Dispute Resolution.</li> <li>- facilitated the consultation, development and finalisation of the initial roadmap for the ratification of the Convention.</li> </ul>
<b>Viet Nam/VNM103</b> Improved competitiveness through promotion of decent work in key economic sectors	1	<p>A tripartite Project Advisory Committee, consisting of tripartite representatives from the national and provincial levels, is overseeing the implementation of a system to follow up on ILO recommendations and conclusions on the full range of working conditions issues. In many cases, the system is piloting strategies for enterprise-level implementation of policies that have been made at the national level or raising learning and practical evidence from enterprise-level interventions to help inform policy and legislative reform discussions. The system has facilitated the establishment of Labour and Management Committees in roughly 200 apparel factories, focused on improving compliance with core</p>	<p>In order to improve working conditions of garment workers and competitiveness of the garment sector, the ILO is implementing the Better Work Viet Nam program to assist the tripartite constituents in complying working conditions with the core ILS and in line with national labour legislations. This includes yearly assessments of compliance with labour standards in the garment factories and help to factories in setting up and facilitating effective enterprise level bipartite committees (PICCs) that play a key role in the development, implementation and monitoring of compliance improvement measures and in improving social dialogue in the workplace.</p> <p>The ILO has provided technical assistance to roughly 200 apparel factories using its global and regional experiences</p>

	<p>international labour standards and national labour law. Representatives of these committees work actively with tripartite representatives at the sectorial, provincial, and national levels to spread best practices and feed into related policy decisions. By June 2013, the system was supporting 198 garment factories with 231,260 workers, representing 12% of the sector labour force to improve compliance with labour standards. Data shows that factories are improving compliance in amongst others issues related to contracts and HR, such as contracting procedures, and dialogue, discipline and disputes.</p>	<p>and the ILO's unique comparative advantage to further enhance tripartism and social dialogue in all the participating factories.</p>
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<p><b>Azerbaijan/AZE151</b></p> <p>The working conditions in selected economic sectors improved through social dialogue</p>	<p>1</p>	<p>The action plan on occupational safety and health in the construction sector, adopted in 2012, has been implemented by employers and workers organizations. In accordance to the recommendations of the workshop, trade unions have approached 99 construction companies, encompassing 13,700 workers, to adopt measures to improve OSH at workplace. They have included additional clauses on OSH in their collective bargaining agreements, taking into account the national legislation and the ILO's standards and tools. Practical actions and additional trained were developed, in order to increase awareness on the issue.</p>	<p>A tripartite capacity building workshop organized in Baku, August 2012, using the ILO's Training package in occupational safety and health for the construction industry. The workshop was attended by 25 representatives from employers and workers organizations.</p> <p>As a result of the workshop, a draft action plan to promote OSH in construction was designed and agreed by Azerbaijani social partners. The action plan includes possible measures to be undertaken, such as:</p> <ul style="list-style-type: none"> <li>– involvement of representatives of all three partners in activities linked to OSH;</li> <li>– training events for OSH specialists in TU and EO on international best practices of preventive measures, risk assessment procedures, technical safety issues;</li> <li>– establishment of special vocational training centres for OSH specialists;</li> <li>– improvement of social dialogue in OSH both on a national and local levels;</li> <li>– creation of mobile groups of trainers able to organize awareness-raising campaigns in the regions.</li> </ul>