

Decent Work in Construction

The Decent Work in Construction project is a regional wide intervention that is implemented by International Labour Organization (ILO) in partnership with the Southern African Development Community (SADC), with support from the Swedish International Development Cooperation Agency (Sida). The aim of the four-year initiative (2022–2025) is to improve working conditions, compliance with labour rights and productivity in the construction sector. Using a market systems development approach, the project operates at country and regional level.

► Country level



In Mozambique, South Africa, and Zimbabwe, working with national governments, private sector, and trade unions, and employers' organisations pilot interventions are implemented to address decent work deficits and productivity challenges.

► Regional Level



Good practices and lessons learned are systematically documented and disseminated across the SADC member states, to support policy review and scaling-up of systemic approaches to addressing decent work deficit in the region.



Market actors driving change at country level



Unions

expand representation to informal and short-term contract workers



Social protection bodies

extend access to social protection services to informal and short-term contract workers



Contracting authorities

integrate Decent Work principles into small works and employment contracts

Procurement Authorities

integrate Decent Work Principles into tendering processes



Business Development Service Providers

integrate Decent Work and labour productivity elements into their service offer



Labour inspection bodies

implement proactive and strategic interventions to incentivise compliance



SADC driving regional advocacy for Decent Work



Generating knowledge products on human-centred development approaches that make the business case for Decent Work and disseminating good practice through knowledge sharing events.



Building capacity of technical experts from Member States on practical tools for integrating employment considerations into macroeconomic and sectoral policies.

Key Results



The Decent Work in Construction is more than an intervention, it is a movement to advocate for a future where workers and enterprises operate collaboratively and productively, in an environment of respect and dignity that achieves mutually beneficial outcomes. Through collaboration, innovation, and strategic action, decent work is taking root in Southern Africa’s construction sector and shaping its future.

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