



International
Labour
Organization



Decent Work in
Construction



► Construction Sector Enterprises implement Decent Work measures to improve working conditions

The International Labour Organization (ILO) and the Southern African Development Community (SADC), with support from the Swedish International Development Cooperation Agency (Sida), are implementing a four-year initiative (2022–2025) to improve working conditions and labour rights in Southern Africa's construction sector. Mozambique, South Africa, and Zimbabwe are the pilot countries, targeting some of the sector's most urgent decent work deficits.

The project aims to strengthen labour rights for the informal and short-term contract workers and improve the productivity within the small and medium enterprises (SMEs).

A key intervention focused on integration of Decent Work Elements into Business Development Services Organisation's support to the construction sector enterprises that they serve. Five service provides

participated in the training of trainers and rolled out these trainings to 146 enterprises across the subregion. The services that were provided to these enterprises included both training and one-on-one mentoring sessions.

Following these trainings, the Project conducted a follow up survey with 65 self selected enterprises to assess the levels of successful integration of these elements into their businesses.

The **project defines improvement in working conditions** as the adoption of at least on decent work measure in employment contracts and labour law compliance and healthy and safe work environments as well as the adoption of one other measure from either workplace cooperation, social protection and protection against discrimination and violence.

Decent Work measures to improve working conditions



Employment contracts and labour law compliance

- ✓ Employment contracts
- ✓ Working hours compliance
- ✓ Minimum wages compliance
- ✓ Paid leave



Healthy and safe work environment

- ✓ PPE for every project
- ✓ Safe drinking water
- ✓ Accessible first aid kits
- ✓ Rest areas on site
- ✓ OSH drills
- ✓ OSH Plan in place



Workplace cooperation and freedom of association

- ✓ Time for workers to dialogue
- ✓ Regular meetings with worker representatives
- ✓ Provision for workers to join unions



Social Protection

- ✓ Maternity leave aligned to national standards
- ✓ Workers registered with worker's compensation
- ✓ Female workers registered on maternity protection scheme
- ✓ Workers registered on social protection scheme
- ✓ Workers access to medical aid/health insurance



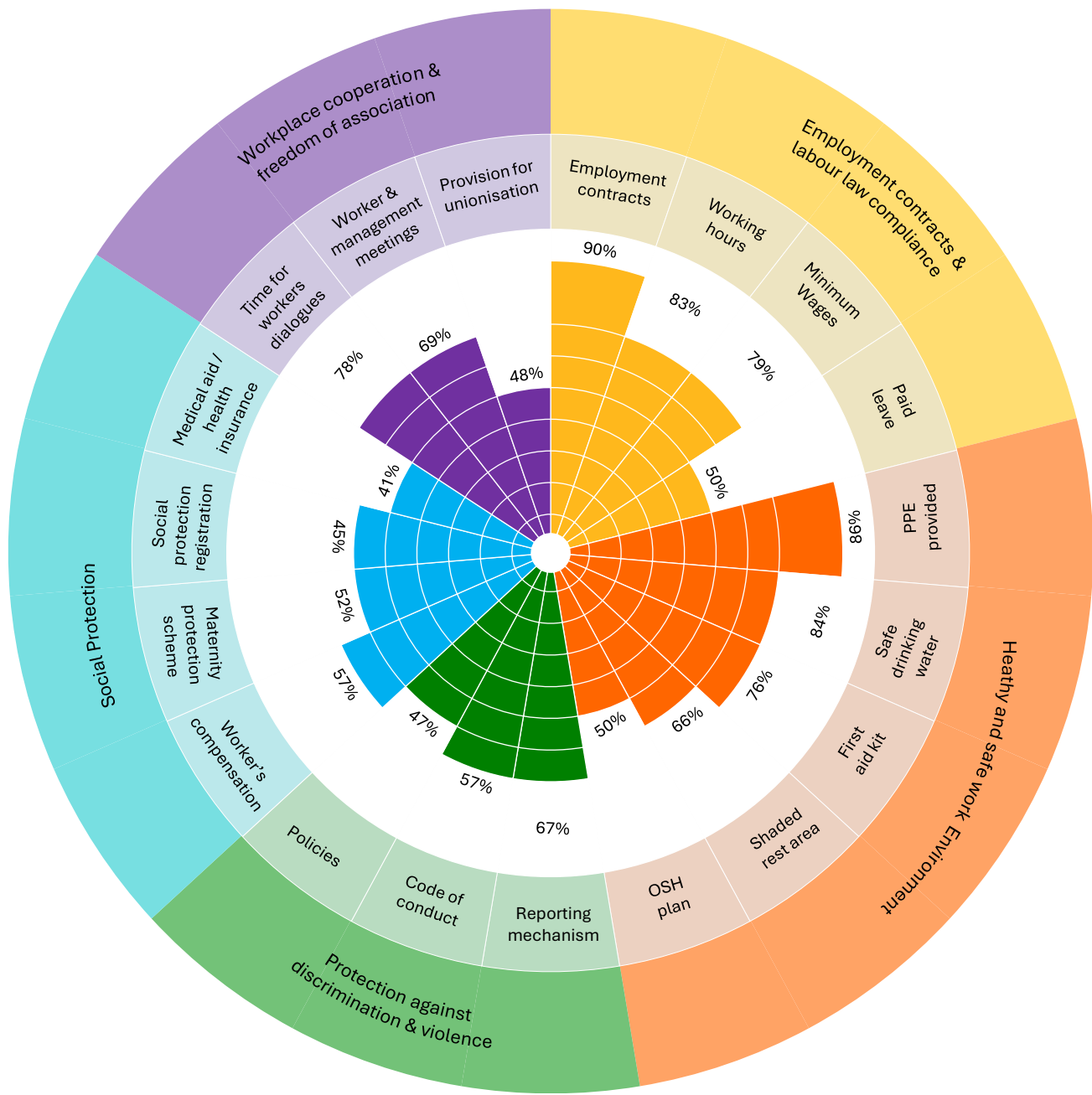
Workers protection against discrimination, and violence

- ✓ Violence or harassment Reporting mechanism
- ✓ Code of conduct for staff
- ✓ Eradication of violence and harassment policies



Sweden
Sverige

Decent Work measure implemented by enterprises



89%

Enterprises report improvements in working conditions (71 enterprises participate in survey)

1,301

Workers directly benefited from these improvements

3,415*

Workers estimated to ultimately impacted by improvements in working conditions

*Findings extrapolated to all the 146 enterprises supported by the project

Overall, the project has fostered significant improvements in compliance with labour rights and fundamental rights and principles at work among small scale construction sector enterprises.