



► ILO at a Glance and its Work in Mozambique

Advancing social justice,
promoting decent work



International
Labour
Organization

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► Introduction

The [International Labour Organization](#) is a [Specialized Agency of the United Nations](#) (UN) mandated to formulate and improve policies, programs, working conditions and employment opportunities, defining international labour standards, as well as guidelines to Governments, Employers and Workers' Organizations.

The ILO is the UN agency for the world of work. We bring together governments, employers and workers to drive a human-centred approach to the future of work through employment creation, rights at work, social protection and social dialogue on work-related issues in alignment with the [Decent Work Agenda](#) (DWA). The ILO accomplishes its works through three main bodies, through which it is enabled to accomplish its mandate, namely:

- [International Labour Conference](#) (ILC)
- [Governing Body](#) (GB)
- [International Labour Office](#)

Mozambique is part of the ILO Country Office- Lusaka, which was established in 1968 under Regional Office for Africa. It has been working closely with tripartite partners, as well as involving governmental and non-governmental counterparts, UN agencies and development partners to promote social dialogue, social protection, economic empowerment and the generation of decent employment opportunities through the implementation of international labour standards in the countries covered by the CO-Lusaka, namely, Malawi, Mozambique and Zambia.

► Key Planning Documents and Frameworks

The Strategic Plan is the ILO's medium-term planning document. It applies Results-Based Management (RBM) in identifying the results expected for the period, within a framework of outcomes, indicators and targets. This results framework drives ILO assistance to constituents and forms a coherent basis for cooperation with ILO partners and for the design of ILO development cooperation programmes.

The Decent Work Country Programmes (DWCP)

The P&B is often translated at country level through the DWCP. The DWCPs have been established as the main vehicle for delivery of the ILO's support to member States and the tripartite partners. Mozambique had a DWCP from 2011- 2016 and it focused on the implementation of the National Employment Policy (NEP), which was developed through tripartite consultations. The four pillars of the DWA namely; through the first pillar Social Protection, the ILO was able to support the design of the National Strategy for Basic Social Security Strategy (ENSSB) 2016-2024 which sets the Government of Mozambique's vision towards reducing poverty and vulnerability through non-contributory Social Protection Programmes within the first item in its framework. Additionally, the second item within the ILO's social protection's framework, is the strategy for compulsory social security, which aims to enforce employees' and employers' contributory obligations and extend the coverage of contributory subsystem to self-employed workers. The National Strategy for Compulsory Social Security (ENSSO) 2019-2024 is yet to be approved.

Through the remnant pillars, including, employment creation/ enterprise development, fundamental principles/ rights at work and international labour standards/ social dialogue which are embedded in the National Employment Policy, a framework through which the ILO provides support to Mozambique.

Decent Work is at the heart of the Sustainable Development Goals (SDGs), the ILO's activities are in line with the United Nations Development Assistance Framework (UNDAF) which are also aligned with the Government's Five-Year Programme (PQG). The PQG takes into account both national strategic planning instruments, regional and global development objectives, including the SDGs.

The Mozambique UNDAF 2017-2021 provides the UN's contribution to the Government of Mozambique's priority areas such as: consolidating national unity, peace and sovereignty,

developing human and social capital, promoting employment, productivity and competitiveness, developing economic and social infrastructure, ensuring sustainable and transparent management of natural resources and the environment. The ILO is the convener of outcome 5 on social protection under UNDAF 2017-2021. The creation of a dedicated outcome on social protection was an important achievement for advancing the agenda of poverty eradication and social protection in Mozambique. Based on this, the UNDAF, structured in ten Outcomes, focuses on the following Result Areas: [Prosperity, People, Peace and Planet](#).

► The ILO in Mozambique

Strategic Relevance and Portfolio in Mozambique

The ILO's development cooperation (DC) support to Mozambique currently stands at US\$ 5.530 million, targeting the following cooperation projects:

- [ACTION/Portugal \(Phase 2\): Strengthening of the Social Protection systems of the PALOP – Mozambique;](#)
- [United Nations Joint Program on Social Protection in Mozambique \(2018 – 2021\), jointly implemented with UNICEF and financed by Sweden, the Netherlands and the United Kingdom's Foreign Affairs and Common Wealth Development Office;](#)
- [ILO-Irish Aid Project – Southern Africa Component: Inclusive Growth, Social Protection and Jobs \(IGSPJ\);](#)
- [Contribution to Improved Quality of Social Protection and Social Welfare Services, jointly implemented with UNICEF and financed by the Embassy of Ireland in Mozambique;](#)
- [ILO-Sweden Government Promotion decent work for a sustainable and economic transformation in Mozambique;](#)
- [ILO-Brazilian Government promoting decent work in Cotton plantations in Mozambique;](#)
- [ILO-Flanders Scaling up the HIV and AIDs Response in the Workplace.](#)
- [ILO-Mozambique Trade for Decent Work Project](#)

► ILO's Key achievements and results in Mozambique

The ILO has supported the Government of Mozambique working with tripartite partners to create enabling policies and legislation to promote employment creation, social protection, social dialogue and protection of workers' rights in an environment of enhanced productivity and competitiveness. These have been achieved through the successful implementation of various development cooperation projects.

The ILO's comparative advantage regarding employment and labour issues has been highly acknowledged by the Government and social partners. The ILO has supported and promoted labour related interventions such as: the extension of social protection coverage to the informal sector; scaling-up of the HIV and AIDS response in the workplace; establishment of the Labour market information systems, skills development, sustainable employment practices for instance, the promotion of the employment intensive investment programmes; promotion of women empowerment and gender mainstreaming.

Other interventions include: Supporting labour administration and pro-employment policies and capacity building of social partners for effective and representative support to their membership.

This has been realized through the ILO in Mozambique brings decades of global and regional experience to the table and is able to extensively draw on its in-house capacity embodied in the various technical departments at its Headquarters, Regional and Country Offices as well as the Decent Work Support Team of 15 specialists based in Pretoria. Furthermore, the ILO brings a portfolio of well-tested capacity development programmes, networks of trainers and tools to support the effective implementation of DWCP.

► The MozTrabalha Project

MozTrabalha is a Swedish government-funded project to support the implementation of the



Mozambican employment policy to enable social partners to achieve the goal of creating more and better jobs for all Mozambicans. The project focuses on providing technical and financial assistance to practical intervention models that seek to create decent employment for Mozambicans, particularly women and youth living in rural areas. The objective is to support elements identified by the national employment policy, including the coordination mechanisms that will ensure the implementation of the policy through the empowerment of the social dialogue tripartite structure.

Immediate objectives

- ▶ A strengthened national institutional and policy environment leads to increased promotion of decent employment and sustainable economic transformation.
- ▶ Specific sectors are stimulated to create decent, sustainable and green employment opportunities for Mozambican women and men, in particular youth and those living in rural areas.

Project components

- ▶ Outcome 1: -National institutional component: A strengthened national policy and institutional environment leads to increased promotion of decent employment and sustainable economic transformation. This component seeks to support the Government, as well as employers' and workers' organizations, to better understand relevant market systems and macroeconomic variables and thus improve policy making with a focus on maximizing its decent employment creation impact (pro-employment policies).

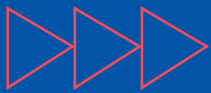
Milestones achieved within this outcome involve providing:

- ▶ Supported the Government of Mozambique in developing the National Employment Policy (NEP) Implementation Plan.
- ▶ The NEP has become one of the most important documents driving the employment discussions and policies in Mozambique, allowed a better strategic coordination and harmonization of the sector

- ▶ The support to the NEP is reported stimulated the creation of 1,894,045 new jobs were created between 2015 and 2019, out of which 465,884 were women.
- ▶ Facilitated the preparation of the Employment Policy Communication Strategy
- ▶ Supported the drafting of other employment policies, including the development of the Government's post COVID-19 employment policies.
- ▶ Facilitated the rapid assessment of the impact of COVID-19 on the informal economy in Mozambique.
- ▶ The capacity of GoMZ was strengthened to develop, implement and coordinate the building of an employment projection model through the delivery of the ITC-ILO's course "STATA FOR LABOUR MARKET ANALYSIS" delivered to 10 male and female technical officers from the Ministry of Economy and Finance (MEF), National Statistics Institute (INE), SEJE and MOLSS.
- ▶ Continuous support to the implementation of the Labour Market Information System (LMIS) in Mozambique and Employment Portal.
- ▶ Responding to the increase in youth unemployment and Covid-19 crisis, the GoMZ through SEJE is increasing its focus on the active labour market policies (ALMP) including the increased support to new SME start-ups and Entrepreneurship Programs (<https://youtu.be/E3OFCIbFlgI>; https://youtu.be/oq-PCIf8_g).
- ▶ Based on MozTrabalha trainings and systematic support to INEP to modernise and manage the public employment services in Mozambique, SEJE inaugurated in 2020 two additional Employment Centres, one in Niassa and other in Quelimane (<https://stpc.co.mz/petersburgo-inaugura-centro-de-emprego-em-niassa/> which provided support to more than 5,000 young men and women to enter in the labour market.
- ▶ 55 trade union members trained on minimum wage.
- ▶ Facilitated the implementation of the Enabling Environment for Sustainable Enterprises (EESE) in Mozambique.
- ▶ Arbitrators were certificated by the Commission for Labour Mediation and Arbitration (COMAL) which opened 5 additional branches, operating now in 75 locations (cities and districts) increasing the coverage of tribunals to mediate labour conflicts and reduce labour conflicts in the country.
- ▶ Outcome 2 (Local implementation component): Sectors are stimulated to create decent, sustainable and green employment opportunities for Mozambican women and men, in particular youth and those living in rural areas. This component seeks to create and improve employment outcomes in both urban and rural areas, by;
 - a) implementing employment-intensive market infrastructure investments,
 - b) stimulating small and medium enterprise (SME) development, and
 - c) creating opportunities and reducing constraints to access productive employment for women and female-headed households.

Activities achieved within this outcome involve:

- ▶ Commissioned a study on identification of the gaps and challenges on decent work promotion in the Horticulture value chain, and the construction materials value chains in Mozambique.
- ▶ Implemented three Employment Intensive Infrastructure Programme (EIIP) pilots in communities which benefited approximately 300 young people in these communities, particularly women.
- ▶ Provided technical support to 100 producers in the Horticulture-value chain, thereby making them productive.
- ▶ Installation of pre-processing and storage unit at Aceagrários' facilities in Inhassoro and Vilankulos.
- ▶ In coordination with the Ministry of Gender, Children and Social Action, supported Women organization and other women through the production of 2000 face masks as an action to mitigate the propagation of COVID-19 pandemic and also keep existing jobs.
- ▶ Created 4 small production units of alternative construction material (Maputo, Beira and Inhambane); thereby creation of sustainable jobs among the Mozambique people.



- ▶ Outcome 3 (Resilient workers and enterprises to mitigate the socio-economic impact of COVID-19 in Mozambique) with additional funding from the Swedish Government, the MozTrabalha developed focusing on the provision of support, immediate relief and safety measures for Micro and Small Enterprises (MSMEs) and Workers to mitigate the health and Socio-economic impact of COVID-19 in Mozambique. Through the implementation of this intervention enterprise fortification will be achieved furthermore worker resilience as well through access to finance, access to market opportunities and the installation of Occupational Safety and Health (OSH) measures leading to direct employment creation in public works applying labour-based methods focusing on the informal economy.

Milestones achieved within this outcome involve:

- ▶ Developed communications strategy for Pro-employment policy interventions and OSH measures linked to COVID-19 with helped in reaching more than 6000 people.
- ▶ Facilitated public works essential for COVID-19 secure infrastructure development using community contracting whilst applying EIIP techniques in partnership with Municipalities (Beira, Boane and Maputo).
- ▶ Delivery of 64,000 work hours and IFPELAC is doing direct implementation and will partner with the private sector for key activities such as the removal of asbestos roof sheets.
- ▶ 250 unemployed informal workers trained on labour-intensive construction modules at construction sites on COVID-19 mitigation and Start and Improve Your Business (SIYB).

▶ Social Protection Programme

The ILO congratulates the Republic of Mozambique for the developments and milestones achieved towards the consolidation of a comprehensive social protection system in the country and the materialization of a nationally defined Social Protection Floor. The National Strategy for Basic Social Protection 2016-2024, endorsed by the Council of Ministers in February 2016, represents a major achievement and an example for the region, having a huge potential to materialize the right to social protection of millions of Mozambicans, who are currently

uncovered by any social protection scheme. The ILO recognises the efforts made in the last decade by the Republic of Mozambique to extend coverage of social protection and to improve the quality of benefits, both on the non-contributory and contributory schemes. The observed increase regarding the domestic fiscal space dedicated to basic social protection programmes in Mozambique demonstrates the commitment of the Government of Mozambique towards social protection, a key policy area that contributes to poverty alleviation, reduces inequality, raises income, increases domestic consumption, enhances human capital and productivity, and supports the formalization of the informal economy, thus ensuring sustainable development.

Despite the progress made in the last decade, some challenges remain to achieve a satisfactory level of social protection coverage for the majority of the population. Basic social protection programmes cover barely 19 per cent of the population living below the poverty line in Mozambique. Ensuring full implementation of the National Strategy for Basic Social Protection 2016-2024 becomes fundamental to overcome that situation. Considering that around 75 per cent of the economically active population in Mozambique work in the informal sector, it is key to extend social protection coverage to economic units and workers of that sector of the economy. Ensuring that the Mozambican population can benefit from quality health care assistance when in need without incurring in catastrophic health expenditures is also key for guaranteeing the right to health and achieving sustainable development in the country.

The ILO has worked together with the Government of Mozambique for the last decade on social protection issues, and has contributed to the achievement of several milestones, providing technical and financial assistance to support national dialogue and key policy reforms. The organization has also been actively advocating for enhanced fiscal space dedicated to social protection, contributing to policy framework development in line with ILO conventions and supporting the modernization of the social protection system to increase efficiency in order to establish and further consolidate a Social Protection Floor in Mozambique. As main milestones achieved with ILO support regarding the social protection system in Mozambique during the last decade, it is worth to mention:

- ▶ The elaboration of the first (2010-2014) and second (2016-2024) National Basic Social Protection Strategy (ENSSB);
- ▶ The conceptualization, design and roll-out of the Management Information System (MIS) for non-contributory social protection programmes implemented by National Institute of Social Action (INAS);
- ▶ Support provided to the implementation of annual Social Protection Weeks since 2012;
- ▶ Support to the Actuarial Assessment of the social security contributory schemes for both National Institute of Social Security (INSS) and National Institute of Social Insurance (INPS);
- ▶ Technical support to the elaboration of the Health Social Insurance proposal, and;
- ▶ Support to the elaboration of the National Contributory Social Security Strategy (ENSSO 2019-2024).
- ▶ Advisory support to the elaboration of the national COVID-19 Social Protection Response Plan to address the socioeconomic impacts of the COVID-19 pandemic on the most vulnerable;
- ▶ Technical support to the elaboration of the first and second national bulletins of statistics on social protection;
- ▶ The development of advocacy activities with key stakeholders, such as the Ministry of Finance, the International Monetary Fund, political parties, journalists and academia, for enhancing awareness and political support for increased fiscal space for social protection;
- ▶ Technical assistance to civil society organizations to strengthen their capacities to effectively engage in the national dialogue on social protection issues.

The ILO remains fully engaged and committed to work together with the Government of Mozambique to overcome current challenges and further strengthen the national social protection system to ensure every citizen is covered by social protection schemes, thus contributing to reduce poverty and inequality, and the achievement of the sustainable development goals.

▶ The South-south Cooperation for the Promotion of Decent Work in the Cotton Supply Chain in Mozambique

Under the South-South Cooperation, the Government of Brazil requested the ILO to implement

this project to support developing countries whose economies depend on cotton production. This project is aimed at promoting decent work through the systematization, sharing and adaptation of relevant Brazilian experiences in areas such as poverty eradication, productive inclusion, prevention and elimination of child labour and forced labour, promotion of youth employment, combating discrimination, and promoting gender, race and ethnicity equality, and social dialogue. As indicated in the project document, several initiatives have been developed in Brazil to promote decent work in the cotton supply chain, in particular to:

- a) Prevent and eliminate child and forced labour;
- b) Promote productive inclusion focusing on capacity building and employment for youth and women.

The Project has supported the following interventions:

- ▶ The development of a study to identify gaps and challenges on promotion of decent work in the cotton supply chain in Mozambique;
- ▶ Support the capacity building of the Labour Inspectorate in child labour issues and the participation of the Mozambican delegation in the Brazilian Cotton Congress;
- ▶ Support capacity building of the labour inspectorate to monitor and supervise the implementation of the legislations on OSH;
- ▶ Technical support is being provided to the development of Rural Regulation in Mozambique in partnership with the Ministry of Agriculture, Ministry of Labour and Social Security;
- ▶ Support the implementation of the National Action Plan on Child Labour and its List of Worst Forms of Child Labour;
- ▶ Support capacity building of the Cotton Producers Forum to increase its capacity to advocate and negotiate the cotton minimum annual price under social dialogue pillar, representing the national cotton producers.

▶ **Scaling up the HIV and AIDs response in the Workplace**

To respond to the continue increasing of HIV transmission and aiming to copy the pandemic among the world of work stakeholders, the Mozambican government is making efforts in the promotion of combined prevention programmes based on the targets and priorities set in the National Strategic Plan. The ILO, through the VCT@Work initiative in Mozambique is supporting national workplace stakeholders to create an enabling environment to ensure that more men and women workers know their status, contributing to prevention efforts and creating more demand for HIV-related services.

Thus, ILO is supporting the national stakeholders of the world of work in Mozambique to mobilize workers, young workers, informal sector workers and operators, their families and community members to undertake voluntary counselling and testing, providing them with an opportunity to access health services, but also to use social dialogue as a means to ensure a non-discriminatory workplace environment, and also contributing to global goals of UNAIDS on 90-90-90.

The intervention is promoting the international labour standard on HIV and AIDS, the Recommendation concerning HIV and AIDS and the world of work, No. 200 (2010), which was adopted by the ILO's constituents in June 2010 and puts forth a set of principles and guidance to frame policy responses to HIV in general, and to HIV testing in particular, by:

- ▶ Promoting measures to ensure that workers have access to HIV related services, which include promotion of VCT and HIV Self testing. Workers have opportunity to know their own HIV status through voluntary counselling and testing and HIV ST;
- ▶ Advising on services in or through the workplace that include access to free or affordable voluntary counselling and testing, in collaboration with local communities;
- ▶ Requesting the ILO's constituents to adopt testing practices that are voluntary and free of any coercion and respecting international guidelines on confidentiality, counselling and consent;
- ▶ Emphasizing the need for testing programmes that do not endanger access to jobs, tenure,

job security or opportunities for advancement.

Through targeted programmes focussed on ensuring that young women are reached by sexual reproductive health services, and with programmes addressing gender-based violence, the intervention contributes to the Women at Work Initiative. This is one of the seven initiatives launched by the ILO to celebrate its Centenary in 2019, and provides a platform to discuss progress and gaps in the achievement of women's empowerment and gender equality at work, as well as promotes drivers for transformational change.

Since the launch of the VCT@Work Initiative in Mozambique, 130,000 workers and workplace surrounding community members have been provided a HIV and other health services as testing. The new HIV self-testing approach has provided 10,500 kits to the same number of workers in 4 piloting sites from January to April 2021.

Regarding the public sector, the ILO has supported the elaboration of the National Strategy on AIDS for public sector aiming to provide support to public servants to have access to HIV related services, combating stigma and discrimination in the workplace and mitigating the impact of AIDS in infected and affected workers. Currently, 2021, ILO is supporting the development of 3 sectoral implementation plan on AIDS for the Ministry of Education, Ministry of Home Affairs and Ministry of Public Affairs.

► The Rural Roads Accessibility and Jobs (RAJ) Project

Under the implementation of the ILO with funding from the Japanese Embassy in Mozambique, the Rural Roads Accessibility and Jobs Project is being implemented in the Central region of Mozambique in partnership with the National Road Authority and the National Road training Centre.

Project objective

The aim of the project is to disseminate employment intensive and low-cost technologies for tertiary road building that can increase resilience, create jobs and speed up the recovery of infrastructures and livelihoods in areas affected by cyclone IDAI whilst promoting three local-resource-based techniques with huge potential for applicability in the Mozambican context: Low Volume Sealed Roads (LVSR), Cobblestone paving and Do-nou. The project will also introduce community-based maintenance techniques. These will provide capacity building opportunities for the local beneficiaries and empowerment of low skilled workers such as chiselers and pavers.

Milestones achieved within this outcome involve providing:

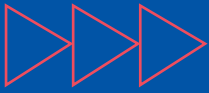
- Delivery of Do-nou training and temporary employment generation for 28 beneficiaries
- Reconstruction of 213 meters containing (with 150 meters drainage) of road adjoining the national road (N7)
- Construction of a 5-meter bridge employing Do-nou techniques
- Delivery of Low Volume Sealed Roads training in the Vanduzi Districts

► Trade for Decent Work Project Brief

One of the highlights of the ILO Lusaka Country Office All Staff Meeting, held on the 14th July 2021, was a presentation made on the Trade for Decent Work Project. The initiative is part of ILO's support to the Mozambican Ministry of Labour and Social Security, and its constituents, in their continued endeavors to strengthening its capacity to fulfil its reporting obligations and act upon the recommendations and observations made by ILO Supervisory Bodies, namely the Committee of Experts on the Application of Conventions and Recommendations (CEACR).

The funding (approximately Euro 160.000 for Mozambique activities until 31st December 2021) is provided by the European Union as a support in the betterment of working conditions in his trading partner countries, where Mozambique is a key player. Trade between the EU and Mozambique estimated to be about €2 billion annually.

As an international project, it is also being implemented in 4 other African countries (Cabo Verde,



Ivory Coast, Ghana and Madagascar) and 6 Asian countries (Bangladesh, Philippines, Mongolia, Myanmar, Pakistan and Vietnam).

The Project is demand driven, as it is a result of a joint consultation process, with the Constituents, that started back in 2019, after Mozambique's signature of the Maritime Labour Convention 2006, as per amendment. Ratification was registered with effect from 25th of May 2021, making Mozambique the 98th country to ratify it, and 22nd country in Africa to formalize its international commitment to the instrument.

Overall, the Trade for Decent Work Project is:

- ▶ Contributing to the United-Nations Sustainable Development Goal (SDG) 8, through improved labour relations and working conditions;
- ▶ The Project can be seen as an answer from Mozambican Government to the SADC's calling upon its member countries to improve their compliance with ILO eight Fundamental Conventions.

The project has a specific emphasis on child labour, enriched by work to assist the complimentary actions after ratification process of the Maritime Labour Convention (MLC), and promoting the Tripartite Declaration on Multinational Enterprises and Social Policy (MNE Declaration). This will be achieved through capacity development (ILO International Training Center in Turin), policy advise, joint tripartite dialogues and consultancies.

The direct target groups (Stakeholders and beneficiaries) are: The Ministry of Labour and Social Security, Maritime Authority (currently under the Ministry of Transport and Communications), the Secretary of State for Youth and Employment, Employers' and Workers' Organizations respectively, other technical ministries, Parliamentarians, members of the Judiciary, University lecturers and civil society at large.

The project will also support tripartite constituents, in a joint activity with Cabo Verde, in engaging with multinational enterprises from the extractive sector on the promotion of decent work. Activities will involve, multinational enterprises, their home countries and other relevant

stakeholders to strengthen dialogue on the challenges and opportunities linked to MNEs operations for the realization of decent work in the sector.

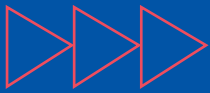
► Ratified conventions and those that are in force in Mozambique

With support of the ILO Maputo Office, the Government of the Republic of Mozambique ratified the following conventions and amended a number of labour laws.

Fundamental Conventions
C029 - Forced Labour Convention, 1930 (No. 29)
P029 - Protocol of 2014 to the Forced Labour Convention, 1930 ratified on 14 Jun 2018 (In Force) 16 Jun 2003
C087 - Freedom of Association and Protection of the Right to Organise Convention, 1948 (No. 87)
C098 - Right to Organise and Collective Bargaining Convention, 1949 (No. 98)
C100 - Equal Remuneration Convention, 1951 (No. 100)
C105 - Abolition of Forced Labour Convention, 1957 (No. 105)
C111 - Discrimination (Employment and Occupation) Convention, 1958 (No. 111)
C138 - Minimum Age Convention, 1973 (No. 138)
C182 - Worst Forms of Child Labour Convention, 1999 (No. 182)
Governance (Priority) Conventions
C081 - Labour Inspection Convention, 1947 (No. 81)
P081 - Protocol of 1995 to the Labour Inspection Convention, 1947 ratified on 14 Jun 2018 (In Force) 06 Jun 1977
C122 - Employment Policy Convention, 1964 (No. 122)
Technical Conventions
C001 - Hours of Work (Industry) Convention, 1919 (No. 1)
C011 - Right of Association (Agriculture) Convention, 1921 (No. 11)
C014 - Weekly Rest (Industry) Convention, 1921 (No. 14)
C017 - Workmen's Compensation (Accidents) Convention, 1925 (No. 17)
C018 - Workmen's Compensation (Occupational Diseases) Convention, 1925 (No. 18)
C030 - Hours of Work (Commerce and Offices) Convention, 1930 (No. 30)
C088 - Employment Service Convention, 1948 (No. 88)
C176 - Safety and Health in Mines Convention, 1995 (No. 176)
MLC, 2006 - Maritime Labour Convention, 2006 (MLC, 2006) It will enter into force on the 25th May 2022.

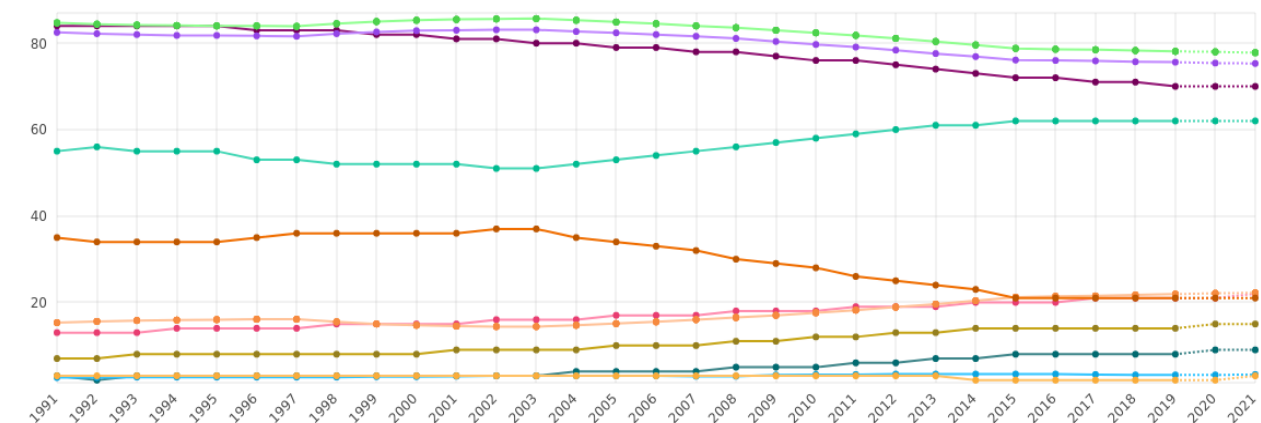
► Decent Work in Mozambique

- Mozambique has registered steady economic growth not matching with sufficient job creation
- The country faces several employment challenges:



- high unemployment (Unemployment rate was estimated at 16%, and much higher among youth)
- to diverse forms of under-employment (estimated 300,000 workers are covered by Collective Bargaining Agreements (CBAs))
- Burgeoning informal economy and a lack of skilled labour to respond to the needs of industry.
- The national employment rate is 67.2% with a higher participation being men with 68.2% and women with 66.4%
- Among the skilled workforce, the gender gap in employment rate demonstrates more inequality (57.4% for men and 48.7% for women)
- Barely 19% of the population living below the poverty line in Mozambique is covered by basic social protection programmes

Rate %



• Unemployment, Mozambique
 • Employment, Mozambique
 • Employment by Sector, Mozambique, Agriculture
 • Employment by Sector, Mozambique, Services
 • Employment by Sector, Mozambique, Industry
 • Employment by Status, Mozambique, Status Employ...
 • Employment by Status, Mozambique, Status Own-ac...
 • Employment by Status, Mozambique, Status Contrib...
 • Not in labour force, Mozambique
 • Labour force, Mozambique

This dataset includes both real and imputed data from 1991-2019, as well as projections from 2020-21. Estimates may differ from official national sources.
Source: International Labour Organization, ILO modelled estimates (ilo.org/wesodata)

► Mozambique Key Facts and Figures

Selected Key Indicators of the Labour Market	2020
Total Population	30 832 244
Homens	14 885 787
Mulheres	15 946 457
Urbana (%)	34.02
Rural (%)	65.08
Annual Population Growth Rate	2,5%
Working Age Population	73.6 %
Labour Force Participation Rate	78.22%
Labour force Population	13.310.127
Unemployment rate	3.4
Youth unemployment rate	6.72
Minimum Wages in Meticals	4390.00
Economic Statistics	
GDP per Capita in USD	467
GDP growth	0.12
HDI	0,456

Source: INE – Instituto Nacional de Estatística (website) 2021, Maputo DNOMT Labour Market Information Bulletins from 2020 1st, 2nd, 3rd and 4th Trimesters. International Labour Organization, ILOSTAT database. Data retrieved on June 15, 2021.

► ILO's development cooperation portfolio In Mozambique

No.	Project title	Donor	Geographical Coverage	Project Budget	Start date	End date
1	MozTrabalha - Decent work for a sustainable and inclusive economic transformation in Mozambique.	SIDA	Mozambique	USD\$ 9,480,000	October 2017	November 2021
2	ACTION/Portugal (Phase 2): Strengthening of Social Protection Systems In Mozambique	Embassy of Portugal	Mozambique	USD\$ 338,858	January 2019	December 2021
3	One UN Joint Programme on Social Protection in Mozambique	The Netherlands, Sweden, and FCDO (UK)	Mozambique	USD\$ 3,234,058	September 2017	December 2021
4	ILO-Irish Aid Project, Southern Africa Component: Inclusive Growth, Social Protection and Jobs (IGSPI)	Irish Aid	Mozambique	USD\$ 50,000	December 2016	December 2021
5	Contribution to Improved Quality of Social Protection and Social Welfare Services	Embassy of Ireland	Mozambique	USD\$ 294,255	May 2017	December 2020
6	Project South-south cooperation for the promotion of decent work in the cotton supply chain in Mozambique	Embassy of Brazil	Mozambique	USD\$ 500,000	June 2017	December 2021
7	Scaling up the HIV and AIDS response in the workplace	UNAIDS	Mozambique	USD\$ 400,000	March 2017	December 2021
8	Rural Roads Accessibility and Jobs Mozambique (RAJ-Moz)	Japanese Government	Mozambique	USD\$ 545,454	March 2020	March 2021
9	Trade for Decent Work (T4DW)	European Union	Mozambique	Euro 160,000	January 2021	December 2021

