



International
Labour
Organization



▶ Decent Work Country Programme for South Sudan

2023 - 2025

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Abbreviations and Acronyms

AAH-I	Africa Action Help International
ADR	Alternative Dispute Resolution
AIDS	Acquired Immunodeficiency Syndrome
APR	Annual Progress Report
ART	Antiretroviral Therapy
BDS	Business Development Services
BRACE	Building Resilience through Asset Creation
CAFAAG	Children Associated with Armed Forces and Armed Groups
CBO	Community-based Organization
CCA	Common Country Analysis
CCMA	Commission for Conciliation, Mediation and Arbitration
CEACR	Committee of Experts on the Application of Conventions and Recommendations
CEDAW	Convention on Elimination of All Forms of Discrimination Against Women
COVID-19	Coronavirus disease 2019
CPO	Country Programme Outcome
CRC	Convention on the Rights of the Child
CSO	Civil Society Organization
CSW	Commission on the Status of Women
DL&IR	Directorate of Labour and Industrial Relations
DRC	Democratic Republic of Congo
DWCP	Decent Work Country Programme
EAC	East African Community
EASS	Employers Association of South Sudan

EBMO	Employers and Business Membership Organizations
GBV	Gender-Based Violence
GBVH	Gender-Based Violence and Harassment
GBVIMS	Gender-Based Violence Information Management System
GDI	Gender Development Index
GDP	Gross Domestic Product
GESS	Girls Education South Sudan
GEWE	Gender Equality and Women Empowerment
GII	Gender Inequality Index
GNI	Gross National Income
HCI	Human Capital Index
HDI	Human Development Index
HIV	Human Immunodeficiency Virus
IDP	Internally Displaced Persons
IFAD	International Fund for Agricultural Development
IGAD	Intergovernmental Authority on Development
ILO	International Labour Organization
ILS	International Labour Standards
IME&R	Implementation, Monitoring, Evaluation and Reporting
IOM	International Organization for Migration
ITUC	International Trade Union Confederation
LAC	Labour Advisory Council
LGA	Local Government Authorities
LLL	Lifelong Learning
LMI	Labour Market Information
M&E	Monitoring and Evaluation

MCP	Master Crafts Person
MDA	Ministries, Departments and Agencies
MoFP	Ministry of Finance and Planning
MoGCSW	Ministry of Gender, Child and Social Welfare
MoH	Ministry of Health
MoL	Ministry of Labour
MSE	Micro and Small Enterprises
MSME	Micro, Small and Medium Enterprises
NAP	National Action Plan
NBS	National Bureau of Statistics
NEET	Not in Education, Employment or Training
NGO	Non-governmental Organization
NSC	National Steering Committee
NSPPF	National Social Protection Policy Framework
NTC	National Technical Committee
OSH	Occupational Safety and Health
PLHIV	People Living With HIV
PPP	Public Private Partnership
PWD	Persons with Disabilities
QAM	Quality Assurance Mechanism
R-ARCSS	Revitalized Agreement on the Resolution of the Conflict in South Sudan
RC	Resident Coordinator
RCO	Resident Coordinator Office
R-NDS	Revised National Development Strategy
RPL	Recognition of Prior Learning
SDG	Sustainable Development Goals

SGBV	Sexual and Gender-Based Violence
SNSDP	Safety Net and Skills Development Project
SSA	Sub Saharan Africa
SSSNP	South Sudan Safety Nets Project
SSWTUF	South Sudan Workers Trade Union Federation
STI	Science, Technology and Innovation
TiP	Trafficking in Persons
TOC	Theory of Change
TVET	Technical, Vocational Education and Training
UIS	UNESCO Institute of Statistics
UN	United Nations
UNAIDS	United Nations Programme on HIV and AIDS
UNCT	United Nations' Country Team
UNDP	United Nations Development Programme
UNHCR	United Nations High Commissioner for Refugees
UNICEF	United Nations Children's Fund
UNMISS	United Nations Mission in South Sudan
UNSDCF	United Nations Sustainable Development Cooperation Framework
UPR	Universal Periodic Review
VNR	Voluntary National Reviews
WAAF	Women Associated with Armed Forces
WFP	World Food Programme
WID	World Inequality Database

Memorandum of Understanding (MoU)
The Decent Work Country Programme for the
Republic of South Sudan (2023-2025)

Whereas the Government of the Republic of South Sudan, represented by Ministry of Labour, the undersigned workers' and employers' organizations, and the International Labour Organization (ILO), represented by the International Labour Office (referred collectively as the Parties), wish to collaborate in order to promote and advance decent work in South Sudan.

Whereas the Government, the undersigned workers' and employers' organizations and the ILO have aligned the DWCP 2023-2025 with the United Nations Sustainable Development Cooperation Framework (UNSDCF) 2023-2025 for South Sudan.

Now therefore, the Parties hereby agree as follows:

1. The Parties affirm their commitment to collaborate in the implementation of the Decent Work Country Programme (DWCP) for the period 2023-2025. The following are agreed as priorities of the DWCP:
 - Country Priority 1: Sustainable economic growth and diversification
 - Country Priority 2: Social development with protection of the most vulnerable
 - Country Priority 3: Women and youth empowerment for social development
 - Country Priority 4: Social dialogue and tripartism
2. The ILO agrees to assist in the mobilization of resources and to provide development cooperation in the implementation of the DWCP, subject to its rules, regulations, directives and procedures, the availability of funds and conditions to be agreed upon in writing.
3. In relation to the DWCP and to any related activities of the ILO in South Sudan, the Government will apply, to the Organization, its personnel and any person designated by the ILO to participate in ILO activities, the provisions of the Framework Agreement for Cooperation between the Republic of South Sudan and the ILO signed on 22 February 2013, including its article VII concerning privileges and immunities.
4. This Memorandum of Understanding (MoU) may be modified by agreement between the Parties.
5. Nothing in or relating to this MoU shall be construed as constituting a waiver of the privileges and immunities enjoyed by the ILO.

6. The DWCP document is attached to this MoU. In the event that the terms contained in the DWCP document are incompatible with the terms of this MoU, including the provisions referenced in article 3, then the latter shall govern and prevail. The original of the MoU has been written and signed in English. If this MoU is translated into another language, the English version shall govern and prevail.
7. This MoU, superseding all communications on this matter between the Parties, shall enter into force with effect from its signature by the authorized representatives of the Parties.

IN WITNESS WHEREOF the undersigned, being duly authorised thereto by their respective institutions, have signed and sealed this MoU this [date] in four originals, each in English language.

For and on behalf of the Government

Hon. Mr. James Hoth Mai
Minister of Labour of the
Republic of South Sudan

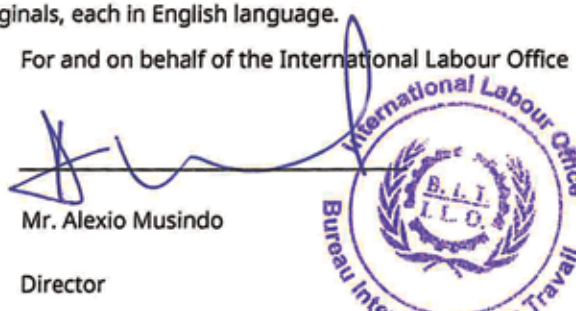


For and on behalf of the International Labour Office

Mr. Alexio Musindo

Director

ILO Country Office for Ethiopia, Djibouti, Somalia,
Sudan and South Sudan and Special Representative to the AU
and ECA 16 October 2023



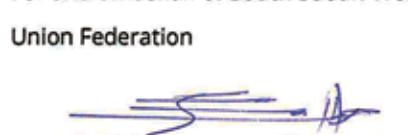
For and on behalf of Employers
Association of South Sudan

Mr. Andrew Bol
Chair Person
Juba
October 2023



For and on behalf of South Sudan Workers and Trade
Union Federation

Mr. Bona Jeing Angong
Chair Person
Juba,
October 2023



INTRODUCTION

This section contains an overview of South Sudan's economy, national development priorities, and the process followed in developing the country's first-generation Decent Work Country Programme (DWCP).

1.1 Overview of South Sudan's economy

South Sudan had an estimated population of 11.5 million in January 2023, growing at a rate of 1.2% per year. The population is projected to reach 18.9 million by 2030. South Sudan's population is largely youthful with more than two-fifths (41.7%) of the population being under the age of 15 years, at least one-fourth (28.8%) of the population are aged 15-29 years¹, and the median age is 19 years. An estimated 24.6% of the population were projected to be in urban areas by 2022, depicting a largely rural population. The literacy rates were estimated at 40% for males and 29% for females by 2020. South Sudan had an estimated gross national income (GNI) of US\$ 4.8 billion and a GNI per capita of US\$ 373 in 2019.

South Sudan's economy is primarily dependent on oil and agriculture. It is one of the most oil dependent countries worldwide with oil accounting for 40-80% of the country's gross domestic product (GDP)². Due to the dominance of the oil sector, agriculture and forestry make up only about 10% of GDP. An estimated 80% of the population depend on low-productivity subsistence farming and livestock rearing for their livelihoods. The industrial sector accounted for around one-third of the GDP in 2015. The services sector is in its early stages of development and consist primarily of government employees and small businesses. It captures about 20.5% of total employment.

Most jobs in South Sudan involve low-productivity self-employed or household work in agriculture and services with typical incomes in the range of US\$ 2 per day³. In rural areas, jobs are tied to subsistence agriculture and other vulnerable livelihood models, while in urban areas they mostly involve own account or household work in agriculture which account for 37% of all jobs or services that constitute 46% of the jobs.

South Sudan's aspiration for sustainable development is anchored on the Vision 2040. It aspires to make South Sudan a united and peaceful new nation, building strong foundations

¹ <https://www.worldometers.info/world-population/south-sudan-population/>

² International Labour Organization (2021). *Labour market assessment with focus on migrant workers from the IGAD region: South Sudan country report*, Geneva: International Labour Office

³ World Bank (2022). *South Sudan Economic Monitor: Towards a Jobs Agenda, 5th Edition*, Washington DC: World Bank

for good governance, economic prosperity and enhanced quality of life for all. The national development framework is anchored on six pillars. These are educated and informed nation; prosperous, productive and innovative nation; free, just and peaceful nation; safe and secure nation; united and proud nation; and compassionate and tolerant nation.

The Vision 2040 is implemented through the Revised National Development Strategy (R-NDS, 2021-2024)⁴. The R-NDS blueprint focuses on priorities that will accelerate implementation of the Revitalized Agreement on the Resolution of Conflict in South Sudan (R-ARCSS), lay foundations for sustainable peace and stabilize the economy. It is hinged on governance that advances an inclusive and peaceful society, establishes the rule of law, and strengthens institutions to deliver services. The R-NDS outlines five priority areas, namely governance, economic, services, infrastructure, and gender and youth.

The governance cluster seeks to establish and/or strengthen institutions for transparent, accountable and inclusive governance while the economic pillar aspires to foster macroeconomic stability and lay foundations for the diversification of the economy. The goal of the services cluster is to increase support to the social sector for human capital development and protect vulnerable population, to leave no one behind while the infrastructure cluster seeks to build critical infrastructure for sustainable development. The gender, youth and other cross-cutting issues cluster aims at mainstreaming gender and all-important cross-cutting development objectives in national policies and programmes. It also seeks to empower women and youth as drivers of growth in nation building.

The R-NDS was informed by the R-ARCSS priorities, government fragility assessment and national/state level consultations and is aligned to regional and global development frameworks (African Union Commission Agenda 2063 and the UN 2030 Agenda for Sustainable Development). The Sustainable Development Cooperation Framework (UNSDCF) for South Sudan (2023-2025) is aligned to the R-NDS.

1.2 Process followed in developing the DWCP

The International Labour Organization (ILO) and its constituents in South Sudan, namely the Ministry of Labour (MoL), South Sudan Workers Trade Union Federation (SSWTUF) and Employers Association of South Sudan (EASS) have been engaging and consulting towards development of the country's first-generation DWCP since 2011. A draft DWCP was developed in 2013 but its validation and finalization were halted by political conflict, which erupted in December 2013. The process was reactivated in April 2015, culminating in a series of stakeholder engagements and ILO technical missions. The renewed efforts yielded a revised draft DWCP that was validated by tripartite partners in November 2015. The draft DWCP was, however, not finalized due to civil strife.

⁴ Republic of South Sudan and United Nations Development Programme (2021). *Revised National Development Strategy 2021-2024: Consolidate peace and stabilize the economy*, Juba

In 2019, the ILO constituents in South Sudan endorsed efforts to reactivate formulation of the DWCP to address the pressing decent work deficits. Leveraging previous efforts, the tripartite partners developed a draft DWCP titled *The Transition to Decent Work: South Sudan Country Programme 2019-2021*. The draft DWCP (2019-2021) had two priority areas, namely Recovery and Reconstruction; and State Building. Conflict sensitivity, gender, HIV/AIDS, disability and minorities were listed as cross-cutting issues. The process was again disrupted by conflict.

In 2022, the tripartite partners requested the ILO to support the review and finalization of the DWCP. The partners agreed to have a three-year (2023-2025) DWCP, and to align it to the Vision 2040, R-NDS and UNSDCF (2023-2025). The DWCP for South Sudan (2023-2025) has, therefore, been developed through a highly participatory, consultative and inclusive process. The process was spearheaded by the MoL with active involvement and participation of SSWTUF, EASS and other stakeholders.

As part of the process, a draft country diagnostic, priority areas and results framework were presented to tripartite partners in a workshop in Juba in October 20-21, 2022. The purpose of the consultative meeting was to facilitate the tripartite partners to discuss and provide feedback on the country diagnostics; consider and adopt the DWCP priority areas; provide feedback on the results framework; and propose the Theory of Change (TOC) to realize the DWCP outputs and outcomes.

Following the consultative workshop, the tripartite partners resolved to anchor the DWCP on four priority areas. These are sustainable economic growth and diversification; social development with protection of the most vulnerable; women and youth empowerment for social development; and social dialogue and tripartism. The first three priority areas have been adopted from the UNSDCF (2023-2025) while the last priority area represents ILO's normative and standard setting role.

The four priority areas of the DWCP (2023-2025) are in keeping with the eight policy outcomes in the ILO's Programme and budget for the biennium 2022-2023⁵. They are also aligned to the seven strategic areas of the Abidjan Declaration *Advancing Social Justice: Shaping the future of work in Africa*⁶. The DWCP for South Sudan (2023-2025) also takes cognizance of the Coronavirus disease 2019 (COVID-19) crisis, which has exposed and worsened the pre-existing decent work deficits.

To further deepen consultation, promote ownership and ensure quality control, the draft DWCP for South Sudan (2023-2025) was exposed to review by the tripartite-plus partners and ILO specialists in December 2022. The revised Draft DWCP was again subjected to quality assessment by the ILO's Quality Assurance Mechanism (QAM), and review by the UN

⁵ ILO (2021). *Programme and Budget for the Biennium 2022-23*, Geneva: International Labour Office

⁶ Abidjan Declaration adopted by the ILO 14th African Regional Meeting in Abidjan in December 2019,

Resident Coordinator Office (RCO). The QAM comments were received in February 2023, and validated by the tripartite-plus partners in March 2023. Thereafter, a final revised version of the DWCP, which incorporate the comments and suggestions from QAM and tripartite-plus partners, was produced. This, together with the annexes, were further processed through finalization and approval as per the Government of South Sudan and ILO guidelines.

COUNTRY PROGRESS TOWARDS DECENT WORK AND SUSTAINABLE DEVELOPMENT

The ILO Centenary Declaration for the Future of Work⁷ is anchored on three pillars These are strengthening the capacities of all people to benefit from the opportunities of a changing world of work; strengthening the institutions of work to ensure adequate protection of all workers; and promotion of sustained, inclusive and sustainable economic growth, full and productive employment and decent work for all. The 14th African Regional Meeting held Abidjan in December 2019, adopted under the title *Abidjan Declaration - Advancing Social Justice: Shaping the future of work in Africa*, also commit member states to take action on key decent work agenda. Building on human-centred approach to the future of work, the Abidjan Declaration anchors the main priorities for the African region around the Centenary Declaration.

The Declaration identifies seven work areas for implementation. These are decent jobs for Africa, in particular for young women and men; improved skills and technology; inclusive transformation for decent work in the formal and rural economy; and conducive environment for sustainable enterprises. Other priority areas are effective and inclusive tripartism and social dialogue; social and labour protection for all; and effectively applied up-to-date labour standards and promotion of gender equality. The ILO's Programme and budget for the biennium 2022-2023, which also draw from the UN 2030 Agenda for Sustainable Development (SDGs), and the Abidjan Declaration identifies eight policy outcomes supported by three enabling outcomes.

The priority outcomes are strong tripartite constituents and influential and inclusive social dialogue; international labour standards and authoritative and effective supervision; economic, social and environmental transitions for full, productive and freely chosen employment and decent work for all; and sustainable enterprises as generators of employment and promoters of innovation and decent work. Other policy outcomes are skills and lifelong learning to facilitate access to and transitions in the labour market; gender equality and equal opportunities and treatment in the world of work; adequate and effective protection for all; and comprehensive and sustainable social protection.

The sections that follow present a diagnostic of South Sudan's decent work situation in relation to the SDGs. The country diagnostics also reflects on the status of South Sudan in relation to other global and regional development frameworks.

⁷ILO (2019). *International Labour Conference: ILO Centenary Declaration for the Future of Work*, Geneva: International Labour Office

2.1 People's capacity to benefit from opportunities from a changing world of work

This pillar of the ILO Centenary Declaration for the Future of Work seeks to strengthen the capacities of all people to benefit from the opportunities of a changing world of work. It is to be actualized through effective realization of gender equality in opportunities and treatment; effective lifelong learning and quality education for all; universal access to comprehensive and sustainable social protection; and effective measures to support people through the transitions they will face during their working lives.

2.1.1 Effective realization of gender equality in opportunities and treatment

South Sudan has made relatively slow progress in closing gender gap and enhancing women's empowerment in social, economic and political spheres. The country ranked last (191st) in the 2021-2022 Human Development Index (HDI) standing with an HDI value of 0.385 in 2021⁸. This represented a marginal decline in wellbeing from the 0.386 HDI recorded in 2020. The low HDI shows that South Sudan has low human development in respect to long and healthy life, knowledge and decent standard of living. Specifically, females in South Sudan had a low HDI (0.348) compared to males (0.413), representing an HDI gap of 15.7% between males and females.

South Sudan's Gender Development Index (GDI), which measures gender inequalities in achievement in health, education and command over economic resources, was estimated at 0.843 in 2021. This was 6.4% lower than the Sub-Saharan Africa (SSA) index of 0.907. The GDI for South Sudan was also lower than that of Rwanda (0.954), Tanzania (0.943), Kenya (0.941), Burundi (0.935) and Uganda (0.927). The low GDI puts South Sudan in group five countries that are regarded to have low equality in human development achievement between women and men⁹.

Similarly, South Sudan's Gender Inequality Index (GII) was 0.587 in 2021, slightly worse than the SSA's average of 0.569. This implies inequality in achievement between men and women in South Sudan in reproductive health, empowerment and the labour market. The GNI percapita was also estimated at \$ 1,759 for women compared to \$ 2,247 for men¹⁰. This means that for every dollar in GNI percapita earned by men, women earn 78.3 cents. In respect to governance, women held 32% of the seats in national and state assemblies in 2021¹¹, representing an annual average growth of 2.3% from 26.5% reported in 2012.

⁸ UNDP (United Nations Development Programme). 2022. *Human Development Report 2021-22: Uncertain Times, Unsettled Lives: Shaping our Future in a Transforming World*. New York

⁹ UNDP (United Nations Development Programme). 2022. *Human Development Report 2021-22: Uncertain Times, Unsettled Lives: Shaping our Future in a Transforming World*. New York

¹⁰ United Nations South Sudan (2021). *United Nations Common Country Analysis, Juba: Office of the United Nations Resident Coordinator in South Sudan*

¹¹ United Nations South Sudan (2022). *United Nations Sustainable Development Cooperation Framework (UNSDCF) 2023-2025, Juba: Office of the United Nations Resident Coordinator in South Sudan*

The World Bank (2020) estimates that at least four in five of the population in South Sudan were living below the international poverty line in 2016¹². The poverty incidence increased from 51% in 2009 to 66% in 2015 and further to 82% in 2016. Similarly, the United Nations Children's Fund (UNICEF) estimates that 91.9% of the population in South Sudan is multidimensionally poor¹³, which is exacerbated in rural areas. The high poverty incidence is mainly attributed to conflict and macroeconomic instability.

Poverty is the key driver of gender inequality, with South Sudan having a GDI of 0.843 in 2021 below the SSA average of 0.907. Poverty has increased the vulnerability of women and young people to risks. The risks include gender-based violence (GBV), inclusive of child marriage, forced marriage, unintended pregnancies, and sexually transmitted infections such as HIV and AIDS. Poverty has also limited women and youth's access to general health and education services.

The incidence of poverty was higher among internally displaced households with about 91% of the internally displaced persons (IDPs) estimated to be poor. Generally, women in South Sudan suffer higher poverty rates. The poverty situation particularly amongst women and girls has been worsened by the COVID-19 pandemic¹⁴. The high incidences of poverty in South Sudan is also manifested in high dependency ratios. Total dependency ratio was estimated at 80.8% in 2020, implying that every 100 persons in the working age population supported about 81 people in the age range of 0-14 years and those aged 65+ years.

2.1.2 Effective lifelong learning and quality education for all

Lifelong learning (LLL) is an indispensable element of policy responses to the future of work¹⁵. It recognizes that whilst the value of initial training is not to be discounted, frontloading of skills through education and training for a single lifetime qualification is no longer sufficient. It also identifies that education and training systems of the future need to be flexible and prepare individuals to learn continuously over their life. The Government of South Sudan takes education, training and LLL as fundamental ingredients that form integral part of comprehensive economic, fiscal, social and labour market policies and programmes. Quality education, training and LLL are considered to be important for sustainable economic growth, employment creation and social development in the country.

South Sudan implements a three-cycle (8-4-4) education system, which translates to 16 years of schooling for primary, secondary and tertiary¹⁶. The UNDP (2022) estimates that on average a child of school-entry age in South Sudan could only expect to receive 5.6 years of the 16 years schooling in 2021, and a slightly lower mean years of schooling of 5.5 years.

¹² <https://borgenproject.org/child-labor-in-south-sudan/>

¹³ United Nations South Sudan (2021). *South Sudan: UN Common Country Analysis (CCA)*, Juba: Office of the United Nations Resident Coordinator in South Sudan

¹⁴ International Labour Organization (2019). *Lifelong Learning: Concepts, Issues and Actions*, Geneva: International Labour Office

¹⁵ African Development Bank (2020). *East Africa Economic Outlook 2020: Coping with the COVID-19 Pandemic*, Abidjan: African Development Bank Group

The expected years of schooling for South Sudan is low compared to Tanzania (9.2), Uganda (10.2), Burundi (10.7), Kenya (10.7) and Rwanda (11.2). It is also lower than the 10.3 years for SSA. In the context of gender, females in South Sudan have a lower expected year of schooling (4.5 years) compared to males (6.6 years). This implies that a girl of school entrance age in South Sudan expects to receive 2.1 years of schooling less than a boy.

Similarly, while a girl of school entrance age in South Sudan expects to have 4.5 of the 16 years of schooling in the country's education system, her peers in other East African Community (EAC) countries have more than double the expected years of schooling. This ranges from 9.3 years of schooling in Tanzania to 11.2 years in Rwanda. The low expected and mean years of schooling in South Sudan is attributed to high number of out of school children and adolescents averaging 1.1 and 1 million in 2015-2018, respectively.

Higher education in South Sudan is not differentiated and is top-heavy. The country had five functioning public universities and two accredited private universities by 2021. The university sector had an enrollment of 36,000 students. It also had seven technical, vocational and entrepreneurship training (TVET) institutions serving about 2,500 students. Both the university and TVET sectors are less developed.

Positive relationship between education and labour productivity is well established. Both human capital theory and empirical studies posit that education develops skills that makes workers more productive. Mean years of schooling, which is a key educational outcome is an important indicator of quality of education and resultant productivity of the labour force. The low mean years of schooling for South Sudan implies that the country will have less productive workers in the future as reflected in low Human Capital Index (HCI) of 0.31 in 2020. South Sudan's HCI of 0.31 means that a child born in the country today will be 31% as productive when she/he grows up as she/he could be if she/he enjoyed complete education and full health.

South Sudan recorded a literacy rate of 34.5% in 2018. The literacy rate is higher for males (40.3%) compared to females (28.9%), implying that the male gender in South Sudan is 1.4 times more likely to be literate compared to the female gender. The gender inequality in literacy levels spans all the age groups. The youth are at least 2.5 times more likely to be literate compared to adults. The literacy rates for South Sudan is lower than that of her peers in the EAC, which posted an average literacy rate of 82% in 2015-2018. The low literacy rates reflect underdeveloped nature of education in South Sudan, attributed to long years of conflict.

Removing barriers to participation and widening access to learning are regarded as necessary steps in ensuring equity and ending social exclusion in society. To increase participation and broaden access to learning, a universal entitlement to LLL is critical. Such entitlement enables people to acquire skills, reskill and upskill, and to provide workers with the time

and financial support they need to learn. Universal entitlement to LLL in South Sudan is reinforced by the country's National Youth and Adult Literacy Policy and Strategy (2021-2025). The blueprint anchors a framework for providing and promoting literacy and LLL in South Sudan. It also establishes mechanisms for increasing the literacy rate of South Sudan, empowering the citizens and enabling them to actively engage in the development of their country. The policy and strategy envision a literate, active, LLL society whose members are competent, creative, peaceful, law-abiding, gender-sensitive, environmentally responsible, and productive.

2.1.3 Universal access to comprehensive and sustainable social protection

Provision of social protection in South Sudan is guided by the National Social Protection Policy Framework (NSPPF) implemented by the Ministry of Gender, Child and Social Welfare (MoGCSW). Social protection system in South Sudan mainly comprise non-contributory schemes and productive inclusion programs. The non-contributory schemes include social safety nets for the poor and the most vulnerable, providing conditional and unconditional cash and in-kind benefits. These include cash-based transfer and food assistance, and public works programs that target the poor and the vulnerable households. Productive inclusion activities support promotion of skills and livelihoods but they are limited in scope.

Majority of the social protection interventions are implemented by non-governmental organizations (NGOs) and community-based organizations (CBOs). Almost all (99.9%) of social protection activities in South Sudan is financed by development partners and donors. Key among the donor-funded programmes are the South Sudan Safety Nets Project (SSSNP, 2019-2021); Safety Net and Skills Development Project (SNSDP, 2017-2019); Girls Education South Sudan (GESS, 2019-2024); and Building Resilience through Asset Creation (BRACE, 2016-2020). Others are Food for Assets, Urban Safety Nets and School Feeding Programme, all by the World Food Programme (WFP). Other donor agencies and NGOs involved in provision of social protection support in South Sudan are the World Vision, Oxfam, Danish Church Aid, and Africa Action Help International (AAH-I).

Social security in South Sudan is nascent and underdeveloped. It is organized under the South Sudan Pension Fund, which is anchored on the South Sudan Pension Act (2012). Civil servants and other public servants contribute eight percent of their monthly gross income to the Fund while the government contributes 17%. A major challenge with the social security scheme is inadequate coverage and low replacement ratio for retirees. Other than the security in old age, South Sudan does not have a national health insurance scheme though health services in government health facilities are free. However, the services are inaccessible particularly in rural areas due to fewer number of health centres and insecurity. Private health insurance is also low, covering only 5.4% of the population.

2.2 Institutions of work to ensure adequate protection of all workers

This pillar seeks to ensure that all workers enjoy adequate protection in accordance with the Decent Work Agenda, taking into account respect for their fundamental rights; an adequate minimum wage, statutory or negotiated; maximum limits on working time; and safety and health at work.

2.2.1 Fundamental principles and rights at work, social dialogue and tripartism

The ILO categorizes freedom against forced labour, protection of children from child labour, freedom of association and collective bargaining, non-discrimination in employment and pay, and occupational safety and health (OSH) as fundamental principles and rights at work. This implies that fundamental principles and rights at work, inclusive of social dialogue and tripartism consist of several interrelated components. These include child labour, forced labour, modern slavery and human trafficking; freedom of association and collective bargaining; and OSH.

Advancement of fundamental principles and rights at work in South Sudan is entrenched in the Transitional Constitution of the Republic of South Sudan (2011) and the Labour Act (2017). The Transitional Constitution embeds freedom of association and assembly [Article 25(1)]; and fair labour practices in the civil service [Article 139(1)]. The Labour Act (2017) provides the legal framework for enforcement of minimum terms and conditions of employment, and promotion of labour relations. The Act also provide for establishment of institutions of social dialogue, dispute resolution and promotion of safety and health in workplaces. The Labour Act (2017) confers fundamental rights at workplaces [Chapter 2]; fair remuneration [Chapter 6]; fair labour practices [Chapters 5, 6, 7 & 8]; and collective bargaining [Chapter 9&10]. The sections that follow documents the status of fundamental principles and rights at work in South Sudan.

Child labour

South Sudan had an estimated 4,391,219 children aged between 0-14 years in 2020. These comprised 2,238,534 boys, representing 51% of the children population and 2,152,685 girls (49%). Only 31.5% of the children in schooling going age (6-14 years) were enrolled in primary school. Of those enrolled, only 25.7% complete primary education. The situation depicted signals that a number of children of school going age may either not have joined school at all, or dropped out of school and could be working. This is likely to have been aggravated by COVID-19 that kept learners out of school for a better part of 2020. While most governments implemented school closures to enforce social distancing within communities, the prolonged closures tended to have a disproportionately negative impact on the most vulnerable children

particularly girls. The prolonged school closures due to COVID-19 increased children's risks to child labour, teenage pregnancy, early marriages and permanent school dropouts.

There is dearth of child labour statistics in South Sudan. It is estimated, however, that 46% of children aged 10-14 years were working in 2019. Many more children could be associated with armed forces and armed groups (CAFAAG). In addition, 10.9% of children aged 10-14 years are combining work and schooling. Of the children engaged in child labour, 60% are in agriculture, 38% are in industry while two percent are in services. Overall, child labour remain a key decent work deficit in South Sudan.

The UNICEF maintains that increase in the number of IDPs due to civil war in South Sudan has heightened vulnerability of children. Civil war coupled with the vulnerable situation of children has led to the children being recruited by armed groups or abducted and used for different purposes such as spies, cooks, messengers, carriers and sex slaves. The Office of the Special Representative of the Secretary-General for Children and Armed Conflict continue to report grave violations against children in South Sudan. It is reported that in 2022, 129 children of whom 3.9% were girls were recruited and used in war particularly by government security forces. Another 37 children (43.2% girls) were either killed (32.4%) or maimed (67.6%) while nine girls faced sexual violence.

The UNICEF also identifies low access to schools, poor quality of education, negative attitude towards education, high unemployment and negative embedded cultural practices such as chauvinistic views that women are best suited for domestic work as key drivers of child labour in South Sudan. Poverty, which makes households to depend on child income for household survival or to supplement household income is also a key driver to child labour in South Sudan.

Child labour situation in South Sudan is aggravated by weak policy, legal and institutional framework for protecting children. This undermines design, implementation and enforcement of strategies towards prevention, identification, withdrawal, rehabilitation and reintegration of children involved in all forms of child labour.

Trafficking in persons

South Sudan is a source, transit and destination country for trafficking in persons (TiP), and is listed in Tier 3. Trafficking in persons in South Sudan is mainly fueled by poverty and civil war, which makes the citizens, especially women and children to be vulnerable. It is reported that the 2016/2017 civil war led to displacement of 1.96 million persons, making them IDPs. In addition, the number of South Sudanese refugees increased from 291,838 refugees in 2018 to 333,673 in 2021, representing an annual average increase of 4.8% per annum. The high levels of poverty and destitution particularly among IDPs and refugees make South Sudan a key source of men, women and children subjected to forced labour and sex trafficking.

Trafficking in persons takes many forms in South Sudan. The most prevalent form is CAFAAG. The International Organization for Migration (IOM) estimates that in 2014-2018, a total of 5,723 children of whom 93% were boys were recruited and used by the armed forces and armed groups for many different purposes. These include being used as cooks, carriers and sex slaves. Recruitment for sexual exploitation is thus another form of TiP that is prevalent in South Sudan. It is reported that the 2016/2017 civil war led to abduction of women and girls into armed forces and groups for purposes of sexual exploitation. The United Nations Mission in South Sudan (UNMISS) estimate that 742 women and girls were abducted in 2018 for sexual slavery or labour exploitation. It is also reported that women and girls from Uganda, Kenya, Ethiopia, and Democratic Republic of the Congo (DRC) are trafficked to South Sudan with promises of legitimate jobs. They are then forced into sex trade or domestic servitude.

Freedom of association and collective bargaining

The Transitional Constitution of the Republic of South Sudan (2011) entrenches and accords all workers freedom of association and assembly in Article 25(1) of the Constitution. It also grants workers in the civil service the right to fair labour practices in Article 139(1). The Labour Act (2017) confers fundamental rights at workplaces in Chapter 2. It also affords workers the right to fair labour practices [Chapters 5, 6, 7 & 8]; and collective bargaining [Chapter 9&10].

Despite entrenchment of fundamental principles and rights at work in the Transitional Constitution and the Labour Act, exercise of freedom of association and collective bargaining rights is still limited in South Sudan. The International Trade Union Confederation (ITUC) classifies South Sudan as a category 5+ country in regard to respect of the rights of workers . Category 5+ countries are those nations that do not guarantee the rights of workers due to breakdown in the rule of law. In the context of the EAC countries, South Sudan and Burundi are in category 5+. Kenya, Tanzania and Uganda are in an improved category (4), which are countries with systematic violations of rights. Rwanda is in category three, which is a more improved category of countries with regular violations of rights.

South Sudan has one trade union federation (SSWTUF), an association of employers (EASS) and a couple of institutions of social dialogue. The main institutions of social dialogue are the Commission for Conciliation, Mediation and Arbitration (CCMA); Labour Court; and Labour Advisory Council (LAC). The MoL provides policy and regulatory framework governing the labour and employment sector.

No accurate nor up to date data exist on key labour market indicators in South Sudan. There is no critical data on indicators such as trade union density, collective bargaining coverage, number of strikes reported, number of workdays lost due to industrial action, number of workers involved in industrial action, and number of trade disputes reported and/or

resolved. This makes it difficult to assess the state of industrial relations and advancement of the fundamental principles and rights at work in the country.

A major gap in the advancement of fundamental principles and rights at work, social dialogue and tripartism in South Sudan is the inequitable representation of women and men in trade union activities, and institutions of social dialogue and tripartism. In most cases, the voices of women are lost in trade union membership and leadership, collective bargaining, trade disputes, and participation in institutions of social dialogue at bipartite and tripartite levels. The implication is that gender inclusion in the fundamental principles and rights at work, social dialogue and tripartism falls through the cracks in South Sudan due to lack of data particularly gender disaggregated data on a number of areas. These include trade union membership, trade union leadership, collective bargaining coverage, trade dispute coverage, and representation of women in bipartite and tripartite institutions of social dialogue including decision-making posts.

Safety and health at work

Chapter XI of the Labour Act (2017) governs promotion of occupational safety, health and welfare of workers in workplaces. Section 110 of the Act obliges employers to ensure safety, health and welfare of all employees at the workplace while Section 111 compels employers to implement safety, health and welfare policy. The Act (Sections 112 and 113) tasks employees and other persons with the responsibility of ensuring compliance with safety, health and welfare procedures outlined by the employer in accordance with the Act.

The Labour Act (2017) also provide for establishment of safety inspection, and safety committees in workplaces with at least 500 employees. Key challenges facing occupational safety, health and welfare in South Sudan include absence of legal framework on OSH; inadequate specialized staff to conduct OHS inspections; and inadequate data on OSH and welfare indicators in respect to occupational diseases and injuries.

2.2.2 Minimum wages

The R-NDS (2021-2024) acknowledges the role of minimum wages in poverty reduction. It advocates for administration of minimum wages and fair compensation to workers within the framework of equitable incomes policy, which is deemed to be a mechanism for promoting poverty reduction, enterprise productivity and aggregate demand. Section 50 of the Labour Act (2017) bestows the responsibility of recommending review, adjustment and fixing of minimum wages on the LAC.

The Act (Section 50) guides that the minimum wages may be fixed based on occupations and reviewed periodically, at least once in two years. It also establishes other minimum terms and conditions of employment. Though not fully developed, determination of wages

and other conditions of employment in South Sudan appear to be based on minimum wage regulation, collective bargaining, administered and near-market approaches. There is, however, no data on these labour market parameters to facilitate assessment of adequacy of the minimum wages and/or the negotiated wages.

2.2.3 Maximum limits on working time

The Labour Act (2017) regulates and pegs working hours for all sectors and occupations at eight hours per day and 40 hours per week. It also fixes working hours for employees on shift work at no more than forty hours per week when averaged over a three-week period. The Act provides for payment of overtime to employees who work beyond the stipulated working hours. Payment overtime does not, however, apply to workers in senior management positions. Overall, lack of data on working hours makes it difficult to assess the level of adherence to the regulated working hours.

2.3 Sustained and inclusive economic growth, productive employment and decent work

The third pillar of the ILO Centenary Declaration for the Future of Work seeks to promote sustained, inclusive and sustainable economic growth, full and productive employment and decent work for all. This is to be achieved through macroeconomic policies with these aims as the central objective; trade, industrial and sectoral policies that promote decent work, and enhance productivity; and investment in infrastructure and in strategic sectors to address the drivers of transformative change in the world of work.

2.3.1 Sustained and inclusive economic growth

South Sudan has experienced erratic economic growth overtime, mainly due to intermittent conflict. The country's GDP contracted by 6% in 2020/2021 after registering a growth of 13.2% in 2019/2020. The slump in economic growth in 2020/2021 was mainly attributed to floods, locust invasions, and COVID-19. The COVID-19 pandemic containment measures constrained movement and business operating hours, mainly affecting the services sector. Agriculture was hurt by the floods and locusts while production in the oil sector, which accounts for over 75% of the country's GDP and 80% of the industry sector's value added, fell as some oilfields reached maturity. Tighter monetary policy implemented by the country's monetary authority reduced inflation to an estimated 24% in 2020/2021 from 33.3% in 2019/2020.

South Sudan's growth in GDP is projected to rebound to 5.3% and 6.5% in 2021/2022 and 2022/2023, respectively. The growth is expected to be contributed by increased oil export receipts, and driven by industry and private consumption and investment. Inflation is projected to fall to 5.3% in 2021/2022, reflecting improved food supply, but to increase to

16% in 2022/2023. The inflationary pressure in 2022/2023 will be fueled by drought and higher food prices in the key source markets of Kenya and Uganda. Overall, disruptions to the peace process, fluctuations in oil prices, lingering COVID-19, and climate change effects remain the main downside risks to economic growth in South Sudan.

Economic growth in South Sudan has not been inclusive. The World Inequality Database (WID) reports that in 2021, the bottom 50% of South Sudan's population controlled 11.9% of the country's income while the top 10% controlled 50% of the income. This has led to extreme inequalities in wealth distribution with top 10% of the population controlling 63.6% of the country's wealth while the bottom 50% controls 3.9% of the wealth. The skewed income distribution in South Sudan is partly explained by the fact that 80.4% of the country's population is in the rural area, thus benefitting from very few resources including security. About four in five (80%) of the country's population is also employed in agriculture, which is characterized by low productivity, and is largely subsistence and pastoralist in nature.

South Sudan's low and un-sustained economic growth is partly attributed to weak levels of competitiveness as manifested in diminished annual labour productivity growth. The country's annual labour productivity growth averaged -2.2% in 2017-2021, which was the lowest amongst the EAC peers. This is compared to Uganda (1.4%), Tanzania (1.6%), Kenya (2%) and Rwanda (2.1%). Burundi's annual labour productivity growth averaged -1.9% in 2017-2021, slightly above the growth rates reported by South Sudan.

South Sudan experienced a rebound in annual labour productivity growth, averaging 1.8% in 2021. The realized growth in labour productivity was more favourable compared to Burundi (-1.7%), Uganda (-0.3%) and Tanzania (0.4%). It was comparable to that of Rwanda (2%) and Kenya (2.1%). The implication is that with sustained peace and productivity improvement efforts, South Sudan has the potential to achieve sustained economic growth, and create productive employment and decent work for all.

2.3.2 Full and productive employment and decent work for all

There is no accurate statistics on South Sudan's population. The CCA for South Sudan (2021) quoting the National Bureau of Statistics (NBS), reported the country's population at 13.72 million people in 2021. The World Factbook, however, put South Sudan's population at 11.5 million persons in 2022, representing a variance of 16.2%. The working age population (15-64 years) was estimated at 5.9 million persons in 2022, and accounted for 55.9% of the total population. Females constituted 48.4% of the working age population.

The youth (15-24) accounted for 21.3% of the population and 38.1% of the working age population in 2022. Female youth made up 48.7% of the youth population, 18.5% of the total labour force and 38.3% of the female labour force. The implication is that the youth constitute an important proportion of South Sudan's population and holds a great promise for socio-economic transformation in the country.

There is paucity of data on disability prevalence in South Sudan. About 1.2 million people with disabilities (PWDs) were reported in South Sudan in 2016. A 2016 household survey carried out in the country also found that about 15% of the households surveyed had at least one disabled family member. Despite their potential, the youth and PWDs in South Sudan are among the segments of the population perceived to be systematically excluded from decision-making processes and structures. The Transitional Constitution (2011), however, advocate for the rights of all citizens to participation and engagement.

Labour force participation rate, which is a measure of the proportion of the population aged 15-64 years that is active, declined from 61% in 2018 to 60.6% in 2019. It dropped further to 56.7% in 2020 before increasing by some 2.1 percentage points to 58.8% in 2021. The decline in the labour force participation rate between 2018 and 2019 may be attributed to conflict while the drop in the participation rate between 2019 and 2020 was due to negative effects of COVID-19. The 2.1 percentage point increase in the labour force participation rate in 2020-2021 is a manifestation of economic recovery from the ravaging effects of COVID-19 pandemic.

Unemployment remains a major challenge in South Sudan. The unemployment rate in the country increased from 12.2% in 2018 to 14% in 2020, but eased marginally to 13.9% in 2021. Similarly, youth unemployment increased from 18.9% in 2018 to 21.3% in 2020, and declined marginally to 21% in 2021. The high youth unemployment may explain a similarly high youth dependency ratio of 74.7% in 2020. This implies that about 75 youths aged 15-24 years were dependent on 100 persons in the productive ages 15-64 years. Women are the primary breadwinners in South Sudan with 58% of households in the country headed by women. Despite this, in 2019, women had higher unemployment rates (13.2%) compared to men (10.9%). This means that women bear 21.1% more of the unemployment burden in the country than men.

Participation of women in the labour market in South Sudan has increased overtime. However, women are mainly engaged in low-paying, low-skilled, elementary occupations, and the informal economy. In 2011, for example, women represented 84% of those employed in non-wage work, either for their family (43%), for others (5%) or on their own (37%). Majority (63%) of women were in the agriculture sector where both earnings and productivity are low. Only a few (13%) women were in formal salaried employment or tertiary sector (19%). Women also reported having little control over proceeds from income generating activities. The UNSDCF for South Sudan (2023-2025) reports that only 1.9% of firms in South Sudan had female and youth participation in leadership in 2017. Also, only 25% of women secured positions in national and state governments in 2022, further demonstrating existence of gender gaps in access to employment and opportunities in South Sudan.

2.3.3 Informal economy and financial intermediation

The informal economy in South Sudan has not been measured, but it is believed that more than 80% of the country's population rely on it. Women, youth and IDPs rely more heavily on it because barriers to education and capital often prevent them from accessing or establishing careers in the formal sector. Further, due to conflicts and displacements, the informal economy has also provided avenues for IDPs to meet their basic needs, especially when they lose access to farmlands and animals. In addition, the capital-intensive industry provides only few employment opportunities in the formal sector with the majority of the population relying upon the informal economy as both consumers and traders, especially women, youth, IDPs and migrant workers.

Financial intermediation in South Sudan is weak, with limited access to finance remaining as a major constraint on entrepreneurship, firm-level competitiveness, resilience to shocks and economic growth. The National Bureau of Statistics' Integrated Business and Enterprise Survey (2019) reported that businesses in South Sudan do not use the formal system to access finance. Very few firms, including large firms take out formal loans. According to the survey, only about 3% of the firms surveyed had taken a bank loan over the previous three years, with this proportion increasing to only 6% in the case of large businesses. The UNSDCF (2023-2025) also reported that in 2017, only 8.6% of the population aged 15 years and above, and only 4% of women owned an account at a financial institution or with a mobile money service provider.

Barriers to access to formal financial services include deep distrust towards traditional financial service providers, distance, affordability as well as low financial literacy. At the same time, existing humanitarian aid and social protection programmes, in the form of cash transfers and food assistance, are building social safety nets and providing initial investments to increase the productive capacities of vulnerable populations in South Sudan. The supply side is constrained by factors such as weak financial infrastructure, lack of credit infrastructure, burdensome documentation requirements and lack of product innovation. Commercial banks significantly scaled down their activities in the aftermath of the 2016 conflict and financial intermediation is now a marginal activity in the country.

2.3.4 Population and health dynamics

South Sudan's population was projected to be 13.72 million people in 2021, of whom 51.1% were males and 48.9% were females. South Sudan has a fairly youthful population with a median age of 18.6 years for the total population, and females having a lower median age (18.3 years) compared to males (18.9 years). Close to 74% of the population are under 30 years while 48.1% are below 15 years. The working age population (15-64 years) constituted 49.6% of the total population while the older persons (65+) accounted for 1.6% of the total population. More than 80% of the country's population live in the rural areas.

Healthcare services in government facilities in South Sudan is free. However, healthcare is highly inaccessible to majority of the population particularly those in the rural areas. Low access to healthcare is mainly attributed to fewer number of healthcare facilities, insecurity, other costs related to seeking care, and healthcare seeking behaviour. Low access to healthcare services and other gaps in human welfare is manifested in the country's low life expectancy at birth, estimated at 55 years in 2021. South Sudan's life expectancy at birth in 2021 was lower than the SSA average (60.2 years) and that of her peers in the EAC region. These include Kenya (61.5 years), Burundi (61.7 years), Uganda (62.7 years), Rwanda (66 years) and Tanzania (66.3 years).

Females in South Sudan had a higher life expectancy at birth (56.5 years) compared to males (53.4 years) in 2021. Despite this, South Sudanese females have a lifespan that is at least seven years shorter than their counterparts in other EAC countries. These include Burundi that had life expectancy at birth of 63.6 years for females in 2021. Others are Kenya (64.1 years), Uganda (64.9 years), Rwanda (68.3 years) and Tanzania (68.3 years).

2.3.5 HIV and AIDS

The Joint United Nations Programme on HIV and AIDS (UNAIDS) Strategy (2016-2021) on The Fast-Track to End AIDS calls for end of AIDS by 2030. It calls for diagnosing 90% of all people living with HIV (PLHIV), sustaining 90% of the PLHIV on antiretroviral therapy (ART), and maintaining viral suppression among 90% of those receiving ART. Prevalence of HIV and AIDS in South Sudan is low, and is estimated at 2.4% among individuals aged 15-49 years.

The Ministry of Health (MoH) estimated that there were over 180,000 PLHIV in 2021. Women and girls bore the highest burden at about 100,000 (55.6%) followed by men at over 70,000 (38.9%), and children at 9,000 (5%). South Sudan is working towards achieving the 90-90-90 UNAIDS target, albeit with challenges. The number of health facilities providing comprehensive HIV testing services have increased from 32 in 2016 to 70 in 2018. Consequently, the number of people getting tested has increased from 248,000 in 2016 to 443,339 in 2017, translating to 32% of the PLHIV who know their status against the target of 90%. Coverage of ART is also low at 14%, and is mainly attributed to intermittent conflict in the country. During the 2016/2017 conflict, for example, only half of the PLHIV were retained in treatment.

2.3.6 Refugees and internally displaced persons

Refugees and IDPs in South Sudan are key population groups in South Sudan with important labour market implications. Intermittent conflicts in the country have led to growth in the number of refugees and IDPs. The United Nations High Commissioner for Refugees (UNHCR) estimated that there were 2,334,240 South Sudanese refugees and asylum seekers worldwide as of August 2022. Majority (39%) of the refugees were in Uganda, followed by Sudan (34.8%),

Ethiopia (17.3%), Kenya (6.3%) and DRC. An estimated 1.67 million South Sudanese nationals were internally displaced due to conflict in 2017. The situation of refugees and IDPs puts pressure on the labour market as the economy has to absorb and reintegrate the returning refugees and IDPs in productive activities.

2.3.7 Labour migration

South Sudan is majorly an origin and destination country for skilled migrants particularly from the Intergovernmental Authority on Development (IGAD) region. As a destination country, the number of migrant workers into South Sudan increased from 45,408 migrant workers in 2016 to 88,335 workers in 2017 but declined slightly to 63,166 workers in 2018. It is also estimated that four million South Sudanese refugees are living in other countries within the region and abroad. Refugees and asylum-seekers account for much of the inflow into and out of the country. Most South Sudanese refugees are living in Ethiopia, Kenya and Uganda while the majority of migrant workers in South Sudan are from Sudan.

Internal migration is common in South Sudan. People move to build communities for kinship and intertribal marriages, livelihood opportunities, and to escape insecurity. Seasonal human and livestock migration are driven by harsh weather conditions and the search for water and pasture resources. An estimated 1.67 million people were internally displaced within the country, mainly due to national conflict (62%), communal clashes (20%) and natural disasters (15%). Internal and international migration, especially among the youth, is further driven by the pursuit of education and employment opportunities.

South Sudan experienced growth in remittance inflows from an estimated US\$ 2 million in 2014 to US\$ 211 million in 2019. The remittance inflows in 2019 accounted for 6.7% of the country's GDP, confirming the potential of safe, regular and orderly labour migration in promoting the country's socio-economic growth and development. Besides supporting economic growth and livelihoods, remittance inflows into South Sudan constitute an important counter cyclical tool for the country's fragile economy, promotes resilience and helps the local economy to recover from emergencies.

2.3.8 International Labour Standards

South Sudan has ratified 7 of the 10 fundamental conventions of the ILO. It has, however, not ratified any of the four governance conventions nor the 176 technical conventions. The fundamental conventions ratified are Forced Labour Convention, 1930 (No. 29), Right to Organize and Collective Bargaining Convention, 1949 (No. 98), Equal Remuneration Convention, 1951 (No. 100) and Abolition of Forced Labour Convention, 1957 (No. 105). Others are Discrimination (Employment and Occupation) Convention, 1957 (No. 111), Minimum Age Convention, 1973 (No. 138) and Worst Forms of Child Labour Convention, 1999 (No. 182). The

fundamental conventions not yet ratified are Freedom of Association and Protection of the Right to Organize Convention, 1948 (No. 87), Occupational Safety and Health Convention, 1981 (No. 155), Promotional Framework for Occupational Safety and Health Convention, 2006 (No. 187), and Protocol of 2014 to the Forced Labour Convention, 1930.

South Sudan has not submitted any of the requested reports and replies to the comments by the Committee of Experts on the Application of Conventions and Recommendations (CEACR). The reports and replies are on measures being taken by the country to implement the ratified conventions. South Sudan also has relatively low levels of compliance and enforcement of the ratified conventions.

Low levels of compliance and enforcement of the standards is mainly attributed to weak institutions of social dialogue, weak institutional capacity of the tripartite partners, high levels of unemployment and poverty, insecurity and low levels of knowledge and awareness of the conventions by workers, employers and government. Limited enforcement of the standards is also attributed to weak human and financial resource capacity of the MoL. This particularly affects the Directorate of Labour and Industrial Relations (DL&IR), which is responsible for labour inspectorate services and enforcement of the standards.

COUNTRY PRIORITIES AND COUNTRY PROGRAMME OUTCOMES

3.1 ILO's comparative advantage

South Sudan became a member of the ILO in April 2012. Since then, the ILO has continued to work with the Government of the Republic of South Sudan and constituent partners, namely SSWTUF and EASS to promote decent work as a key component of the country's national development strategy. The ILO has a longstanding technical expertise, experience and tripartite-based institutional structure to support delivery of all the country priorities in the DWCP for South Sudan.

The comparative advantage by the ILO in supporting implementation of the DWCP inclusive of achievement of the intended outcomes lie in a number of areas. These include ILO's strategic positioning, technical expertise, accumulated experience, and resource mobilization capacity. The ILO also benefits from global recognition and acceptance as a credible, trustworthy and reliable partner with normative and standard setting role in promoting social dialogue and tripartism. The ILO also leads several alliances and multi-stakeholder partnerships related to decent work-oriented goals and targets in the UN 2030 Agenda for Sustainable Development. These present opportunities for collaboration, joint programming, resource mobilization and learning, which are critical for effective implementation and realization of DWCP outcomes.

3.2 Alignment to national, regional and global development frameworks

The DWCP for South Sudan (2023-2025) is based on four country priorities. These are sustainable economic growth and diversification; social development with protection of the most vulnerable; women and youth empowerment for social development; and social dialogue and tripartism. The first three priority areas draw from the UNSDCF (2023-2025) while the last priority area represents the ILO's normative and standard setting role.

The four DWCP priority areas are also aligned to South Sudan's development aspirations as entrenched in R-ARCSS, South Sudan Vision 2040 and R-NDS. All the DWCP priority areas have a strategic fit with four of the seven pillars in the South Sudan Vision 2040. These are educated and informed workforce; prosperous, productive and innovative nation; safe and secure nation; and united and productive nation.

The DWCP priorities are also aligned to the R-NDS, which is anchored on five pillars. The priorities are particularly relevant to the economic pillar whose goal is to foster macroeconomic stability and lay foundations for the diversification of the economy. They are also consistent with services cluster of the R-NDS, which seeks to increase support to social sector for enhanced human capital development and protection of the vulnerable population. The DWCP priority areas are also in keeping with the gender, youth and other cross-cutting issues cluster of the R-NDS. This pillar aims at mainstreaming gender and youth in national economic grid, and empowering women and youth as drivers of growth in nation building.

At the regional level, the DWCP priority areas are consistent with the aspirations entrenched in the African Union Commission Agenda 2063. They are particularly aligned to the first and sixth aspirations of the Agenda 2063. The first aspiration focuses on building a prosperous Africa based on inclusive growth and sustainable development while the sixth aspiration envisages an Africa whose development is people-driven, relying on the potential offered by African people, especially its women and youth, and caring for children.

The DWCP priority areas are also aligned to the First Ten-Year Implementation Plan (2014-2023) of the Agenda 2063. The strategic priority areas in the Plan, which are relevant to the DWCP for South Sudan include incomes, jobs and decent work; social security and protection including PWDs; and education and science, technology and innovation (STI) skills-driven revolution. Others are climate resilience and natural disasters preparedness and prevention; women and girls' empowerment; violence and discrimination against women and girls; and youth empowerment and children.

The DWCP priorities are also in sync with the policy outcomes in the ILO's Programme and Budget for the Biennium 2022-23, and the 2019 Abidjan Declaration on Advancing Social Justice: Shaping the future of work in Africa. Specifically, the first priority area of the DWCP, which is sustainable economic growth and diversification is aligned to the third, fourth and fifth outcomes of the Programme and Budget for the Biennium 2022-23. The third outcome of the Programme and Budget for the Biennium 2022-23 is economic, social and environmental transitions for full, productive and freely chosen employment and decent work for all. This is linked to the fourth outcome, which puts premium on sustainable enterprises as generators of employment and promoters of innovation and decent work. The fifth outcome of the Programme and Budget for the Biennium 2022-23, which is skills and lifelong learning to facilitate access to and transitions into the labour market acts as an enabler.

The second priority area of the DWCP, which focuses on social development with protection of the most vulnerable is aligned to the fifth, seventh and eighth outcomes of the Programme and Budget for the Biennium 2022-23. While the fifth outcome is on skills and lifelong learning, the seventh outcome focuses on adequate and effective protection at work for

all. The eighth outcome of the Programme and Budget for the Biennium 2022-23 seeks to ensure comprehensive and sustainable social protection for all.

The third priority area of the DWCP is women and youth empowerment for social development. This is aligned to the sixth outcome of the Programme and Budget for the Biennium 2022-23. The outcome seeks to ensure gender equality and equal opportunities and treatment in the world of work. Finally, priority four of the DWCP on social dialogue and tripartism is consistent with the first, second and seventh outcomes of the Programme and Budget for the Biennium 2022-23. The first outcome aspires strong tripartite constituents and influential and inclusive social dialogue while the second outcome is on international labour standards and authoritative and effective supervision. The seventh outcome is adequate and effective protection at work for all.

The DWCP priority areas are also aligned to the seven strategic areas of work of the 2019 Abidjan Declaration. The strategic areas of work are jobs for Africa's youth; improved skills and technology; inclusive transformation for decent work in the formal and informal economy; and a conducive environment for sustainable enterprises. The other outcomes are vibrant tripartism and social dialogue; social and labour protection for all; and effective labour standards and gender equality. It is almost axiomatic that the four DWCP priority areas maps the strategic areas of work of the Declaration. The DWCP priority areas also have a strategic sync with a number of goals and targets in the UN 2030 Agenda for Sustainable Development (Appendix 1).

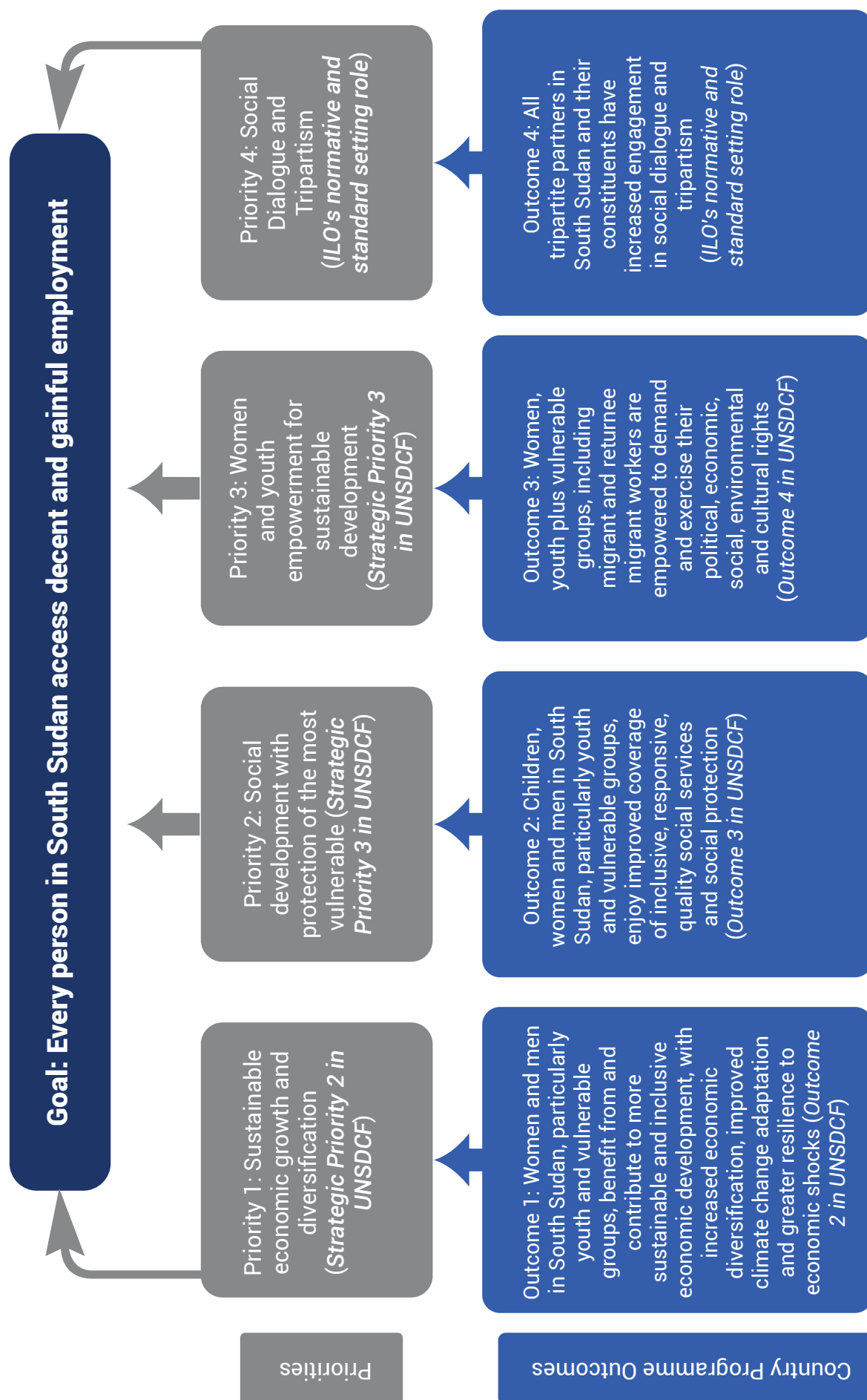
3.3 Country priorities and country programme outcomes

The DWCP for South Sudan (2023-2025) is anchored on four country priorities, namely:

- i. Sustainable economic growth and diversification;
- ii. Social development with protection of the most vulnerable;
- iii. Women and youth empowerment for social development; and
- iv. Social dialogue and tripartism.

Each of the priority areas has one country programme outcome (CPO) as illustrated in Figure 1. Detailed information on the country priority areas, CPOs and outputs, including performance indicators are in the Results Matrix (Appendix 2).

Figure 1: Country priorities and country programme outcomes

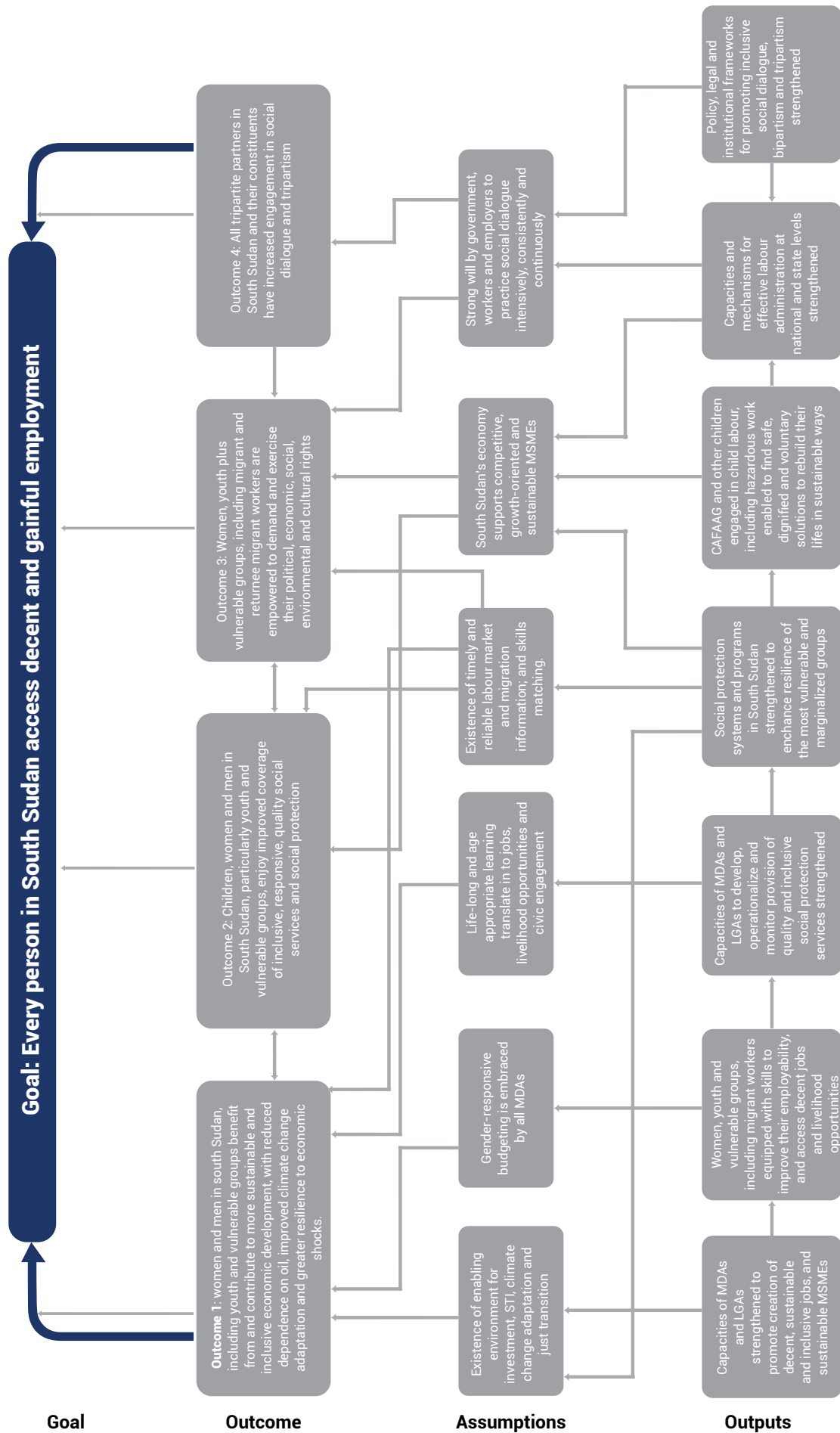


3.4 Country programme outcomes, theory of change and outputs

This section presents the TOC underpinning the CPOs and the outputs that are expected to be delivered during the DWCP period. It also identifies the main actors that will contribute to the achievement of the outputs and outcomes.

The TOC that anchor envisaged change in South Sudan with implementation of the DWCP is presented in Figure 2. It is based on the logic that sustainable economic growth and diversification is critical for creation of productive, durable, sustainable and inclusive employment and livelihood opportunities. It is also based on the premise that growth and diversification of the economy is crucial to consolidation of peace and development in South Sudan. Social development with the protection of the most vulnerable; women and youth empowerment for sustainable development; and social dialogue and tripartism are enabling pillars, providing the foundations for national transformation. Achievement of the four DWCP priorities will make South Sudan to realize productive, inclusive and sustainable employment and livelihood opportunities for all.

Figure 2: Theory of change diagram for South Sudan DWCP



3.4.1 Country priority 1: Sustainable economic growth and diversification

Outcome 1: *Women and men in South Sudan, particularly youth and vulnerable groups, benefit from and contribute to more sustainable and inclusive economic development, with increased economic diversification, improved climate change adaptation and greater resilience to economic shocks*

The first country priority for the South Sudan DWCP is sustainable economic growth and diversification. Growth and diversification of the economy is important for consolidation of peace and development in South Sudan. Inadequate decent, country-wide employment opportunities is creating the conditions for recruitment of armed groups or gangs, and fuelling multi-dimensional poverty in South Sudan. The TOC underpinning achievement of the first CPO is based on the premise that:

- i. If relevant Ministries, Departments and Agencies (MDAs) and local government authorities (LGAs) have strengthened capacities to develop, operationalise and monitor market-oriented and gender-transformative policies, plans and programmes in support of decent work, sustainable enterprises, economic growth, integration and diversification;
- ii. If public and private sector actors are strengthened to provide gender-transformative, market-oriented interventions, sustainable business models, products and services to food producers and traders, food producer organisations and micro, small and medium enterprises (MSMEs) particularly those led by women, youth and other vulnerable groups;
- iii. If women, youth and vulnerable groups are better equipped to establish and grow sustainable MSMEs and social economy entities with improved adaptive capacity and strengthened resilience to economic shocks; and
- iv. If young people, especially those left behind in education and employment, are equipped with the knowledge and skills required to access decent jobs and participate in civic life, then

In partnership with trade unions and employers' organizations, ILO will promote access to decent jobs and vocational training, including for potential migrant workers, migrant workers, returnee migrant workers, refugees and host communities. Priority will also be given to strengthening of public and private business development providers with direct focus on financial and non-financial services, and development of information systems. This will promote growth and competitiveness of MSMEs, spur economic growth and catalyze creation of productive and durable employment opportunities.

Institutional strengthening of public and private sector providers will also facilitate provision of TVET through UNESCO-UNEVOC partnerships. This will be alongside provision of vocational training, and practical training by master craft persons (MCPs) based on labour market assessments. Targeted skills training will increase the skills base and enhance employability of the labour force, especially women, youth and the vulnerable groups.

The MSMEs being the mainstay of South Sudan's economy will receive support to establish, sustain and expand their businesses. This is expected to particularly benefit majority of women and youth whose potentials are under-utilized and/or unexploited, thus uplifting many from poverty. Specifically, the ILO and partners will promote inclusive enterprise development interventions targeting women, youth and vulnerable groups. Particular focus will be made to building the capacities of the target population on using methodologies for establishing and growing profitable MSMEs, deepening informal apprenticeships, and promoting formalization of the informal economy.

The MSMEs will also be facilitated to increase their access to financial and non-financial business development services (BDS). This will include, amongst others, support to national institutions to implement enterprise development interventions aimed at increasing productivity and competitiveness, improving working conditions, and creation of new and decent jobs particularly in agriculture and manufacturing.

Women constituted about half (48.9%) of South Sudan's population in 2021. The country's median age was 18.6 years, with females having a lower median age (18.3 years) than males (18.9 years). Close to 74% of South Sudan's population were under 30 years in 2021. The implication is that South Sudan has a youthful population whose potentials can be exploited through targeted, gender-responsive and inclusive labour-market interventions.

The DWCP resources will be directed at equipping women and youth-led civil society organizations (CSOs) to advocate for and meaningfully engage in rights-based approaches to policy and decision-making. It will promote women economic empowerment and gender equality at the world of work in both formal and informal sectors. To facilitate this, the Government of South Sudan in collaboration with development partners and other non-state actors will develop and adopt gender-responsive policies, laws and institutions to anchor empowerment of women, youth and vulnerable groups.

Women, youth and the vulnerable groups will also benefit from targeted career guidance, and vocational and entrepreneurship training, including skills training on employment opportunities and employability. These key population groups will also be sensitized on their rights and how best to seek redress in cases of violation. The empowerment support will include assistance to assume transformational leadership roles in both private and public sectors of the economy.

Social and solidarity economy entities in South Sudan will also be encouraged to promote inclusive employment particularly for PWDs, PLHIV, CAFAAG and women associated with armed forces (WAAFs). In addition, the government and development partners in South Sudan will also take conscious measures to enlist community members to provide short-time wage labour in public programmes, especially infrastructure projects.

The government in collaboration with the development partners and CSOs will also put in place measures to integrate CAFAAG in decent work. States and administrative areas will be sensitized on the importance of implementing the Payam Youth Volunteer model⁷⁶ in smoothening school-to-work transition. Overall, a labour market information (LMI) system will be established and maintained to facilitate provision of timely and reliable labour market information, and promote skills matching.

The stated activities will only translate into outputs and lead to desired outcomes on condition that the Government of South Sudan remains committed to a form of economic diversification, which prioritizes job creation in particular for women, youth and other marginalized groups. The change process will also lead to the desired outcome if age-appropriate education and life-long learning translates into jobs, livelihood opportunities and civic engagement.

Another important condition for achievement of the stated outcomes and outputs is political leadership and commitment for removal of legal and institutional bottlenecks related to discrimination and exclusion, including on rights related to property and business ownership. It is also assumed that barriers and discriminatory norms and practices that limit young women and men's participation will be addressed. Strong engagement, collaboration and interest by the private sector to invest in South Sudan and partner with the government in development issues using ethical practices is critical. Specific outputs under this CPO are:

Output 1.1: Relevant MDAs and LGAs have strengthened capacities to develop, operationalize and monitor market-oriented and gender-transformative policies, plans and programmes in support of decent work, sustainable enterprises, economic growth, integration and diversification.

Output 1.2: Public and private sector providers are strengthened to provide gender-transformative, market-oriented interventions, sustainable business models, products and services to food producers and traders, food producer organizations and MSMEs particularly those led by women, youth and vulnerable groups;

⁷⁶ The Payam Youth Volunteer Scheme is both a job creation and a national youth volunteer scheme for the youth in South Sudan. It is an inclusive strategy that provides entry into the world of work and also serves the community and nation through mobilizing educated and energetic young people to contribute to a range of transformative actions with high social and livelihood values.

- Output 1.3: Women, youth and vulnerable groups are better equipped to establish and grow sustainable MSMEs and social economy entities with improved adaptive capacity and strengthened resilience to economic shocks; and
- Output 1.4: Young people, especially those left behind in education and employment, are equipped with the knowledge and skills required to access decent jobs and participate in civic life.

3.4.2 Country priority 2: Social development with protection of the most vulnerable

Outcome 2: Children, women and men in South Sudan, particularly youth and vulnerable groups, enjoy improved coverage of inclusive, responsive, quality social services and social protection.

The second country priority of the South Sudan DWCP focuses on social development with protection of the most vulnerable. Achievement of its outcome is anchored on the premise that if relevant MDAs, LGAs and institutions are capacitated to develop, operationalise and monitor evidence-based policies, strategies and programmes for increased provision and take-up of inclusive, equitable, quality and market-oriented (formal and non-formal) education and lifelong learning opportunities, there will be increased outturn of market-oriented skills. This presupposes existence of support by government, development partners and other stakeholders for policy formulation and service delivery, encompassing education, TVET and skills training including PWDs.

This intervention is expected to generate incentives for teacher training and retention, school management and accelerated learning. The latter will be offered to children and young people who have missed out on education or those who have had their education interrupted by conflict. This initiative would enable the out-of-school children and young people to return to formal education at age-appropriate grades, or transition into other forms of training or work. Conscious efforts will be made to ensure that the skills training is market-oriented.

Also, if relevant MDAs and LGAs are capacitated to develop, operationalise and monitor evidence-based policies, strategies and programmes for improved social protection services for the most vulnerable and marginalized, they will promote design and implementation of social protection floors as a fundamental element of the country's social security systems; and implement social protection floors within strategies for extension of social security in South Sudan. This will progressively ensure higher levels of social security coverage in the country. Increased social protection coverage will reduce vulnerabilities of the population, and limit possibilities of adoption of negative coping strategies particularly by children, and young women and girls. Assistance will also be given for individual protection, including

protection assessment to cushion households and individual household members from vulnerability.

Similarly, if social protection systems and programmes in South Sudan are strengthened, it will enhance resilience of the most vulnerable people, and promote access to sickness and maternity benefits, child and family benefits, old and disability pensions, and safety and health in workplaces. This will lead to reduced catastrophic health expenditures; low child and old age dependency ratios; increased productivity and longevity of working life; and improvement in the socio-economic welfare of workers and their families. Strengthening of social protection systems and programmes will facilitate lobbying and advocacy particularly by social partners, namely SSWTUF and EASS towards influencing national policies and strategies for extending social protection coverage in South Sudan. It will also induce desire and commitment by government, development partners and other stakeholders to establish national health insurance.

Finally, if CAFAAG and other children engaged in child labour, including worst forms of child labour are enabled to find safe, dignified and voluntary solutions to rebuild their lives in sustainable ways, there will be reduced incidences of child labour, including children combining work and schooling. This output will be reinforced by development, adoption and implementation of a gender-responsive National Policy on Elimination of Child Labour; and a gender-responsive National Action Plan on Elimination of Child Labour. It will also benefit from a child labour survey conducted through a consultative and tripartite-plus inclusive, and gender-responsive process. Expected outputs under this CPO are:

- Output 2.1: Relevant MDAs, LGAs and institutions are capacitated to develop, operationalize, and monitor evidence-based policies, strategies and programmes for increased provision and take-up of inclusive, equitable, quality and market-oriented (formal and non-formal) education and lifelong learning opportunities.
- Output 2.2: Relevant MDAs and LGAs capacitated to develop, operationalize, and monitor evidence-based policies, strategies and programmes for improved social protection services for the most vulnerable and marginalized.
- Output 2.3: Social protection systems and programs in South Sudan strengthened to enhance resilience of the most vulnerable people, and promote inclusive OSH for increased productivity and longevity of working life; and
- Output 2.4: CAFAAG and other children engaged in child labour, including hazardous working conditions enabled to find safe, dignified and voluntary solutions to rebuild their lives in sustainable ways.

3.4.3 Country priority 3: Women and youth empowerment for sustainable development

Outcome 3: *Women, youth plus vulnerable groups, including migrant and returnee migrant workers are empowered to demand and exercise their political, economic, social, environmental and cultural rights.*

South Sudan had an estimated population of 13.72 million people in 2021⁷⁷, approximately six million (55.9%) of whom were working age population (15-64 years). Females accounted for 48.9% of the population and 48.4% of the working age population. The youth (15-24) constituted 21.3% of the total population and 38.1% of the working age population. Female youth made up 48.7% of the youth population. The demographic structures show that women and youth present an important cog of South Sudan's economy. Women and youth have the potential of contributing to the country's social, economic and political transformation, if their capabilities are nurtured and harnessed.

Women and youth in South Sudan are, however, among the population groups that are less empowered and systematically excluded from economic activities and decision-making processes and structures. They particularly bear high unemployment rates, with women carrying 21.1% more of the country's unemployment burden in 2019 compared to men. However, women are the primary breadwinners, heading 58% of the households in the country. The youth also bore an estimated 7.1 percentage points higher rate of unemployment in 2021 relative to the national average.

The TOC underpinning South Sudan's aspiration for women and youth empowerment for sustainable development and subsequent achievement of the CPO is informed by the fact that if CSOs, trade unions, employers' organizations, and political groupings and movements, especially those that are formed, led and run by women and youth, or those representing women, youth and vulnerable groups have enhanced knowledge and skills to meaningfully engage in a rights-based approach to decision-making, they will create spaces to amplify the voices of women, youth and vulnerable groups. The intervention will also lead to growth in confidence amongst women, youth and vulnerable groups.

It will also contribute to increased knowledge and awareness amongst them of the strategies they can use to ensure that their voices are heard and reflected in governance and service delivery structures in the country. The women, youth and vulnerable groups together with their membership organizations will also engage other actors, lobby and advocate for policy, legal and institutional frameworks to promote and enforce equality and non-discrimination in all spheres of life, including workplaces.

⁷⁷ United Nations South Sudan (2021). South Sudan: UN Common Country Analysis (CCA), Juba: Office of the United Nations Resident Coordinator in South Sudan

Also, if women, youth and vulnerable groups have enhanced understanding of their human rights, including accountability and redress seeking mechanisms, then they will be able to identify and report rights violations, and create conducive environment for seeking employment, income and livelihood opportunities. This will be reinforced with empowerment support to women, youth and vulnerable groups to gain knowledge and understanding of the concerns around GBV, sexual and gender-based violence (SGBV), HIV and protection.

Furthermore, opinion leaders inclusive of community structures will be capacitated to promote positive social norms and values. This will include focus on elimination of all forms of violence and discrimination against women, youth, children and vulnerable groups. Behavior change communication methods and platforms to eliminate violence and discrimination against the four key population groups, and to promote positive masculinity norms will be created.

In addition, if women, youth and vulnerable groups have improved capacities to assume transformational leadership roles in the public and private sector, they will be able to vie for political seats in national parliaments and state assemblies. They will also be engaged and make meaningful contributions in decision-making structures. Furthermore, if the Government of South Sudan reinforces the policy, legal and institutional framework for labour migration, the country will experience safe, orderly and regular labour migration. This will lead to increased employment and livelihood opportunities, remittance inflows, and transfer of ideas, skills, knowledge and technology. To actualize this, the MoL with the support of the ILO and other development partners will put in place policy and institutional frameworks aimed at promoting fair and ethical recruitment practices while maintaining policy coherence in South Sudan.

The Draft National Migration Policy will be finalized to provide the policy anchor and foundation for labour migration governance in the country. The government together with the actors in the labour migration cycle will also promote fair and ethical recruitment practices to ensure sustainable and mutually rewarding labour migration. The partners will also develop and implement a regulation and code of conduct for private employment agencies (PEAs). Capacities of the PEAs and relevant actors will also be strengthened. The government in collaboration with other labour market players will also establish and operationalize the Labour Market and Migration Information Management System.

The DWCP outputs emanating from the CPO are:

Output 3.1: Civil society, political groupings and movements, particularly those that are representing women, youth and vulnerable groups have enhanced knowledge and skills to meaningfully engage in a rights-based approach to decision-making across peace and governance structures, systems and processes;

- Output 3.2: Women, youth and vulnerable groups have enhanced understanding of their human rights, how to hold duty-bearers to account and how best to seek redress if these rights are violated; and
- Output 3.3: Women, youth and vulnerable groups have improved capacities to assume transformational leadership roles in the public and private sector
- Output 3.4: Migrant workers and returnee migrant workers enabled to improve their employability, and access decent jobs and livelihood opportunities

3.4.4 Country priority 4: Social dialogue and tripartism

Outcome 4: *All tripartite partners in South Sudan and their constituents have increased engagement in social dialogue and tripartism*

The Transitional Constitution of the Republic of South Sudan (2011) entrenches advancement of fundamental principles and rights at work, including fair labour practices⁷⁸. These rights are also domesticated in the Labour Act (2017). It affords workers and employers fundamental rights at workplaces; fair remuneration; fair labour practices; and collective bargaining rights⁷⁹. The Act also provide for establishment of institutions of social dialogue, and promotion of effective social dialogue including resolution of trade disputes. Key labour market actors in South Sudan are the MoL, SSWTUF and its affiliates, and EASS and the individual employers in public and private sector. Other institutions of social dialogue are CCMA, Labour Court and LAC.

South Sudan is a category 5+ country in terms of respect of the rights of workers based on ITUC classification⁸⁰. This means that the country does not guarantee the rights of workers. The categorization signals that the country lacks an effective framework for labour market governance and promotion of social dialogue and tripartism. The low ranking is also a pointer that an element(s) of effective social dialogue and tripartism is lacking in the country. Indicators of effective social dialogue and tripartism include sound legal framework; compliance with labour laws and standards; and respect for fundamental principles and rights of workers and employers⁸¹. Other elements are genuine bipartite cooperation and collaboration; tripartite partnership; effective dispute settlement; and good faith behaviour.

Low status of social dialogue and tripartism in South Sudan is contributed by a number of factors. These include weak workers' and employers' associations; low institutional capacity

⁷⁸ Government of South Sudan (2011). The Transitional Constitution of the Republic of South Sudan, 2011, <https://www.ilo.org/dyn/natlex/docs/MONOGRAPH/90704/116697/F762589088/SSD90704%202011C.pdf>

⁷⁹ Republic of South Sudan (2017). Laws of South Sudan: Labour Act 2017 (No. 64), Juba: Ministry of Justice

⁸⁰ International Trade Union Confederation (2020). 2020 ITUC Global Rights Index: The World's Worst Countries for Workers, Brussels: ITUC International Trade Union Confederation

⁸¹ International Labour Organization (2012). Building better industrial relations in an integrating ASEAN, Bangkok: ILO Regional Office for Asia and Pacific

of MoL and other public institutions of social dialogue such as CCMA, Labour Court and LAC; and inadequate knowledge and awareness of the tenets of social dialogue and tripartism amongst workers, employers and their representative organizations. Key weakness of workers' and employers' associations is particularly in respect to policy formulation and implementation, and lobbying and advocacy. Inadequate capacities in the workers' and employers' organizations explains the almost non-existent collective bargaining at sectoral and enterprise levels.

The low institutional capacity of MoL undermines effectiveness of labour inspectorate and OSH services. This greatly affects the capacity of the Ministry to enforce labour laws, and ensure compliance with the statutory terms and conditions of employment by employers. Weaknesses in CCMA, Labour Court and LAC affects practicing of social dialogue and tripartism intensively, consistently and continuously. The weaknesses occasion delays in dispute settlement, may promote violation of fundamental principles and rights of workers and employers, and trigger loss of confidence in the institutions of social dialogue by workers, employers and their representative organizations.

Effectiveness of social dialogue and tripartism in South Sudan is also affected by inadequate inclusion of women, youth, PWDs and other vulnerable groups in social dialogue and tripartism. Low levels of inclusion of the key population groups in social dialogue and tripartism is traced to their equally low representation in employment, and trade union membership and leadership. The right of women, youth, PWDs and other vulnerable groups in social dialogue and tripartism further falls through the cracks due to lack of timely and accurate disaggregated labour market data on key labour market indicators.

In addition, South Sudan has only ratified seven (3.7%) of the 190 ILO Conventions, which imply low levels of compliance with international labour standards (ILS) and weak standards for social dialogue and tripartism. The role of strong and effective social partners in promoting intensive, consistent and continuous social dialogue and tripartism cannot be gainsaid. Effective social dialogue and tripartism has huge dividends for better working conditions, particularly for informal workers, PWDs, refugees and host communities, youth, women and other vulnerable groups.

The theory of change for South Sudan's social dialogue and tripartism is a paradigm shift to a proactive and responsive industrial relations system. This is expected to enhance workplace dialogue, pre-empt existence of industrial discontent and put in place mutually beneficial mechanisms to limit industrial disputes. Such change would also improve bipartite and tripartite relations, labour productivity, innovation and competitiveness. Furthermore, redefinition of the roles and operations of the institutions of social dialogue inclusive of anchoring them on sound strategic and vision plans is critical.

The change strategy is also anchored on the fact that sustainable social dialogue and tripartism cannot be fully achieved if trade unions, and employers and business membership organizations (EBMOs) are capacitated to take a central role in the practice of social dialogue and tripartism. Also, women, youth, PWDs and other vulnerable groups of workers must be empowered to contribute equally with men in the practice of social dialogue and tripartism.

Strategies for achieving the outcome under this priority area involve reactivating and operationalizing key institutions of social dialogue. The priority institutions to be targeted are LAC, CCMA and Labour Courts. In addition, MoL in collaboration with SSWTUF and EASS together with development partners will mobilize resources towards building the capacities of the institutions of social dialogue. The tripartite partners will design and implement a training programme aimed at enhancing the technical capacities of labour officers, labour inspectors, OSH officers, independent conciliators and mediators, and judges of the labour courts.

The skills training will focus on increasing capacities of labour inspectors to ensure enforcement of the statutory terms and conditions of employment enshrined in the Labour Act (2017); provide advisory services to employers, workers, trade unions and employers' organizations on the most effective means of complying with the provisions of the Act; and identifying and reporting any gaps in law, enforcement and compliance. Labour officers will also be trained to undertake effective conciliation and mediation of trade disputes while the OSH officers will be equipped with the skills to offer effective OSH services. Judges of the labour courts will benefit from training on effective adjudication of trade disputes.

The aforementioned capacity building will be reinforced through training of the social partners on labour administration and OSH. Tripartite partners will also be trained on reporting on ILS. Frameworks for practicing social dialogue and workplace cooperation at bipartite levels will also be established and operationalized. In addition, ADR will be promoted and capacities of institutions rendering ADR services strengthened.

To reverse the low trend of ratification and domestication of ILS, and low compliance with and enforcement of domestic labour laws, the MoL in collaboration with SSWTUF, EASS and ILO will conduct a mapping to identify and prioritize the ILO Conventions to be ratified and domesticated. The partners, through a strategic and inclusive approach, will lobby for ratification and domestication of the prioritized Conventions. The MoL will also continue to develop and implement mechanisms to enhance the capacity of labour and OSH inspectorate services to ensure compliance and enforcement of the labour laws. Measures will also be put in place to strengthen partnership and collaboration between the social partners and other stakeholders to enable South Sudan to honour her reporting obligations to the CEACR.

Capacity and governance systems of EBMOs and trade unions will also be improved. This intervention seeks to support the labour market institutions to widen representation and/or enhance service provision, and attract new groups of members. It also targets increasing capacities of trade unions and EBMOs to engage in effective advocacy activities capable of influencing policymaking. Capacity building of trade unions and EBMOs also seeks to strengthen them to produce proposals to be considered in social dialogue platforms, and promote workplace cooperation and collective bargaining.

The aspiration of the DWCP country priority on social dialogue and tripartism is envisaged to lead to the following three expected outputs:

- Output 4.1: Policy, legal and institutional frameworks strengthened to promote social dialogue, bipartism and tripartism;
- Output 4.2: Capacities and mechanisms for labour administration strengthened at national and state levels; and
- Output 4.3: Increased institutional capabilities of EBMOs, and workers' organizations to attract new membership, integrate gender-based strategies in their work, influence policymaking and engage in inclusive social dialogue.

3.5 Risk assessment and mitigation

Implementation of the DWCP for South Sudan (2023-2025) face internal and external risks. The internal risks with the greatest potential for threatening implementation and achievement of the DWCP outputs and outcomes include (i) high numbers of youth not in education, employment or training (NEET), which contribute to political and social instability; (ii) resistance by coalition parties to collaborate across all governance functions thus undermining full implementation of the peace agreement and the DWCP; (iii) communal and politically motivated sub-national conflict, creating access constraints to agricultural land, labour markets and livelihood opportunities, and target locations and populations for provision of social protection services; and (iv) persistent and increasing natural and/or climate change-induced disasters including flooding and pest infestations negatively impacting cost of living, inclusive economic growth and employment.

Other internal risks are (v) pandemics and epidemics that may halt, slowdown or reverse economic and social development gains; (vi) lagged medium-to-long-term impacts of COVID-19, which affects economic recovery; (vii) persistent inflation, rapidly increasing the cost of living and lowering competitiveness of the productive sector; (viii) persistently high adolescent birth rates, serving as an obstacle to women and girls' access to education, training, decent employment opportunities and socio-economic empowerment; (ix) SGBV increases in backlash to empowerment of women, youth, PWDs and other vulnerable

groups; and (x) government not keen on promoting fundamental principles and rights at work, including social dialogue and tripartism.

Externally, conflicts in neighbouring countries such as Ethiopia, Central African Republic and Democratic Republic of Congo may increase the cost of food imports, reduce cross-border trade and undermine implementation of the DWCP. Also, overseas development assistance flows may decrease due to COVID-19 induced global economic downturn, internal conflict or diversion of resources by partners to other fragile countries or states in conflict such as Ukraine. This may affect resourcing of DWCP by government and other partners.

The DWCP has been designed to address and mitigate as well as prevent where possible the adverse effects of these risks. The main risk mitigation strategy to be adopted is to build the capacity of the government, social partners and other stakeholders to understand and appreciate the benefits of the DWCP, and the significance of resourcing it. The risk mitigation strategy also aims to strengthen collaboration and partnership amongst tripartite-plus partners so as to increase their capacities to adapt and mainstream risk informed approaches to implementation of the DWCP. This include joint monitoring, early warning, mitigation and response to ongoing and emerging risks. Internal collaboration and coordination efforts will also be strengthened to promote collection, analysis, dissemination and sharing of labour market data and information.

Efforts will also be made to intensify constituents' advocacy and outreach to raise awareness and enlist buy-in of tripartite-plus partners on the need for building institutions, promoting access to fundamental principles and rights at work, and embracing open and honest communication and engagement amongst partners. The tripartite partners will also have frequent engagement with the government and ensure that government spending, particularly on labour and employment are integrated in government's post COVID-19 economic recovery agenda. The partners will also approach new partners with evidence-based proposals to raise more resources for implementation of the DWCP.

Institutional framework for implementation, monitoring, evaluation and reporting (IME&R) of the DWCP outcomes will also be strengthened by prioritizing national and institutional programming. A number of organs will be established at national and institutional levels to support DWCP implementation. A National Steering Committee (NSC)⁸² will be established to plan and direct IME&R of the DWCP. The NSC will be supported by a National Technical Committee (NTC)⁸³, which will act as the Secretariat to the DWCP.

⁸² A seven-member tripartite committee (with at least 35% women) appointed by Minister for Labour. Terms of Reference for the NSC is in Appendix 3.

⁸³ The NTC will consist of selected technical persons drawn from the tripartite partners with equal gender representation. Terms of Reference of the NTC, and its operational and reporting structure will be developed by the NSC.

MANAGEMENT, IMPLEMENTATION, MONITORING AND EVALUATION

4.1 Implementation, management and oversight

Overall management of the DWCP for South Sudan (2023-2025) is bestowed on the NSC. The NSC will oversight IME&R of the DWCP, provide policy guidance, lead resource mobilization, popularize the DWCP, and direct lobbying, advocacy and communication activities. It will also ensure active participation and engagement of all key stakeholders, continued alignment of the DWCP to national priorities. Implementation of the DWCP will be based on the Implementation Monitoring Plan (Annex 1).

The NSC will also advise the tripartite partners on any adjustments to areas of work in support of the DWCP outcomes; and periodically review and evaluate DWCP activities and their impact in the country. The NSC will be supported by the NTC, which will be the Secretariat to the DWCP. Both the NSC and NTC will get further technical and logistical support from the ILO, United Nations Country Team (UNCT) and tripartite-plus partners. The NSC and NTC activities will be coordinated from the MoL offices.

A training needs assessment (TNA) will be conducted prior to implementation of the DWCP. The purpose of the TNA will be to identify existing expertise or lack of it among the NSC and NTC members, tripartite partners and their constituents. This will facilitate provision of targeted skills training. Of importance will be to ensure that the existing or needed gender expertise of the NSC, NTC, tripartite partners and their constituents is effectively incorporated into the IME&R of the DWCP. This is crucial to ensure that the DWCP decision-making and executing organs include gender experts to guarantee realization and sustainability of the gender-responsive results of the DWCP.

4.2 Monitoring, reporting and evaluation

Monitoring and evaluation (M&E) of the DWCP will focus on measuring the DWCP outcomes and impact as well as to track progress of implementation against targeted results. This will not only be important for reporting but also to facilitate learning through analyzing the data collected, questioning why a target has not been achieved and documenting lessons learnt. Monitoring of the DWCP will be based on the Results Monitoring Plan (Annex 2).

Joint field monitoring visits will be conducted regularly by MoL, SSWTUF, EASS and ILO. The NSC with support of the MoL will ensure that M&E and reporting teams include gender experts and/or academicians, women's rights advocates or representatives from MoGCSW. This is expected to ensure effective integration, mainstreaming and sustaining of the gender-responsive results of the DWCP.

The DWCP Results Monitoring Plan (Annex 2) will be the main tool for joint collection of field-level qualitative and quantitative information on DWCP results, processes and activities. An Annual Progress Report (APR) on implementation of the DWCP will be developed by the NTC and submitted to the NSC for review, and adoption of recommendations. The purpose of the APR will be to capture, report and communicate results and progress of DWCP. It will also form the basis for reporting to the Minister for Labour, and promoting knowledge management.

The DWCP will be evaluated at three levels and will be based on the DWCP Results Matrix (Appendix 2). Annual evaluation will be carried out by the NTC and reports submitted to the NSC for discussion and guidance. Mid-term evaluation will be conducted in mid-2024 to take stock of achievement and identify anything that may warrant reorientation and/or adjustment of the DWCP. A final evaluation will be done at the end of 2025. It will assess relevance, efficiency, effectiveness, impact, sustainability and knowledge management arising from the DWCP interventions. Both mid-and-end term evaluations will be conducted by an independent external evaluator.

4.3 Funding plan

The total funding required for the implementation of the DWCP is about US\$37.3 Million. The funding will come from different channels. Core funding is expected to come from the Government of South Sudan through budgetary provisions. This will be government financing towards R-ARCSS, R-NDS, and UN 2030 Agenda for Sustainable Development targets. Other funding streams will be those aimed at financing relevant DWCP activities by the tripartite-plus partners whose program and funding areas align to specific DWCP priorities and outcomes. A third line of funding is expected from the ILO through its project and programme units focusing on activities in South Sudan. This funding stream is also expected to draw from implementation of the ILO's Programme and Budget for the Biennium 2022-23.

Other funding streams are to come from other UN organizations through implementation of the UNSDCF (2023-2025). The MoL, in consultation with the social partners, will also identify and approach new partners to fund DWCP outcomes, outputs and activities that are aligned

to their strategic priorities. The ILO and its constituent partners will also develop mechanisms for co-funding and providing in-kind contributions in activities addressing specific DWCP outcomes. Deliberate efforts will be made to maximize synergies in funding of the DWCP by ensuring effective coordination amongst partners, limiting duplication in financing and/or activity implementation, and alignment of tripartite partners' strategic and operational plans with the DWCP outcomes and targets.

4.4 Advocacy and communication plan

The MoL, SSWTUF, EASS and the ILO will partner with MDAs, private sector actors and other UN agencies to conduct sensitization and public awareness on DWCP, its priority areas and outcomes. The ILO and its constituents will collaborate with communication focal points in government, private sector and UN Communications Group to provide links for the DWCP in their websites. The partners will also organize media briefings at institutional and NSC levels to highlight the three pillars of the ILO Centenary Declaration for the Future of Work, drawing conscious linkage with the DWCP priority areas, outcomes and milestones, and South Sudan's policy priorities. Media houses and other social media platforms will be engaged to promote publicity and reporting on DWCP activities.

The NTC and NSC will also keep track of international and local events aligned to promotion of decent work and organize joint activities on relevant DWCP outcomes. The NTC, with the approval of the NSC, will develop and disseminate key policy and advocacy messages that resonate with the day's theme and specific DWCP outcomes. The NTC in consultation with the NSC, ILO and constituent partners will organize annual events to launch and publicize reports arising from implementation of the DWCP.

Appendices

Appendix 1: Alignment of DWCP to other development frameworks

DWCP (2023-2025) Priorities	Revised National Development Strategy (2021-2024)	UNSDCF (2023-2025) Priorities	African Union Commission Agenda 2063	Abidjan Declaration, 2019	Priority UN 2030 Agenda for Sustainable Development
Sustainable economic growth and diversification	Economic Cluster	Strategic Priority 2	Aspiration 1	Outcome 1: Jobs for Africa's youth	SDG 2 Target 2.3
	Goal: Foster macroeconomic stability and lay foundations for the diversification of the economy				
	Objective 1: Finalize legal and institutional framework for economic growth	Outcome 2	Aspiration 6	Outcome 2: Improved skills and technology	SDG 4 Targets 4.1, 4.3, 4.4
	Objective 4: Develop basic economic infrastructure	Output 2.1			
	Social Cluster	Output 2.2			
	Goal: Increase support to the social sector for human capital development and protect the vulnerable population, to leave no one behind	Output 2.4		Outcome 3: Inclusive transformation for decent work in the formal and rural economy	SDG 8 Targets 8.1, 8.2, 8.3, 8.5, 8.6, 8. b
	Objective 1: Develop a comprehensive plan for human capital formation				
	Gender, youth and other cross-cutting issues Cluster				
	Goal: Mainstream gender and all-important cross-cutting development objectives in development policies and programmes, and empower women and youth as drivers of growth and nation-building			Outcome 4: A conducive environment for sustainable enterprises	
	Objective 1: Ensure that the Permanent Constitution adequately reflects the protection and empowerment of women and youth in all spheres of influence-economic, political and cultural				
	Objective 2: Invest in vocational training facilities and resources for youth in all states to facilitate employment creation and opportunities				
	Objective 4: Undertake comprehensive national capacity assessment of all public institutions to develop a national capacity building strategy				

DWCP (2023-2025) Priorities	Revised National Development Strategy (2021-2024)	UNSDCF (2023-2025) Priorities	African Union Commission Agenda 2063	Abidjan Declaration, 2019	Priority UN 2030 Agenda for Sustainable Development
Social development with protection of the most vulnerable	Economic Cluster Goal: Foster macroeconomic stability and lay foundations for the diversification of the economy	Strategic Priority 3	Aspiration 6	Outcome 6: Social and labour protection for all	SDG 1 Target 1.1
	Objective 4: Develop basic economic infrastructure	Outcome 3			SDG 3 Target 3.8
	Social Cluster	Output 3.3			SDG 8 Target 8.7
	Goal: Increase support to the social sector for human capital development and protect the vulnerable population, to leave no one behind	Output 3.4			SGD 16 Target 16.2
	Objective 2: Provide affordable healthcare				
	Objective 3: Expand the provision of social safety nets				
	Objective 4: Strengthen human and institutional capacity for efficient and effective social services				
	Gender, youth and other cross-cutting issues Cluster				
	Goal: Mainstream gender and all-important cross-cutting development objectives in development policies and programmes, and empower women and youth as drivers of growth and nation-building				
	Objective 1: Ensure that the Permanent Constitution adequately reflects the protection and empowerment of women and youth in all spheres of influence-economic, political and cultural				

DWCP (2023-2025) Priorities	Revised National Development Strategy (2021-2024)	UNSDCF (2023-2025) Priorities	African Union Commission Agenda 2063	Abidjan Declaration, 2019	Priority UN 2030 Agenda for Sustainable Development
Women and youth empowerment for sustainable development	Social Cluster Goal: Increase support to the social sector for human capital development and protect the vulnerable population, to leave no one behind Objective 4: Strengthen human and institutional capacity for efficient and effective social services Gender, youth and other cross-cutting issues Cluster Goal: Mainstream gender and all-important cross-cutting development objectives in development policies and programmes, and empower women and youth as drivers of growth and nation-building Objective 1: Ensure that the Permanent Constitution adequately reflects the protection and empowerment of women and youth in all spheres of influence-economic, political and cultural Objective 2: Invest in vocational training facilities and resources for youth in all states to facilitate employment creation and opportunities	Strategic Priority 4 Outcome 4 Output 4.1 Output 4.2 Output 4.3	Aspiration 3 Aspiration 6	Outcome 2: Improved skills and technology Outcome 7: Effective labour standards and gender equality	SDG 1 Targets 1.4, 1.b SDG 2 Target 2.3 SDG 4 Targets 4.1, 4.3, 4.4, 4.5, 4.7 SDG 5 Targets 5.1, 5.2, 5.5, 5.a, 5.c SDG 8 Target 8.b SDG 16 Target 16. b
			Aspiration 3	Outcome 5: Vibrant tripartism and social dialogue Outcome 7: Effective labour standards and gender equality	SDG 8 Target 8.8 SDG 16 Target 16.10
Social dialogue and tripartism					

Appendix 2: Results Matrix

Appendix 2 presents the results matrix for the Decent Work Country Programme for South Sudan (2023-2025). It builds on the UNSDCF for South Sudan (2023-2025) and reflects fully the priorities of the ILO tripartite constituents. The elements that emanate from the Cooperation Framework are in the shaded cells while those that represent the ILO's normative and standard setting role are in the cells with no shading.

Country Priority 1: Sustainable economic growth and diversification (Strategic Priority 2 of the Cooperation Framework)					
Results	Performance Indicators (disaggregated)	Baseline (year)	Target (2025)	Source/ MoV	Assumption Statement
Outcome 1: Women and men in South Sudan, particularly youth and vulnerable groups, benefit from and contribute to more sustainable and inclusive economic development, with increased economic diversification, improved climate change adaptation and greater resilience to economic shocks (<i>Outcome 2 in the UNSDCF</i>)	Proportion of domestic budget funded by domestic taxes (non-oil revenue)	10% (2021)	25%	Budget and Budget Reporting (NRA and MoFP)	The enabling environment can be sufficiently improved (including creation of appropriate national investment policies and strategies) to attract/ facilitate investment flows, for expansion of industry, take-up of technology and innovation, growth of the green and blue economies based on just transition
	Proportion of households reporting improved physical access to markets, energy, efficient processing and storage facilities	13% (2022)	40%	IFAD Programme Impact Surveys; WFP Outcome monitoring	

Country Priority 1: Sustainable economic growth and diversification (Strategic Priority 2 of the Cooperation Framework)					
Results	Performance Indicators (disaggregated)	Baseline (year)	Target (2025)	Source/ MoV	Assumption Statement
Output 1.1: Relevant MDAs and LGAs have strengthened capacities to develop, operationalize and monitor market-oriented and gender-transformative policies, plans and programmes in support of decent work, sustainable enterprises, economic growth, integration and diversification <i>(Output 2.1 in the UNSDCF)</i>	% of community members providing Short-Term Wage Labour during infrastructure construction	31.4% (2021)	45% (60% female)	Agency progress reports	Barriers and discriminatory norms that limit young women and men's participation in the labour market are addressed
	Proportion of women in managerial positions in public and private sector (total management)	15% (2022)	45%	MoL, MGCSW	
	# of gender-responsive policies, legal, regulatory and institutional measures adopted at state and local government levels to improve gender equality in workplaces	- (2022)	3	MoL	Barriers and discriminatory norms and practices that limit access to employment and other services are addressed
	Proportion of social and solidarity economy entities promoting inclusive employment with a focus on PWDs, PLHIV, CAFAAG and WAAFs	- (2022)	10%	MoL	Communities, community leaders, women and youth are willing to contribute as agents of positive change, including to address sensitive issues such as those related to harmful traditional practices
	# of former CAFAAG reintegrated in decent work, by sex	Total: 150,000 Male: - Female: - (2013)	Total: 250,000 Male: 150,000 Female: 100,000	MoL	Conducive social, economic and political environment that promotes economic growth and employment creation
	LMI system, including skills needs analysis established and operational at national level	No (2022)	Yes	MoL	Government and social partners will establish and operationalize the LMI, and conduct MSE Survey and skill needs analysis

Country Priority 1: Sustainable economic growth and diversification (Strategic Priority 2 of the Cooperation Framework)					
Results	Performance Indicators (disaggregated)	Baseline (year)	Target (2025)	Source/ MoV	Assumption Statement
Output 1.2: Public and private sector providers are strengthened to provide gender-transformative, market-oriented interventions, sustainable business models, products and services to food producers and traders, food producer organizations and MSMEs particularly those led by women, youth and vulnerable groups <i>(Output 2.2 in the UNSDCF)</i>	# of people accessing business management and financial services through MSEs supported by the UN, by sex	9,192 (64% female) (2022)	14,000 (62% female)	Reports from Ministry of Culture, Youth and Sports; UN agencies	
	# of women and youth led MSEs that access financial products and services	60 (2021)	250	Agency progress reports	
	Proportion of cooperative members, producers, and agribusiness/agro-dealers reporting increased sales through the service provider platform created by agribusiness forums	0 (2022)	> 50%	Agency progress reports; Cooperating Partners' reports	
	Proportion of MSMEs accessing financial and non-financial services	- (2022)	50%	Ministry of Trade and Industry	

Country Priority 1: Sustainable economic growth and diversification (Strategic Priority 2 of the Cooperation Framework)					
Results	Performance Indicators (disaggregated)	Baseline (year)	Target (2025)	Source/ MoV	Assumption Statement
Output 1.3: Women, youth and vulnerable groups are better equipped to establish and grow sustainable MSMEs and social economy entities with improved adaptive capacity and strengthened resilience to economic shocks (<i>Output 2.4 in the UNSDCF</i>)	# of people benefitting from jobs and other livelihood opportunities with UN support, by sex and IDP/Returnee status	9,192 (64% female) 0 IDP & Returnees (2022)	10,000 (60% female) 500 IDP & Returnees (60% female)	Reports from Ministry of Culture, Youth and Sports; Ministry of Gender, Child and Social Welfare; MoL; Contributing UN agencies	
	Proportion of women and youth led MSEs reporting increased revenue (at least 50% women)	10% (2021)	50%	Agency progress reports	
	# of women, youth and vulnerable groups that are better equipped to establish and grow profitable MSMEs	- (2022)	500	Reports from Ministry of Culture, Youth and Sports; UN agencies	
	# of gender balanced MSMEs trained annually on enterprise productivity and competitiveness, by size	Total: - Micro: - Small: - Medium: - (2022)	Total: 500 Micro: 100 Small: 200 Medium: 200	Ministry of Trade and Industry; Ministry of Agriculture MoL	
	# of gender balanced MSMEs capacitated to promote value addition in agriculture/ manufacturing	- (2022)	500	Ministry of Trade and Industry; Ministry of Agriculture	
	# of women, youth and other vulnerable groups benefitting from targeted career guidance, vocational guidance, vocational and entrepreneurship training, co-operative development and/or placement schemes	Total: - Women: - Youth: - Other vulnerable groups: - (2022)	Total: 10,000 Women: 3,500 Youth: 3,500 Other vulnerable groups: 3,000	Ministry of Trade and Industry; MoL	

Country Priority 1: Sustainable economic growth and diversification (Strategic Priority 2 of the Cooperation Framework)					
Results	Performance Indicators (disaggregated)	Baseline (year)	Target (2025)	Source/ MoV	Assumption Statement
Output 1.4: Young people, especially those left behind in education and employment, are equipped with the knowledge and skills required to access decent jobs and participate in civic life	Proportion of unemployed youth (aged 15-24 years), by sex	Total: 38.6% Male: 39.5% Female: 37.4% (2017)	Total: 29 Male: 22% Female: 35%	MoL	Life-long and age-appropriate learning will translate into jobs, livelihood opportunities and civic engagement
	# of youth trained for employment opportunity, by sex	Total: - Male: - Female: - (2022)	Total: 500 Male: 250 Female: 250	MoL	
	# of youths assessed and certified for vocational skills, by sex	Total: - Male: - Female: - (2022)	Total: 3,000 Male: 1,500 Female: 1,500	MoL, Ministry of General Education	Demand-driven training by TVET institutions
	# of people who have participated/are participating in vocational and higher education qualification measures, by sex	Total: - Male: - Female: - (2022)	Total: 3,000 Male: 1,500 Female: 1,500	MoL, Ministry of General Education	
	# of states and administrative areas implementing the Payam Youth Volunteer Model	Total: 5 States: 5 Administrative areas: 0 (2022)	Total: 13 States: 10 Administrative areas: 3	MoL	State Governments, including leadership of administrative areas, employers and the youth embrace volunteerism as a mechanism for promoting acquisition of practical skills and smoothening of school-to-work transition

Country Priority 2: Social development with protection of the most vulnerable (Strategic Priority 3 of the Cooperation Framework)					
Results	Performance Indicators (disaggregated)	Baseline (year)	Target (2025)	Source/ MoV	Assumption Statement
Outcome 2: Children, women and men in South Sudan, particularly youth and vulnerable groups, enjoy improved coverage of inclusive, responsive, quality social services and social protection <i>(Outcome 3 in the UNSDCF)</i>	% of total government spending on essential services (health, education and social protection)	National: 21% Education: 13% Health: 7% Social and Humanitarian Affairs: 1% (2021/22)	National: 28% Education: 16% Health: 10% Social and Humanitarian Affairs: 2%	Fiscal Year Budget Books	Gender-responsive budgeting is embraced by the Ministry of Finance and key sector ministries for social services and protection;
	Participation rate of youth and adults in non-formal education and training in the previous 12 months	0.3% (6,579) (2018)	1.3% (36,000 learners/trainees)	EMIS	Life-long and age-appropriate learning will translate into jobs, livelihood opportunities and civic engagement
	Proportion of population covered by at least one social protection benefit, by sex	Total: 16.4% Male: 9.2% Female: 18.3% (2020)	Total: 32% Male: 18% Female: 36%	ILOSTAT	
	# of CAFAAG, WAAFs and other vulnerable groups protected and reintegrated, by category	Total: 10,000 CAFAAG: 7,500 WAAF: 2,500 (2022)	Total: 50,000 CAFAAG: 35,000 WAAF: 15,000	Ministry of Defense; Ministry of Interior, MoL	

Country Priority 2: Social development with protection of the most vulnerable (Strategic Priority 3 of the Cooperation Framework)					
Results	Performance Indicators (disaggregated)	Baseline (year)	Target (2025)	Source/ MoV	Assumption Statement
Output 2.1: Relevant MDAs, LGAs and institutions are capacitated to develop, operationalise and monitor evidence-based policies, strategies and programmes for increased provision and take-up of inclusive, equitable, quality and market-oriented (formal and non-formal) education and lifelong learning opportunities <i>(Output 3.3 in the UNSDCF)</i>	# of school youth (men and women) enrolled in Technical Vocational Institutions per year, by sex	6,759 (39% female) (2021)	36,000 (50% female)	Enrolment records at TVET centres; Ministry of General Education; EMIS report	Life-long and age-appropriate learning will translate into jobs, livelihood opportunities and civic engagement
	# of State Governments who are implementing Out of School Youth CSE programming	3 states (2021)	10	Ministry of Culture, Youth and Sports Annual Report	
	# of skilled persons assessed and certified, by skill area	Total: - Pedagogy (MCPs): - RPL: - (2022)	Total: 1,300 Pedagogy (MCPs): 800 RPL: 500	MoL	The lifelong pedagogy training shall translate into quality training opportunities
	# of youths with market-oriented technical and entrepreneurship skills, by sex	Total: 10,000 Male: - Female: - (2022)	Total: 50,000 Male: 25,000 Female: 25,000	MoL	Lifelong and age appropriate learning will translate into jobs, livelihood opportunities and entrepreneurship skills
	# of MCPs whose pedagogical skills have been upgraded that offer quality apprenticeship to women, youth, and other vulnerable and marginalized groups	- (2022)	1,000	MoL	
	# of TVET institutions strengthened and supporting informal apprenticeships, and mobile training in States	- (2022)	7	Ministry of General Education	

Country Priority 2: Social development with protection of the most vulnerable (Strategic Priority 3 of the Cooperation Framework)					
Results	Performance Indicators (disaggregated)	Baseline (year)	Target (2025)	Source/ MoV	Assumption Statement
Output 2.2: Relevant MDAs and LGAs capacitated to develop, operationalize and monitor evidence-based policies, strategies and programmes for improved social protection services for the most vulnerable and marginalized <i>(Output 3.4 in the UNSDCF)</i>	# of beneficiaries reached with social safety net programmes	0 (2022)	110,000	Project MIS and reports	
	Proportion of children/households receiving child/family cash benefits, by sex	Total: 17.7% Male: 7.9% Female: 27.8% (2020)	Total: 23.3% Male: 13.3% Female: 33.1%	MGCSW; Partners' reports	The Government of South Sudan, development partners and other local and international non-state actors committed to provision and access to equitable and sustainable social protection to all
	Proportion of vulnerable persons covered by social assistance, by sex	Total: 16.4% Male: - Female: - (2020)	Total: 30% Male: 15% Female: 32%	MGCSW; Partners' reports	
	Proportion of persons above retirement age receiving pension, by sex	Total: 0% Male: 0% Female: 0% (2020)	Total: 5% Male: 7% Female: 3%	MGCSW; Partners' reports; MoL	
	National health insurance scheme established and operational	No (2022)	Yes	Ministry of Health	
Output 2.3: Social protection systems and programs in South Sudan strengthened to enhance resilience of the most vulnerable people, and promote inclusive OSH for increased productivity and longevity of working life	# of workplaces inspected for OSH, including safety audits and fire safety	OSH inspections: - Safety audits and fire safety: - (2022)	OSH inspections: 100 Safety audits and fire safety: 100	MoL	
	A joint lobbying and advocacy by SSWTUF and EASS to influence national policies, strategies and planning towards extending social protection coverage for all, and achieving safe and healthy working environment	0 (2022)	1	SSWTUF, EASS, MoL	Social partners in South Sudan engage in effective lobbying and advocacy to promote access to equitable and sustainable social protection by all workers, and ensuring safe and healthy working environment.
	# of OSH officers equipped with specialized skills to conduct OSH inspections, including safety audits and fire safety, by sex	Total: 7 Male: 6 Female: 1 (2022)	Total: 30 Male: 21 Female: 9	MoL	

Country Priority 2: Social development with protection of the most vulnerable (Strategic Priority 3 of the Cooperation Framework)					
Results	Performance Indicators (disaggregated)	Baseline (year)	Target (2025)	Source/ MoV	Assumption Statement
Output 2.4: CAFAAG and other children engaged in child labour, including hazardous working conditions enabled to find safe, dignified and voluntary solutions to rebuild their lives in sustainable ways	Proportion of children aged 10-14 years employed in the formal sector	46% (2021)	30%	Reports by UNICEF and ILO	Sustained will and concerted collaboration between state and non-state actors to end child labour in South Sudan
	Proportion of children aged 10-14 years combining work and schooling	10.9% (2021)	6.1%	Reports by UNICEF and ILO	
	No. of children withdrawn from child labour, by sex	Total: - Boys: - Girls: - (2022)	Total: 100,000 Boys: 50,000 Girls: 50,000	Reports by UNICEF and ILO	
	A gender-responsive National Policy on Elimination of Child Labour adopted	No (2022)	Yes	MoL	
	A gender-responsive National Action Plan on Elimination of Child Labour adopted	No (2022)	Yes	MoL	
	Child Labour Survey conducted and results disseminated	No (2022)	Yes	UNICEF; ILO	

Country Priority 3: Women and youth empowerment for sustainable development (Strategic Priority 4 of the Cooperation Framework)					
Results	Performance Indicators (disaggregated)	Baseline (year)	Target (2025)	Source/ MoV	Assumption Statement
Outcome 3: Women, youth plus vulnerable groups, including migrant and returnee migrant workers are empowered to demand and exercise their political, economic, social, environmental and cultural rights <i>(Outcome 4 in the UNSDCF)</i>	Status of legal and policy frameworks to promote and enforce equality and non-discrimination on the basis of sex, age and disability	The Anti-GBV Bill drafted; National Youth Policy awaits being tabled at Council of Ministers; Financial Inclusion Policy drafting underway; Phase II of the National Action Plan (NAP) on Women, Peace and Security drafted underway (2021)	The Anti-GBV Bill enacted; Family Law enacted; National Youth Policy adopted; Financial Inclusion Policy adopted; the National Action Plan on Women, Peace and Security financing mechanism	The Anti-GBV Law; Family Law; National Youth Policy; Financial Inclusion Policy; Phase II of the National Action Plan on Women, Peace and Security	
	# of women and girls aged 15 years and older subjected to physical, sexual or psychological violence in the previous 12 months reporting GBV	3,195 by current or former intimate partner; 3,905 by non-intimate partner (2021)	3,674 by current or former intimate partner; 4,490 by non-intimate partner	GBVIMS database	
	% of seats held by women in (a) national parliaments and (b) state assemblies	32% (2021)	35%	GEWE Analysis; Database of the Cabinet/Parliamentary Committee on Gender and Human Rights	
	# of national state institutions which engage adolescents and youth in decision-making	21 (2022)	50	Agency Annual Programme Reports; Government Consultation Records	

Country Priority 3: Women and youth empowerment for sustainable development (Strategic Priority 4 of the Cooperation Framework)					
Results	Performance Indicators (disaggregated)	Baseline (year)	Target (2025)	Source/ MoV	Assumption Statement
Output 3.1: Civil society, political groupings and movements, particularly those that are representing women, youth and vulnerable groups have enhanced knowledge and skills to meaningfully engage in a rights-based approach to decision-making across peace and governance structures, systems and processes <i>(Output 4.1 in the UNSDCF)</i>	# of reports submitted to international treaty bodies on time and according to agreed standards	UPR submitted (2021)	≥ 4 (CEDAW; CRC; UPR; CAT)	Government reports on/for: UPR; CE-DAW; VNR; CRC; CAT	
	# of position papers on the status of South Sudanese women, girls and youth presented at the Commission on the Status of Women (CSW), UPR and other platforms	2 (2022)	≥ 5	CSO position papers	
	# of women and youth organizations capacitated to advance GEWE policy and legal frameworks by participating in and influencing national and state level political and governance processes and forum	17 (2022)	33	AFP partners annual reports	
	Proportion of recommendations of the South Sudan State Report on CEDAW implemented	1% (2022)	90%	MGCSW; Ministry of Culture, Youth and Sports	
	# of women, youth and other vulnerable groups who report having higher understanding of their human rights	0 (2022)	4,000 females (2,000 women & 2,000 youth) 2,000 males (1,000 men & 1,000 youth)	AFP partners annual reports	
Output 3.2: Women, youth and vulnerable groups have enhanced understanding of their human rights, how to hold duty-bearers to account and how best to seek redress if these rights are violated <i>(Output 4.2 in the UNSDCF)</i>	# of women workers provided with skills training on how to seek and claim their rights at work, with sensitization sessions for male leaders and gender equality champions, by location (urban/rural)	Total: - Urban: - Rural: - (2022)	Total: 4,000 Urban: 2,500 Rural: 1,500	MGCSW; MoL	Sustained political will to adopt reforms to ensure gender equality and empowerment of women
	# of women, youth and other vulnerable groups who report worker rights violations, including GBVH and discrimination in workplaces	- (2022)	1,000	CSW; MGCSW; Ministry of Health	

Country Priority 3: Women and youth empowerment for sustainable development (Strategic Priority 4 of the Cooperation Framework)					
Results	Performance Indicators (disaggregated)	Baseline (year)	Target (2025)	Source/ MoV	Assumption Statement
Output 3.3: Women, youth and vulnerable groups have improved capacities to assume transformational leadership roles in the public and private sector <i>(Output 4.3 in the UNSDCF)</i>	% of women who secure positions in national and state governments	25% (2022)	35%	AFP reports; Government reports	
	% of firms with female and youth participation in ownership	1.9% (2017)	34.8%	Country Gender Profile 2017; AFP progress reports	
	# of women and youth-led newly established enterprises per year	0 (2022)	500 (350 youth including 175 females; 150 women)	Agency Reports	
	Proportion of women in managerial positions in the private sector (total management)	- (2022)	40%	Country Gender Profile 2017; AFP progress reports	Sustained political will to adopt reforms to ensure gender equality and empowerment of women

Country Priority 3: Women and youth empowerment for sustainable development (Strategic Priority 4 of the Cooperation Framework)					
Results	Performance Indicators (disaggregated)	Baseline (year)	Target (2025)	Source/ MoV	Assumption Statement
Output 3.4: Migrant workers and returnee migrant workers enabled to improve their employability, and access decent jobs and livelihood opportunities	# of South Sudan's migrant workers accessing jobs abroad through legal and ethical recruitment channels annually	63,166 (2018)	210,000	MoL	PEAs in South Sudan and in destination countries are engaging in ethical recruitment practices
	Remittance inflows as a % of GDP	6.7% (2019)	10%	MoL	The Government of South Sudan, PEAs and other actors in the labour market committed to ethical recruitment practices, and safe and regular labour migration
	# of participants from government and non-government institutions trained to promote fair and ethical recruitment, and safe labour migration annually	- (2022)	50	MoL; ILO	Government of South Sudan and relevant stakeholders promote fair and ethical recruitment practices, and safe labour migration
	# of TVET curricula customized to fit training and job placement needs of potential and returnee migrant workers	0 (2022)	5	MGLSD; DIT; MOES	Government of South Sudan, training providers and development partners are committed to offering employable skills to potential and returnee migrant workers
	National Migration Policy finalized	No (2022)	Yes	MoL	
	Regulation and Code of Conduct for PEAs developed and approved	No (2022)	Yes	MoL	
	Labour Market and Migration Information Management System established	No (2022)	Yes	MoL	

Country Priority 4: Social dialogue and tripartism (ILO's normative and standard setting role)					
Results	Performance Indicators (disaggregated)	Baseline (year)	Target (2025)	Source/ MoV	Assumption Statement
Outcome 4: All tripartite partners in South Sudan and their constituents have increased engagement in social dialogue and tripartism	# of collective bargaining agreements successfully negotiated by employers and trade unions	0 (2022)	50	MoL; SSWTUF; EASS	Promising political will and continuous support and commitment to social dialogue and tripartism by all labour market institutions and their constituents
	# of newly adopted ILS submitted to Parliament within one year (exceptionally after 18 months)	0 (2022)	3, All as adopted by the International Labour Conference	MoL; SSWTUF; EASS; Ministry of Justice and Constitutional Affairs	
	Trade union density	20% (2022)	40%	MoL; SSWTUF; EASS	

Country Priority 4: Social dialogue and tripartism (ILO's normative and standard setting role)					
Results	Performance Indicators (disaggregated)	Baseline (year)	Target (2025)	Source/ MoV	Assumption Statement
Output 4.1: Policy, legal and institutional frameworks strengthened to promote social dialogue, bipartism and tripartism	Labour Advisory Council capacitated and effectively delivering its mandate	No (2022)	Yes	MoL; SSWTUF; EASS; Ministry of Justice and Constitutional Affairs	Strong will by government, workers, employers and their representative organizations, and other partners to institutionalize and promote social dialogue and Alternative Dispute Resolution (ADR).
	Commission for Conciliation, Mediation and Arbitration capacitated and operational	No (2022)	Yes	MoL; SSWTUF; EASS; Ministry of Justice and Constitutional Affairs	
	# of labour courts established and functional	0 (2022)	2	Ministry of Justice and Constitutional Affairs	Employers and workers understand their rights and obligations
	# of trade disputes resolved through conciliation at the MoL	100 (2021)	500	MoL; SSWTUF; EASS	
	# of trade disputes referred for conciliation/ mediation annually	200 (2022)	500	MoL; SSWTUF; EASS	
	# of ILO Conventions ratified and domesticated	7 (2022)	12 ¹	MoL	
	# of tripartite partners trained on reporting on ILS	6 (2013)	50	MoL; SSWTUF; EASS	Tripartite partners in South Sudan promoting tripartite consultations and social dialogue intensively, consistently and continuously
	# of gender-balanced tripartite meetings held to develop reports on the application of ratified Conventions including replies to comments of the supervisory body	- (2022)	For all reports and replies to comments of the supervisory body as requested	MoL	Tripartite partners committed and attending meetings
	% of reports on the application of ratified Conventions due by 1 September submitted by the government in a timely manner that include replies to comments of the supervisory body	- (2022)	100%	MoL	
	# of questionnaires on new Conventions and Recommendations responded to (where relevant)	0 (2020)	All as requested	MoL	

Country Priority 4: Social dialogue and tripartism (ILO's normative and standard setting role)					
Results	Performance Indicators (disaggregated)	Baseline (year)	Target (2025)	Source/ MoV	Assumption Statement
Output 4.2: Capacities and mechanisms for labour administration strengthened at national and state levels	# of gender responsive labour administration audits and labour advisory services conducted at national and state levels per year	Labour administration audit: - Labour advisory service: - (2022)	Labour administration audit: 300 Labour advisory service: 300	MoL; SSWTUF; EASS	
	# of labour inspections conducted per year	39 (2020)	100	MoL	
	# of workers and employers trained on fundamental principles and rights at work per year, by sex	Total: - Workers: 100 Employers: - (2022)	Total: 1,000 (50% female) Workers: 700 (50% female) Employers: 300 (50% female)	MoL	
	# of gender-responsive labour inspectors appointed and deployed	12 (2020)	50	MoL	
	# of tripartite partners' staff and officials trained on labour administration and inclusive OSH, by sex	Total: - Male: - Female: - (2022)	Total: 100 Male: 50 Female: 50	MoL; SSWTUF; EASS	Government of South Sudan, development partners and other stakeholders are supporting skills training and other capacity building programmes on labour administration and inclusive OSH

Country Priority 4: Social dialogue and tripartism (ILO's normative and standard setting role)					
Results	Performance Indicators (disaggregated)	Baseline (year)	Target (2025)	Source/ MoV	Assumption Statement
Output 4.3: Increased institutional capabilities of employer and business membership organizations (EBMOs), and workers' organizations to attract new membership, integrate gender-based strategies in their work, influence policymaking and engage in inclusive social dialogue	# of EBMOs with improved gender-responsive governance systems and strategies to widen representation and/or enhanced service provision	- (2022)	100	MoL; SSWTUF; EASS	The Government of South Sudan upholds tenets of industrial democracy and tripartism, subscribes to and respects the right to freedom of association, collective bargaining and other fundamental principles and rights at work. Equally, workers, employers and their representative organizations promote bipartism, workplace cooperation and social dialogue
	# of EBMOs that produce analyses on the changing business environment and conduct advocacy activities to influence policymaking	- (2022)	50	MoL; SSWTUF; EASS	
	# of trade unions with innovative and gender-responsive strategies to attract new groups of workers and/or improve their services	- (2022)	3	MoL; SSWTUF; EASS	
	# of trade unions that produce gender-responsive proposals to be considered in social dialogue mechanisms for policymaking	- (2022)	5	MoL; SSWTUF; EASS	
	# of EBMOs and trade unions with improved policies or practices to promote gender-responsive collective bargaining and/or workplace cooperation	- (2022)	50	MoL; SSWTUF; EASS	

Appendix 3: Terms of Reference for DWCP National Steering Committee

The Decent Work Country Programme for South Sudan (2023-2025)

Background

The Decent Work Country Programme for South Sudan (2023-2025) is a programming framework for South Sudan developed through a series of consultations with the ILO tripartite constituents in South Sudan. It contains the strategy for interventions planned to be undertaken during the DWCP period. With the overarching objective of promoting decent work for all in South Sudan, the DWCP will concentrate on the following four Country Priorities during the period 2023-2025:

- (1) Sustainable economic growth and diversification
- (2) Social development with protection of the most vulnerable
- (3) Women and youth empowerment for social development
- (4) Social dialogue and tripartism

To track implementation and ensure achievement of the DWCP objectives, the MoL and the social partners have set-up a Tripartite National Steering Committee (NSC).

A. Composition and Membership:

The Tripartite National Steering Committee for the Decent Work Country Programme for South Sudan (2023-2025) (hereafter called the “Steering Committee”) shall be composed of seven persons (at least three of whom are women) nominated as follows: MoL (2), SSWTUF (2), EASS (2) and ILO (1). Gender equality inclusive of relevant expertise will be prime elements in nominating members of the Steering Committee.

B. Roles and Responsibilities:

1. Promote and popularize Decent Work Country Programme for South Sudan (2023-2025) in all Government Ministers, Members of Parliament, various Government Departments, Agencies and institutions, members of employers’ and workers’ organizations, other stakeholders and the public at large in order to create greater awareness, understanding and visibility and to ensure the Programme’s impact is as wide-ranging as possible;
2. Provide policy guidance to the ILO Office and the implementing partners in order to ensure the DWCP remains aligned with national priorities;

3. Ensure that the priorities and goals set out in the DWCP are integrated in other national efforts such as the R-NDS, National Employment Policy and Strategy, the United Nations Sustainable Development Cooperation Framework for South Sudan, and other strategies and programmatic activities implemented by the partners;
4. Regularly monitor the implementation of the DWCP as per the monitoring plan and accompanying results and monitoring framework;
5. Ensure the active participation of all key stakeholders in IME&R of the DWCP;
6. Advise on any adjustments to areas of work in support of the outcomes;
7. Periodically review and evaluate DWCP activities and their impact in the country.

C. Frequency of meetings

The Steering Committee shall meet on a regular basis, at least once every quarter (March, June, September and November). The Minister for Labour may convene meetings of the Steering Committee on an ad hoc basis to address any issues of major concern at the request of the majority of the members of the Steering Committee.

Annex 1: Decent Work Country Programme for South Sudan (2023-2025), Implementation Monitoring Plan																				
First preparation date: December 2022																				
Revision date: March 2023																				
		Country Priority 1: Sustainable economic growth and diversification												Responsible Unit/Official	Resource framework (all source of funds)			CP Outcome indicator/ annual milestones to which outputs contribute	Remark	
		Year 1 (2023)				Year 2 (2024)				Year 3 (2025)					Resources Required (US\$)	Resources Available (US\$)	Gap (US\$)			
		Q1	Q2	Q3	Q4	Q1	Q2	Q3	Q4	Q1	Q2	Q3	Q4							
Country Programme Outcome 1: Women and men in South Sudan, particularly youth and vulnerable groups, benefit from and contribute to more sustainable and inclusive economic development, with increased economic diversification, improved climate change adaptation and greater resilience to economic shocks																				
Output 1.1: Relevant MDAs and LGAs have strengthened capacities to develop, operationalise and monitor market-oriented and gender-transformative policies, plans and programmes in support of decent work, sustainable enterprises, economic growth, integration and diversification	planned																1,610,000	200,000	1,410,000	Proportion of domestic budget funded by domestic taxes (non-oil revenue); Proportion of households reporting improved physical access to markets, energy, efficient processing and storage facilities
	actual																			
Output 1.2: Public and private sector providers are strengthened to to provide gender-transformative, market-oriented interventions, sustainable business models, products and services to food producers and traders, food producer organisations and MSMEs particularly those led by women, youth and vulnerable groups	planned																300,000	100,000	200,000	
	actual																			
Output 1.3: Women, youth and vulnerable groups are better equipped to establish and grow sustainable MSMEs and social economy entities with improved adaptive capacity and strengthened resilience to economic shocks	planned																4,150,000	30,000	4,120,000	
	actual																			
Output 1.4: Young people, especially those left behind in education and employment, are equipped with the knowledge and skills required to access decent jobs and participate in civic life	planned																2,000,000	5,000	1,995,000	
	actual																			

Country Priority 2: Social development with protection of the most vulnerable												
Country Programme Outcome 2: Children, women and men in South Sudan, particularly youth and vulnerable groups, enjoy improved coverage of inclusive, responsive, quality social services and social protection												
Output 2.1: Relevant MDAs, LGAs and institutions are capacitated to develop, operationalise and monitor evidence-based policies, strategies and programmes for increased provision and take-up of inclusive, equitable, quality and market-oriented (formal and informal) education and lifelong learning opportunities	planned								5,000,000	10,000	4,990,000	% of total government spending on essential services (health, education and social protection); Participation rate of youth and adults in non-formal education and training in the previous 12 months; Proportion of population covered by at least one social protection benefit, by sex; # of CAFAAG, WAAFs and other vulnerable groups protected and reintegrated, by category
	actual											
Output 2.2: Relevant MDAs and LGAs are capacitated to develop, operationalise and monitor evidence-based policies, strategies and programmes for improved social protection services for the most vulnerable and marginalised	planned								9,950,000	1,050,000	8,900,000	
	actual											
Output 2.3: Social protection systems and programmes in South Sudan strengthened to enhance resilience of the most vulnerable people, and promote OSH for increased productivity and longevity of working life	planned								2,080,000	-	2,080,000	
	actual											
Output 2.4: CAFAAG and other children engaged in child labour, including hazardous working conditions enabled to find safe, dignified and voluntary solutions to rebuild their lives in sustainable ways	planned								2,320,000	-	2,320,000	
	actual											
Country Priority 3: Women and youth empowerment for sustainable development												
Country Programme Outcome 3: Women, youth and vulnerable groups are empowered to demand and exercise their political, economic, social, environmental and cultural rights												

Output 3.1: Civil society, political groupings and movements, particularly those that are representing women, youth and vulnerable groups have enhanced knowledge and skills to meaningfully engage in a rights-based approach to decision-making across peace and governance structures, systems and processes	planned											220,000	-	220,000	Status of legal and policy frameworks to promote and enforce equality and non-discrimination on the basis of sex, age and disability; # of women and girls aged 15 years and older subjected to physical, sexual or psychological violence in the previous 12 months
	actual														
Output 3.2: Women, youth and vulnerable groups have enhanced understanding of their human rights, how to hold duty-bearers to account and how best to seek redress if these rights are violated	planned											210,000	10,000	200,000	reporting GBV; % of seats held by women in (a) national parliaments (b) state assemblies; # of national state institutions which engage adolescents and youth in decision-making
	actual														
Output 3.3: Women, youth and vulnerable groups have improved capacities to assume transformational leadership roles in the public and private sector	planned											40,000	-	40,000	
	actual														
Output 3.4: Migrant workers and returnee migrant workers enabled to improve their employability, and access decent jobs and livelihood opportunities	planned											2,720,000	40,000	2,680,000	
	actual														
Country Priority 4 : Social dialogue and tripartism															
Country Programme Outcome 4: All tripartite partners in South Sudan and their constituents have increased engagement in social dialogue and tripartism															

Decent Work Country Programme for South Sudan (2023-2025), Resources Framework				
Outcome/Outputs	Total (USD)	Projected to be available (USD)	To be Mobilised (USD)	
Country Programme Outcome 1: Women and men in South Sudan, particularly youth and vulnerable groups, benefit from and contribute to more sustainable and inclusive economic development, with increased economic diversification, improved climate change adaptation and greater resilience to economic shocks				
Output 1.1: Relevant MDAs and LGAs have strengthened capacities to develop, operationalise and monitor market-oriented and gender-transformative policies, plans and programmes in support of decent work, sustainable enterprises, economic growth, integration and diversification	1,610,000	200,000	1,410,000	
Output 1.2: Public and private sector providers are strengthened to provide gender-transformative, market-oriented interventions, sustainable business models, products and services to food producers and traders, food producer organisations and MSMEs particularly those led by women, youth and vulnerable groups	300,000	100,000	200,000	
Output 1.3: Women, youth and vulnerable groups are better equipped to establish and grow sustainable MSMEs and social economy entities with improved adaptive capacity and strengthened resilience to economic shocks	4,150,000	30,000	4,120,000	
Output 1.4: Young people, especially those left behind in education and employment, are equipped with the knowledge and skills required to access decent jobs and participate in civic life	2,000,000	5,000	1,995,000	
Country Programme Outcome 2: Children, women and men in South Sudan, particularly youth and vulnerable groups, enjoy improved coverage of inclusive, responsive, quality social services and social protection				
Output 2.1: Relevant MDAs, LGAs and institutions are capacitated to develop, operationalise and monitor evidence-based policies, strategies and programmes for increased provision and take-up of inclusive, equitable, quality and market-oriented (formal and informal) education and lifelong learning opportunities	5,000,000	10,000	4,990,000	
Output 2.2: Relevant MDAs and LGAs are capacitated to develop, operationalise and monitor evidence-based policies, strategies and programmes for improved social protection services for the most vulnerable and marginalised	9,950,000	1,050,000	8,900,000	
Output 2.3: Social protection systems and programmes in South Sudan strengthened to enhance resilience of the most vulnerable people, and promote OSH for increased productivity and longevity of working life	2,080,000	-	2,080,000	

Output 2.4: CAFAAG and other children engaged in child labour, including hazardous working conditions enabled to find safe, dignified and voluntary solutions to rebuild their lives in sustainable ways	2,320,000	-	2,320,000
Country Programme Outcome 3: Women, youth and vulnerable groups are empowered to demand and exercise their political, economic, social, environmental and cultural rights			
Output 3.1: Civil society, political groupings and movements, particularly those that are representing women, youth and vulnerable groups have enhanced knowledge and skills to meaningfully engage in a rights-based approach to decision-making across peace and governance structures, systems and processes	220,000	-	220,000
Output 3.2: Women, youth and vulnerable groups have enhanced understanding of their human rights, how to hold duty-bearers to account and how best to seek redress if these rights are violated	210,000	10,000	200,000
Output 3.3: Women, youth and vulnerable groups have improved capacities to assume transformational leadership roles in the public and private sector	40,000	-	40,000
Output 3.4: Migrant workers and returnee migrant workers enabled to improve their employability, and access decent jobs and livelihood opportunities	2,720,000	40,000	2,680,000
Country Programme Outcome 4: All tripartite partners in South Sudan and their constituents have increased engagement in social dialogue and tripartism			
Output 4.1: Policy, legal and institutional frameworks strengthened to promote social dialogue, bipartism and tripartism	1,910,000	-	1,910,000
Output 4.2: Capacities and mechanisms for labour administration strengthened at national and state levels	3,500,000	30,000	3,470,000
Output 4.3: Increased institutional capabilities of the employer and business membership organizations (EBMOs) and workers' organizations to attract new membership, integrate gender-based strategies in the work, influence policymaking and engage in inclusive social dialogue	1,250,000	-	1,250,000
GRAND TOTAL	37,260,000	1,475,000	35,785,000

CP Outcome Indicator 1.1f: LMI system, including skills needs analysis established and operational at national level	MoL Reports	MoL	No (2022)	No	Yes	Yes	Yes	500,000	-
CP Outcome Indicator 1.2a: # of people accessing business management and financial services through MSEs supported by UN, by sex	Reports from Ministry of Culture, Youth and Sports; UN Agencies	Ministry of Culture, Youth and Sports	9,192 (64% female) (2022)	12,352(63% female)	13,572 (62% female)	14,000 (62% female)	14,000 (62% female)	100,000	50,000
CP Outcome Indicator 1.2b: # of women and youth-led MSEs that access financial products and services	Agency Progress Reports	MoL	60 (2021)	150	200	250	250	100,000	50,000
CP Outcome indicator 1.2c: Proportion of cooperative members, producers, and agri-business/agro-dealers reporting increased sales through the service provider platform created by agri-business forums	Agency Progress Reports; Cooperating partners' reports	FAO	0 (2022)	>40%	>45%	>50%	>50%	50,000	-
CP Outcome indicator 1.2d: Proportion of MSEs accessing financial and non-financial services	Agency Progress Reports; Cooperating partners' reports	MoL	-2022	25%	35%	50%	50%	50,000	-
CP Outcome Indicator 1.3a: # of people benefitting from jobs and other livelihood opportunities with UN support, by sex and IDP/Returnee status	Reports from Ministry of Culture, Youth and Sports; MGCSW; MoL; Contributing UN agencies	MoL	9,192 (64% female); 0 IDP & Returnees (2022)	9,522 (63% female); 500 IDP & Returnees (60% female)	9,697 (62% female); 500 IDP & Returnees (60% female)	10,000 (60% female); 500 IDP & Returnees (60% female)	10,000 (60% female); 500 IDP & Returnees (60% female)	1,000,000	-
CP Outcome Indicator 1.3b: Proportion of women and youth-led MSEs reporting increased revenue (at least 50% women)	Agency progress reports	MGCSW	10% (2021)	20%	50%	50%	50%	100,000	10,000

CP Outcome Indicator 1.3c: # of women, youth and vulnerable groups that are better equipped to establish and grow profitable MSMEs	Reports from Ministry of Culture, Youth and Sports; MGCSW; MoL; Contributing UN agencies	MGCSW	-2022	100	300	500	500	1,000,000	10,000
	CP Outcome Indicator 1.3d: # of gender-balanced MSMEs trained annually on enterprise productivity and competitiveness, by size	Ministry of Trade and Industry	Total : - Micro:- Small:- Medium:- - (2022)	Total : 100 Micro: 20 Small: 40 Medium: 40	Total : 250 Micro: 50 Small: 100 Medium: 100	Total : 500 Micro: 100 Small: 200 Medium: 200	Total : 500 Micro: 100 Small: 200 Medium: 200	1,000,000	-
	CP Outcome Indicator 1.3e: # of gender-balanced MSMEs capacitated to promote value addition in agriculture/ manufacturing	Ministry of Trade and Industry	-2022	100	300	500	500	50,000	10,000
	CP Outcome Indicator 1.3f: # of women, youth and other vulnerable groups benefitting from targeted career guidance, vocational guidance, vocational entrepreneurship training, co-operative development and/or placement schemes	MoL	Total: - Women: - Youth: - Other vulnerable groups: - (2022)	Total: 3,000 Women: 1,200 Youth: 1,200 Other vulnerable groups: 600	Total: 6,000 Women: 2,400 Youth: 2,400 Other vulnerable groups: 1,200	Total: 10,000 Women: 4,000 Youth: 4,000 Other vulnerable groups: 2,000	Total: 10,000 Women: 4,000 Youth: 4,000 Other vulnerable groups: 2,000	1,000,000	-

CP Outcome Indicator 1.4a: Proportion of unemployed youth (15-24 years), by sex	Reports from Ministry of Culture, Youth and Sports; MoL	MoL	Total: 38.6% Male: 39.5% Female: 37.4% (2017)	Total: 35% Male: 34.5% Female: 37.4%	Total: 32% Male: 28.5% Female: 37.4%	Total: 29% Male: 39.5% Female: 22%	280,000	-
CP Outcome Indicator 1.4b: # of youth trained for employment opportunity, by sex	Reports from Ministry of Culture, Youth and Sports; MoL	MoL	Total: - Male: - Female: - (2022)	Total: 200 Male: 100 Female: 100	Total: 300 Male: 150 Female: 150	Total: 500 Male: 250 Female: 250	380,000	-
CP Outcome Indicator 1.4c: # of youths assessed and certified for vocational skills, by sex	Reports from Ministry of General Education and Industry; MoL	Ministry of General Education	Total: - Male: - Female: - (2022)	Total: 1,000 Male: 500 Female: 500	Total: 2,000 Male: 1,000 Female: 1,000	Total: 3,000 Male: 1,500 Female: 1,500	380,000	-
CP Outcome Indicator 1.4d: # of people who have participated/ are participating in vocational and higher education qualification measures, by sex	Reports from Ministry of General Education and Industry; MoL	Ministry of General Education	Total: - Male: - Female: - (2022)	Total: 1,000 Male: 500 Female: 500	Total: 2,000 Male: 1,000 Female: 1,000	Total: 3,000 Male: 1,500 Female: 1,500	530,000	-
CP Outcome Indicator 1.4e: # of states and administrative areas implementing the Payam Youth Volunteer Model	Reports from MGCSW; MoL	MGCSW	Total: 5 States: 5 Administrative areas: 0 (2022)	Total: 7 States: 6 Administrative areas: 1	Total: 10 States: 8 Administrative areas: 2	Total: 13 States: 10 Administrative areas: 3	430,000	5,000
CP Priority 2: Social development with protection of the most vulnerable								

CP Outcome 2: Children, women and men in South Sudan, particularly youth and vulnerable groups, enjoy improved coverage of inclusive, responsive, quality social services and social protection									
CP Outcome Indicator 2.1a: # of school youth (men and women) enrolled in Technical and Vocational Institutions per year, by sex	Enrolment records at TVET Centres; Ministry of General Education; EMIS report	Ministry of General Education	6,759 (39% female) (2021)	10,000 (45% female)	14,000 (46% female)	12,000 (50% female)	36,000 (50% female)	820,000	-
CP Outcome Indicator 2.1b: # of State Governments who are implementing Out of School Youth CSE programming	Ministry of Culture, Youth and Sports Annual Reports	Ministry of Culture, Youth and Sports	3 States (2021)	4	6	10	10	470,000	5,000
CP Outcome Indicator 2.1c: # of skilled persons assessed and certified, by skill area	Enrolment records at TVET Centres; Ministry of General Education; EMIS report	Ministry of General Education	Total: - Pedagogy (MCPs): - RPL: - (2022)	Total: 300 Pedagogy (MCPs): 200 RPL: 100	Total: 800 Pedagogy (MCPs): 500 RPL: 300	Total: 1,300 Pedagogy (MCPs): 800 RPL: 500	Total: 1,300 Pedagogy (MCPs): 800 RPL: 500	420,000	-
CP Outcome Indicator 2.1d: # of youths with market-oriented technical and entrepreneurship skills, by sex	Reports from Ministry of General Education; Trade and Industry; MoL	Ministry of General Education	Total: 10,000 Male: - Female: - (2022),	Total: 20,000 Male: 10,000 Female: 10,000	Total: 35,000 Male: 17,500 Female: 17,500	Total: 50,000 Male: 25,000 Female: 25,000	Total: 50,000 Male: 25,000 Female: 25,000	520,000	-
CP Outcome Indicator 2.1e: # of MCPs whose pedagogical skills have been upgraded that offer quality apprenticeship to women, youth and other vulnerable and marginalized groups	Reports by Ministry of Trade and Industry	MoL	- (2022)	200	500	1,000	1,000	450,000	5,000

CP Outcome Indicator 2.1f: # of TVET institutions strengthened and supporting informal apprenticeships, and mobile training in States	Reports from the Ministry of General Education; EMIS	Ministry of General Education	- (2022)	2	5	7	7	2,320,000	-
CP Outcome Indicator 2.2a: # of beneficiaries reached with social safety net programmes	Project MIS Reports; Cooperating partners' reports	MoL	0 (2022)	40,000	90,000	110,000	110,000	4,000,000	1,000,000
CP Outcome Indicator 2.2b: Proportion of children/ households receiving child/ cash family benefits, by sex	MGCSW; Project MIS Reports; UN agencies reports	MGCSW	Total: 17.7% Male: 7.9% Female: 27.8% (2020)	Total: 19.2% Male: 9.7% Female: 29.6%	Total: 21.2% Male: 11.5% Female: 31.4%	Total: 23.3% Male: 13.3% Female: 33.2%	Total: 23.3% Male: 13.3% Female: 33.2%	450,000	50,000
CP Outcome Indicator 2.2c: Proportion of vulnerable persons covered by social protection, by sex	MGCSW; Project MIS Reports; UN agencies reports	MGCSW	Total: 16.4% Male: - Female: - (2020)	Total: 17.1% Male: 7.6% Female: 26.6%	Total: 19.4% Male: 8.6% Female: 30.2%	Total: 21.5% Male: 9.6% Female: 33.4%	Total: 21.5% Male: 9.6% Female: 33.4%	4,000,000	-
CP Outcome Indicator 2.2d: Proportion of persons above retirement age receiving pension, by sex			Total: 0% Male: 0% Female: 0% (2020)	Total: 1% Male: 1.4% Female: 0.6%	Total: 2.5% Male: 3.5% Female: 1.5%	Total: 5% Male: 7% Female: 3%	Total: 5% Male: 7% Female: 3%	1,500,000	-

CP Outcome Indicator 2.3a: National health insurance scheme established and operational	Reports from MoH; MoL	MoH	No (2022)	No	Yes	Yes	2,000,000	-
CP Outcome Indicator 2.3b: # of workplaces inspected for OSH, including safety audits and fire safety	Reports from MoL; EASS; SSWTUF	MoL	Inclusive OSH inspections: - Safety audits and fire safety:- (2022)	Inclusive OSH inspections: 30 Safety audits and fire safety:20	Inclusive OSH inspections: 60 Safety audits and fire safety:60	Inclusive OSH inspections: 100 Safety audits and fire safety:100	50,000	-
CP Outcome Indicator 2.3c: A joint lobbying and advocacy by SSWTUF and EASS to influence national policies, strategies and planning towards extending social protection coverage to all, and achieving safe and healthy working environment	Reports from MoL; EASS; SSWTUF	MoL	0 (2022)	1	0	0	10,000	-
CP Outcome Indicator 2.3d: # of OSH officers equipped with specialized skills to conduct OSH inspections, including safety audits and fire safety, by sex	Reports from MoL; EASS; SSWTUF	MoL	Total: 7 Male:6 Female: 1 (2022)	Total: 10 Male:7 Female: 3	Total: 20 Male:14 Female: 6	Total: 30 Male:21 Female: 9	20,000	-

CP Outcome Indicator 2.4a: Proportion of children aged 10- 14 years employed in the formal sector	MGCSW Reports; Project MIS Reports; UN agencies reports	MoL	46% (2021)	40%	34%	30%	30%	10,000	-
CP Outcome Indicator 2.4b: Proportion of children aged 10-14 years combining work and schooling	MGCSW Reports; Project MIS Reports; UN agencies reports	MoL	10.9% (2021)	8.3%	7.7%	6.1%	6.1%	10,000	
CP Outcome Indicator 2.4c: # of children withdrawn from child labour, by sex	MGCSW Reports; Project MIS Reports; UN agencies reports	MoL	Total: - Boys:- Girls: - (2022)	Total: 30,000 Boys: 15,000 Girls: 15,000	Total: 60,000 Boys: 30,000 Girls: 30,000	Total: 100,000 Boys: 50,000 Girls: 50,000	Total: 100,000 Boys: 50,000 Girls: 50,000	100,000	-
CP Outcome Indicator 2.4d: A gender-responsive National Policy on Elimination of Child Labour adopted	MGCSW Reports; Project MIS Reports; UN agencies reports	MoL	No (2022)	No	Yes	Yes	Yes	100,000	-
CP Outcome Indicator 2.4e: A gender-responsive National Action Plan on Elimination of Child Labour adopted	MGCSW Reports; Project MIS Reports; UN agencies reports	MoL	No (2022)	No	Yes	Yes	Yes	100,000	-
CP Outcome Indicator 2.4f: Child Labour Survey conducted and results disseminated	MGCSW Reports; Project MIS Reports; UN agencies reports	MoL	No (2022)	No	No	Yes	Yes	2,000,000	-

	CP Outcome Indicator 3.1d: Proportion of recommendations of the South Sudan State Report on CEDAW implemented	Government reports on/for: UPR; CEDAW; VNR; CRC; CAT	Ministry of Justice and Constitutional Affairs	-(2022)	75%	85%	90%	90%	100,000	-
	CP Outcome Indicator 3.2a: # of women, youth and other vulnerable groups who report having higher understanding of their human rights	AFP partners' annual reports	Ministry of Culture, Youth and Sports; MGCSW	0 (2022)	3,000 female (1,500 women, 1,500 youth); 1,000 male (500 men, 500 youth)	3,500 female (1,750 women, 1,750 youth); 1,500 male (750 men, 750 youth)	4,000 female (2,000 women, 2,000 youth); 2,000 male (1,000 men, 1,000 youth)	10,500 female (5,250 women, 5,250 youth); 4,500 male (2,250 men, 2,250 youth)	100,000	-
	CP Outcome Indicator 3.2b: # of women workers provided with skills training on how to seek and claim their rights at work, with sensitization sessions for male leaders and gender equality champions, by local (rural/urban)	Reports by MGCSW, MoL	MGCSW	Total: - Urban:- Rural:- (2022)	Total: 1,000 Urban: 625 Rural: 375	Total: 2,000 Urban: 1,250 Rural: 750	Total: 3,000 Urban: 1,875 Rural: 1,125	Total: 3,000 Urban: 1,875 Rural: 1,125	100,000	10,000
	CP Outcome Indicator 3.2c: # of women, youth and other vulnerable groups who report worker rights violations, including GBVH and discrimination in workplaces	CSW Reports	MGCSW	-(2022)	250	500	1,000	1,000	10,000	-

CP Outcome Indicator 3.3a: % of women who secure positions in national and state governments	AFP Reports: Government Reports	MGCSW	25% (2022)	35%	35%	35%	10,000	-
CP Outcome Indicator 3.3b: % of firms with female and youth participation	Country Gender Profile; AFP Reports	MGCSW; Ministry of Culture, Youth and Sports	1.9% (2017)	23%	25%	34.8%	10,000	-
CP Outcome Indicator 3.3c: % of women and youth-led newly established enterprises per year	Agency Reports	Ministry of Culture, Youth and Sports; MGCSW	0 (2022)	500 (350 youth including 175 females; 150 women)	500 (350 youth including 175 females; 150 women)	500 (350 youth including 175 females; 150 women)	10,000	-
CP Outcome Indicator 3.3d: % of women in managerial positions in the private sector (total management)	Country Gender Profile; AFP Reports	MGCSW	- (2022)	15%	25%	40%	10,000	-
CP priority 4: Social dialogue and tripartism								
CP outcome 4.1: All tripartite partners in South Sudan and their constituents have increased engagement in social dialogue and tripartism								
CP Outcome Indicator 4.1a: Labour Advisory Council capacitated and effectively delivering its mandate	MoL Report	MoL	No (2022)	Yes	Yes	Yes	200,000	-

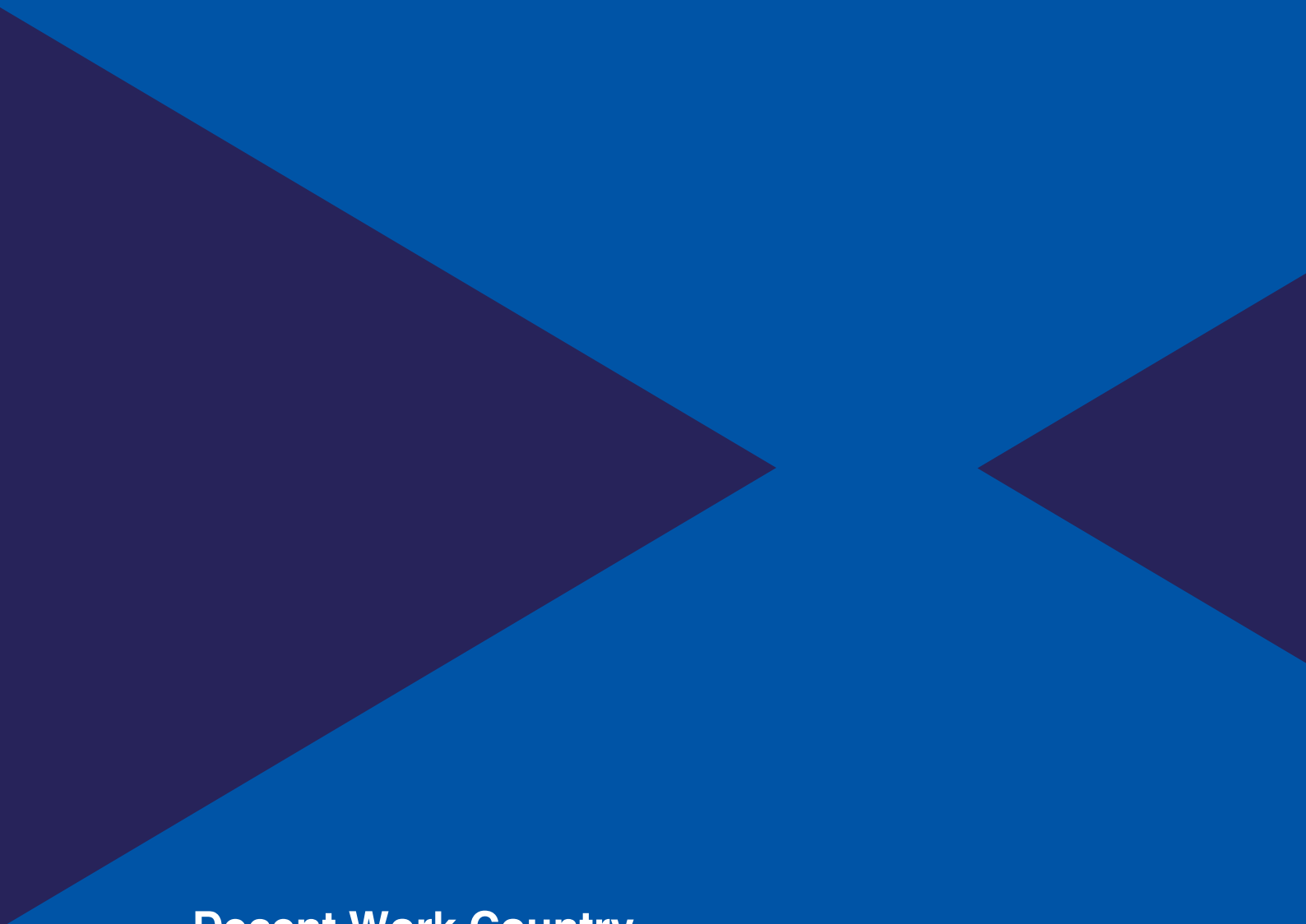
CP Outcome Indicator 4.1b: Commission for Conciliation, Mediation and Arbitration capacitated and operational	MoL Report	MoL	No (2022)	Yes	Yes	Yes	Yes	100,000	-
CP Outcome Indicator 4.1c: # of labour courts established and functional	Reports by Ministry of Justice and Constitutional Affairs; MoL	MoL	0 (2022)	0	1	1	2	350,000	-
CP Outcome Indicator 4.1d: # of trade disputes resolved through conciliation at MoL	Reports by MoL; EASS; SSWTUF	MoL	100 (2021)	100	200	200	500	50,000	-
CP Outcome Indicator 4.1e: # of trade disputes referred for conciliation/mediation per year	Reports by MoL; EASS; SSWTUF; CCMA	MoL	100 (2022)	200	150	150	500	100,000	-
CP Outcome Indicator 4.1f: # of ILO Conventions ratified	Reports by ILO; MoL; EASS; SSWTUF	MoL	7 (2022)	8	10	12	12	1,000,000	-
CP Outcome Indicator 4.1g: # of tripartite partners trained on reporting on ILS	Reports by ILO; MoL; EASS; SSWTUF	MoL	0 (2022)	15	15	20	50	50,000	-

CP Outcome Indicator 4.1h: # of gender- balanced tripartite meetings held to develop reports on the application of ratified Conventions including replies to comments of the supervisory body	Reports by ILO; MoL; EASS; SSWTUF	MoL	-2022	For all reports and replies to comments of the supervisory body as requested	100%	For all reports and replies to comments of the supervisory body as requested	100%	For all reports and replies to comments of the supervisory body as requested	20,000	-
CP Outcome Indicator 4.1i: % of reports on the application of ratified Conventions due by 1 September submitted by the government in a timely manner that include replies to comments by the supervisory body	Reports by ILO; MoL; EASS; SSWTUF	MoL	-2022	For all reports and replies to comments of the supervisory body as requested	100%	For all reports and replies to comments of the supervisory body as requested	100%	For all reports and replies to comments of the supervisory body as requested	20,000	-
CP Outcome Indicator 4.1j: # of questionnaires on new Conventions and Recommendations responded to (where relevant)	Reports by ILO; MoL; EASS; SSWTUF	MoL	0 (2020)	For all reports and replies to comments of the supervisory body as requested	All as requested	For all reports and replies to comments of the supervisory body as requested	All as requested	For all reports and replies to comments of the supervisory body as requested	20,000	-

	CP Outcome Indicator 4.2a: # of gender-responsive labour administration audits and labour advisory services conducted at national and county levels per year	Reports by MoL; EASS; SSWTUF	MoL	Labour administration audit: - Labour advisory services:- (2022)	Labour administration audit: 100 Labour advisory services: 100	Labour administration audit: 100 Labour advisory services: 100	Labour administration audit: 300 Labour advisory services: 300	1,000,000	10,000
	CP Outcome Indicator 4.2b: # of labour inspections conducted per year	Reports by MoL; EASS; SSWTUF	MoL	39 (2020)	50	50	150	1,000,000	10,000
	CP Outcome Indicator 4.2c: # of workers and employers trained on fundamental principles and rights at work per year, by sex	Reports by ILO; MoL; EASS; SSWTUF	MoL	Total: Workers: - - Employers:- (2022)	Total: 1,000 (50% female) Workers: 700 (50% female) Employers: 300 (50% female)	Total: 1,000 (50% female) Workers: 700 (50% female) Employers: 300 (50% female)	Total: 3,000 (50% female) Workers: 2,100 (50% female) Employers: 900 (50% female)	250,000	-
	CP Outcome Indicator 4.2d: # of gender-responsive labour inspectors appointed and deployed	Reports by MoL; EASS; SSWTUF	MoL	12 (2022)	15	20	50	1,000,000	-
	CP Outcome Indicator 4.2e: # of tripartite partners' staff and officials trained on labour administration and inclusive OSH per year, by sex	Reports by MoL; EASS; SSWTUF	MoL	Total: 0 Male: 0 Female: 0 (2022)	Total: 27 Male: 15 Female: 12	Total: 30 Male: 15 Female: 15	Total: 90 Male: 45 Female: 45	250,000	10,000

CP Outcome Indicator 4.3a: # of EBMOs with improved gender-responsive governance systems, strategies to widen representation and/or enhanced service provision	Reports by MoL; EASS; SSWTUF	MoL; EASS	0 (2022)	25	35	40	100	100,000	-
CP Outcome Indicator 4.3b: # of EBMOs that produce analyses on the changing business environment and conduct advocacy activities to influence policymaking	Reports by MoL; EASS; SSWTUF	MoL; EASS	0 (2022)	15	15	20	50	100,000	-
CP Outcome Indicator 4.3c: # of trade unions with innovative and gender-responsive strategies to attract new groups of workers and/ or improve their services	Reports by MoL; EASS; SSWTUF	MoL; SSWTUF	0 (2022)	1	1	1	3	300,000	-
CP Outcome Indicator 4.3d: No. of trade unions that produce gender-responsive proposals to be considered in social dialogue mechanisms for policymaking	Reports by MoL; EASS; SSWTUF	MoL; SSWTUF	0 (2022)	1	2	2	5	250,000	-

CP Outcome Indicator 4.3e: # of EBMOs and trade unions with improved policies or practices to promote gender- responsive collective bargaining and/ or workplace cooperation	Reports by MoL; EASS; SSWTUF	MoL; EASS; SSWTUF	0 (2022)	10	20	20	50	500,000	-
GRAND TOTAL								34,540,000	1,435,000

The background features a solid blue color with two large, dark blue triangular shapes pointing towards each other from the left and right sides, meeting in the center.

Decent Work Country Programme for South Sudan

2023 - 2025