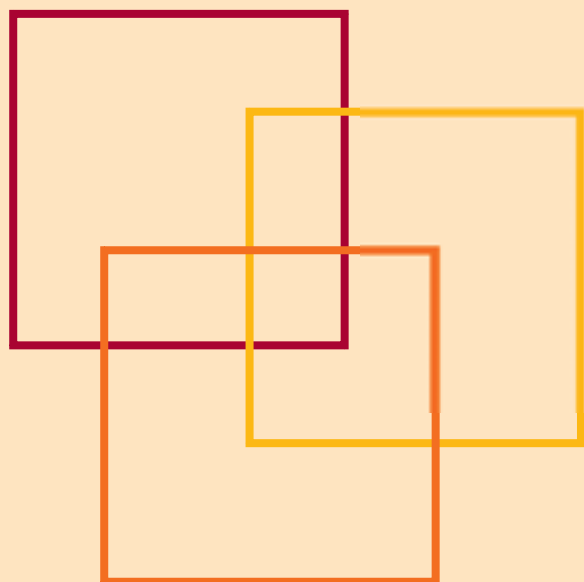




International
Labour
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Information and Knowledge Sharing Workshop for ILO Chief Technical Advisers and National Project Coordinators in Africa



Nairobi, 15-17 February 2010

Information and Knowledge Sharing Workshop for ILO Chief Technical Advisers and National Project Coordinators in Africa

Nairobi, 15 – 17 February 2010



International Labour Organization

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Summary of RD Remarks – Nairobi – 15-17 February 2010

Africa has been severely hit by the global financial and economic crisis. The Global Jobs Pact is ILO's contribution to the global recovery, and the roadmap for its implementation, adopted last December by the tripartite constituents during the 1st African Decent Work Symposium in Ouagadougou (Burkina Faso), is the way forward for the region and its populations.

Since then the roadmap has been implemented across the continent using the outcome-based work planning. This has been critical to translating key elements of the Ouagadougou roadmap into practice through Decent Work Country Programmes. But we should never forget that nobody can do it alone and the ILO should also deliver for, through and with the United Nations.

Before building the One UN, we must build the One ILO. As indicated by the Director-General in the programme and Budget 2010-2011, “we will invest heavily in changing and adopting our methods of work. This means a more collaborative Office, operating within a culture of accountability for results, focused on service for constituents, acting with a change mentality.”

This is not new, this was also highlighted in the 2008 Declaration on Social Justice for a Fair Globalization, which calls upon the ILO to work across the four strategic objectives in an “integrated, interrelated, and mutually supportive” manner. So we must work together, the ILO in Geneva, the ILO in the field, the Regional Office.

Our vision of “100% Delivery” which I am pursuing since I took office some 20 months ago is ongoing; delivery rates have indeed improved, but we can still do better. We can achieve by creating joint strategies for better delivery, this strategy should be based on respect:

- ▶ Respect for our populations vis-à-vis our mandate;
- ▶ Respect for our tripartite constituents;
- ▶ Respect for the donors as we should not take TC for granted;
- ▶ Respect for our Director-General so committed for Africa;
- ▶ And respect for ourselves.

The One ILO can only be built together through a three-pronged approach. First: creating the movement – the Decent Work Movement – and for this we need Decent Work militants. Second: create the example – Decent Work success stories, Success Africa - and for this we need to communicate. We need Decent Work communicators. Don't be shy. Reach out. Communicate as much as you can on your project, on your delivery, on your success, on how you fit vis-à-vis our Decent Work Agenda, and the Global Jobs Pact. And third: create a team. And for this we need Decent Work team players. We should be helping each other, share knowledge and information. This is why we are here today – to better deliver and succeed together.



Charles Dan
Director - Regional Office for Africa



ILO Chief Technical advisers and National Project Coordinators in Africa, with the Regional Director.

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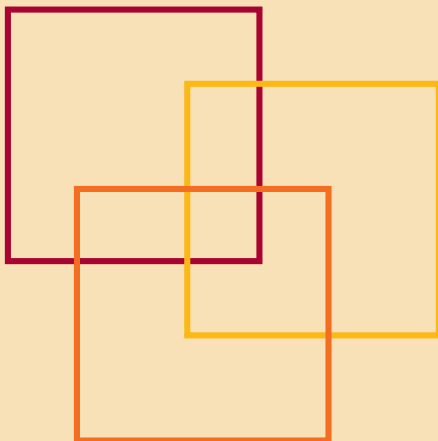
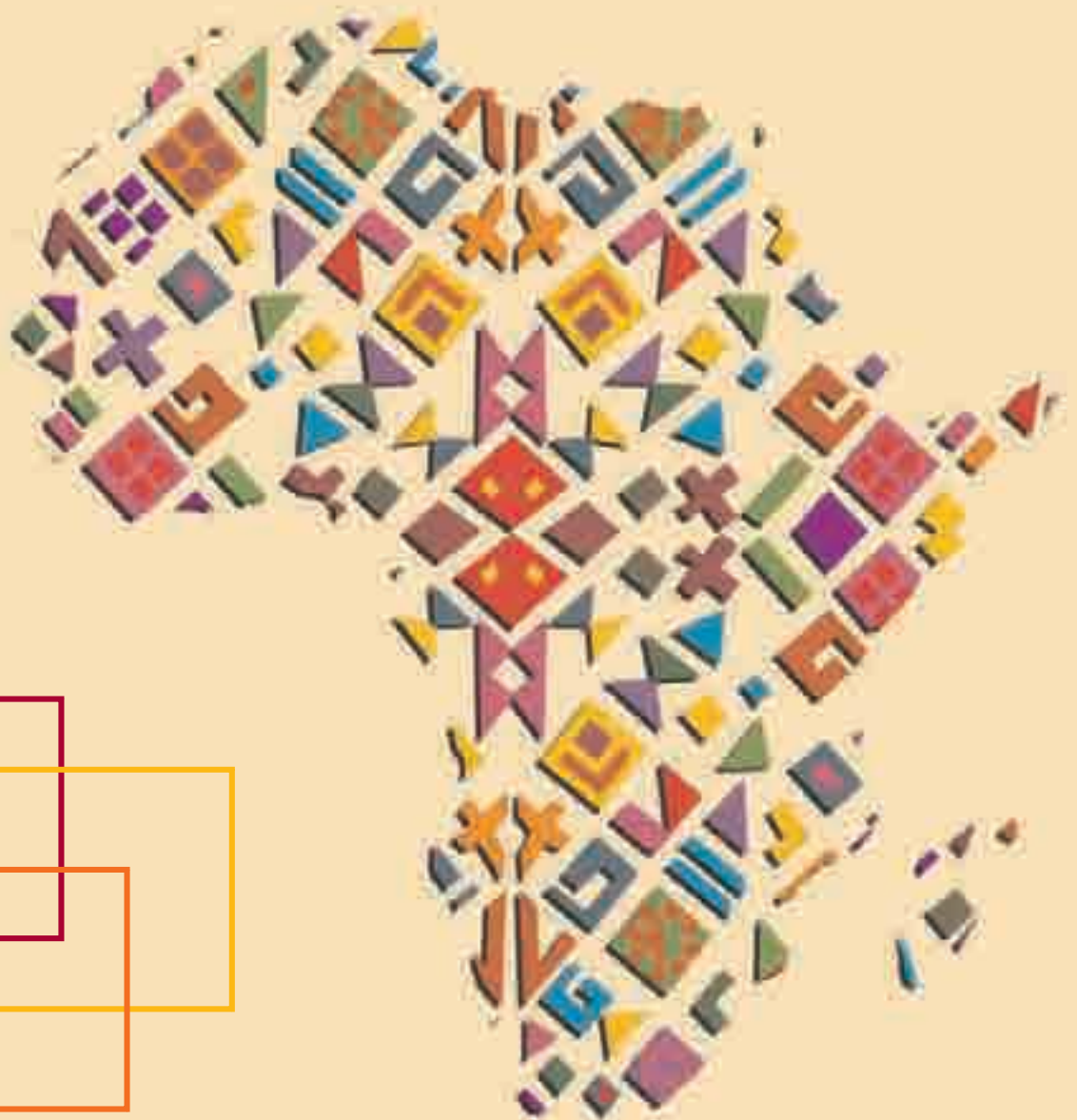
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General presentations



1. UN Reform: “Delivering as One”



1. UN Reform: “Delivering as One”

Objective of the presentation



- Share knowledge regarding the changing architecture of development cooperation with special focus on UN Reform;
- Provide platform to share information on the implications of UN Reform for TC work in Africa;
- Forster a better understanding of the role of CTAs and NPCs as well as strategic engagement of TC in UN Reform.



Presentation content



- Background and Context
- ILO participation in the implementation of UN Reform: complexities, goals, opportunities and Challenges
- Role of CTAs/NPCs



1. UN Reform: “Delivering as One”

New development cooperation architecture



- New challenges of the 21st Century require new solutions and therefore a strengthened UN system;
- High level panel on UN system wide coherence, recommendations 2007;
- the 2005 Paris Declaration on Aid Effectiveness;
- the 2008 Accra Agenda for Action; and
- the 2008 Doha Declaration on financing for development



3



UNITED NATIONS
DEVELOPMENT GROUP

Working with UN Agencies in UN reform



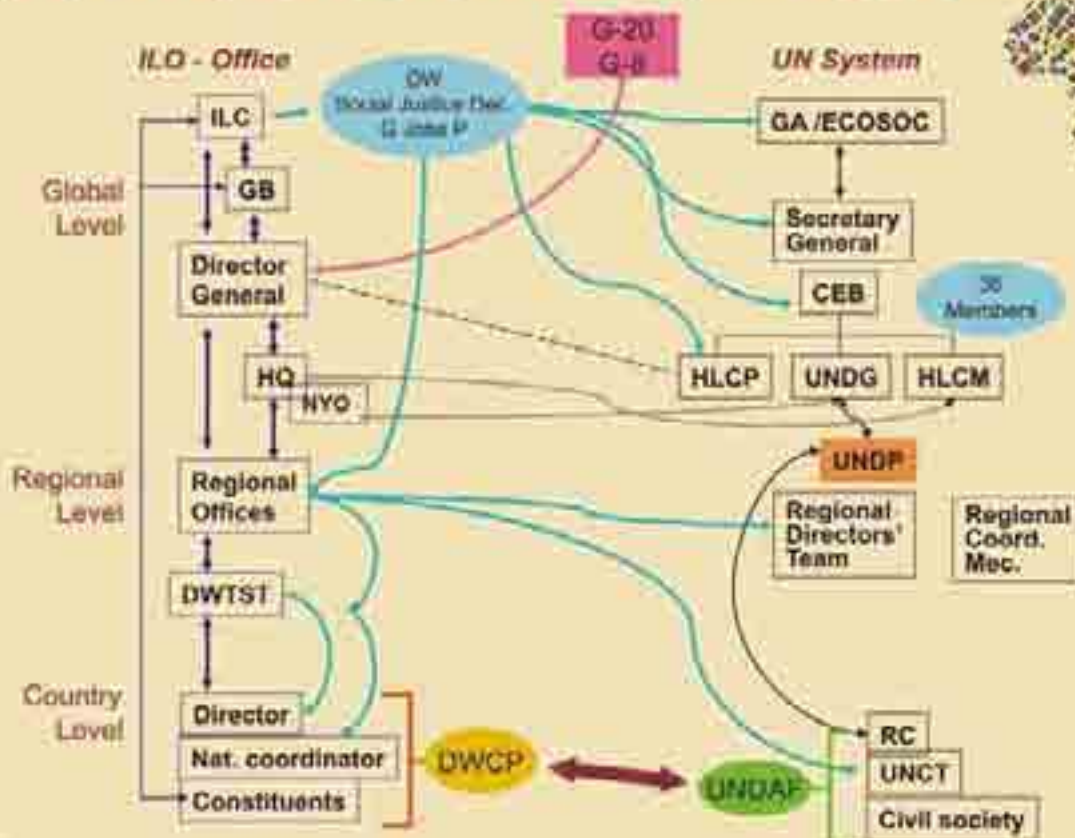
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1. UN Reform: "Delivering as One"

UNDAF -cornerstone of UN Reform

- UNDAF is the **strategic** programme framework for the UNCT
- describing UN **collective** response to MD/MDG related **priorities**
- in the **national** development framework
- *where the UN can make the biggest **difference***
- **Effective participation of ILO and ILO constituents in generating UNDAFs crucial**

5



6

1. UN Reform: "Delivering as One"

ILO Goals in UN Reform



- Decent Work is a priority in national development strategies
- Strengthening the voice and capacity of ILO constituents
- Ensuring integration between the policy and operational aspects of decent work
- Integrating International Labour Standards into HRBA
- Full Integration of GENDER AUDIT
- Full integration of the CEB Toolkit on mainstreaming Decent Work and Employment



ILO actively involved in "Delivering as One" Pilots



- 50% in Africa (four of eight): Cape Verde; Mozambique; Rwanda and Tanzania
- The four ones: One leader; one programme; one budget; One Office
- plus other ones eg communication strategies; harmonization of host country agreement; one procurement policy; UNDAP etc
- No other pilot DaOs. Self starters



1. UN Reform: "Delivering as One"

Opportunities for ILO



- Decent Work Agenda for Africa 2007-2015
- Elaboration of DWCPs/implementation of GJP
- UNDAF guidelines consistent with RBM and include CEB Toolkit, ILS, Gender Audit and social partners
- CEB Issues Paper on the 9 Joint Crisis Initiatives (JCIs)
- UNDP Executive Board endorsement of GJP
- Declaration on Social Justice for a fair globalization;



9

5 Principles: focus and added value for CCA-UNDAF steps

→ Include national processes related to the programming principles (eg. UNHCR, NAFIs on women and environment, capacity assessments, and MDR reviews)

→ Use institutional norms and standards to better understand national development problems, root causes, and new capacities needed for action
→ Through engagement, principles can become priorities
→ Shared underlying principles (accountability, partnership) strengthen the process



→ Capacity assessments "un-patch" capacity needs identified by the normative principles and help formulate capacity development strategies and expected results

→ Use UNDAF performance information for decision-making and feed it into national RBM systems
→ Collect performance information, lessons and good practices for the next UNDAF cycle

→ HRM needs connect analysis to planning
→ Engage stakeholders, formulate SMART results that address capacity gaps, and establish mechanisms and processes for monitoring UNDAF performance



10

1. UN Reform: “Delivering as One”

The 9 Joint Crisis Initiatives (JCIs)



1. **TRADE**, (Lead agencies UNCTAD, WTO)
2. ****A GLOBAL JOBS PACT**, Boosting employment, production, investment and aggregate demand, and promoting decent work for all. (Lead agency ILO)
3. **GREEN ECONOMY INITIATIVE**, (Lead agency UNEP)
4. **GLOBAL FINANCIAL SITUATION AND FOOD SECURITY**, (Lead agencies FAO, IFAD, UN, WFP)
5. ****A SOCIAL PROTECTION FLOOR**, Establish a social protection floor by ensuring access to basic social services and empowerment and protection of the poor and the vulnerable. (Lead agencies ILO, WHO)
6. **HUMANITARIAN, SECURITY AND SOCIAL STABILITY**, (Lead agency WFP)
7. **ADDITIONAL FINANCING FOR THE MOST VULNERABLE**, including through the World Bank-proposed Vulnerability Fund. (Lead agencies UNDP, World Bank)
8. **MONITORING AND ANALYSIS**, (Lead agencies IMF, UN/DESA)
9. **TECHNOLOGY AND INNOVATION**, Innovating the way out of the financial and economic crisis. (Lead agencies ITU, UNIDO, WIPO)



11

CEB Toolkit for mainstreaming Decent Work and Employment



- UN Endorsement of DW and E at the heart of development Agenda and Inter-Agency mandated through the CEB;
- Can be applied at all levels –national, regional and global
- Self assessment and awareness raising instrument for ILO, UN Agencies, other Development Partners, countries etc.
- Can be used to screen policies programmes and activities at all levels
- Included in UNDAF Guidelines
- Justified through the 9 UN Joint Crisis Initiatives (JCIs) for implementation of GJP and Social Protection Floor



12

1. UN Reform: "Delivering as One"

Challenges for ILO participation in UN Reform (Africa)



- Vast geographical coverage and Non residence status (NRAs) of ILO field Offices;
- Operationalizing UNDAF Guidelines –e.g ascertaining social partners fully participate in UN Reform; and ILS, Gender Audit, CEB Toolkit are part of development of UNDAFs
- Competing for One UN funding mechanisms
- Linkages of the ILO successes at the Global with regional & local levels
- Full harmonization of financial, administrative and human resource systems
- Working on DWCP without losing the "big picture"



13

The role of Technical Cooperation: CTAs and NPCs



- Strategic representation in ILO NRA UNCTs e.g in development and implementation of UNDAFs and other national development frameworks taking into account ILO friendly UNDAF guidelines and their own areas of expertise and to bring with them social partners to fully participate in UN Reform;
- This requires better understanding of all the strategic mechanisms including the application of the CEB Toolkit.
- CTAs and NPCs must see the "Bigger Picture" in terms of their contribution to ILO effective participation in UN Reform.
- High delivery rates of programmes/projects inspire more funding from development partners including One UN Fund and UN MDG funding etc.



14

1. UN Reform: “Delivering as One”

Useful References



- The global financial crisis and its impact on the work of the UN system: CEB Issues Paper (2009). Available in French as well
- Toolkit for Mainstreaming Employment and Decent Work: Country Level Application. Also available in French
- UN Reform and the ILO: Q&A
- UNDAF Simplified Guidelines 2009
- etc



15

2. The Global Jobs Pact & Technical Cooperation in Africa



2. The Global Jobs Pact & Technical Cooperation in Africa

Structure



- Origin of the Global Jobs Pact
- Content of the Global Jobs Pact
- Implementation of the Global Jobs Pact
- The Ouagadougou Roadmap
- The GJP and TC in Africa



Origin



- Discussion on crisis response in the ILO Governing Body November 2008;
- Growing awareness that the financial crisis had turned into an economic crisis, and the economic crisis into a jobs crisis;
- Decision by the Governing Body in March 2009 to rearrange the agenda of the 98th International Labour Conference. One item was dropped and replaced by a discussion on crisis response;
- The G20 meeting in London in April 2009 mandated the ILO to assess crisis response policies;
- Establishment of a « Committee of the Whole » on crisis response at the beginning of the ILC;
- Global Jobs Summit during the ILC with eight Heads of State and six Vice-Presidents;
- Adoption of the Global Jobs Pact on 19 June 2009 by the International Labour Conference.
- Africa's 1st Decent Work Symposium (Ouagadougou, 1-2 December 2009) adapts the GJP to African conditions.



2. The Global Jobs Pact & Technical Cooperation in Africa

Content of the Global Jobs Pact



- The GJP is not a legal obligation but a tripartite commitment on common policy approaches;
- It focuses on making employment and social protection central elements of all economic and social policies;
- It spells out key principles, proposes action in four areas, and suggests implementation modalities (including ILO's own role);
- It provides a menu for action that each country should adapt to its own characteristics and requirements;



3

Key Principles



- The Decent Work Agenda as the overarching framework;
- An integrated approach that brings together the four pillars of the Decent Work Agenda;
- Call for greater policy coherence, especially at the global and multilateral levels;
- Call for better rules and regulations, but avoiding protectionism;
- Focus on sustainability of economic activity;
- Focus on vulnerable groups, in particular the youths and informal economy workers and operators;
- Emphasis on a fair globalization.



4

2. The Global Jobs Pact & Technical Cooperation in Africa

Area 1: Job creation and recovery and sustaining enterprises



1. Maintain wage levels to stimulate demand;
2. Implement active labour market policies;
3. Focus on skills development and "re-skilling";
4. Implement work-sharing schemes;
5. Recognize the importance of SMEs and cooperatives;
6. Implement public employment guarantee schemes;
7. Create a conducive environment for sustainable enterprises;
8. Increase investments in infrastructure and "green jobs"



5

Area 2: Building social protection systems and protecting people



1. Introduce cash transfer systems to protect the poor;
2. Build adequate social protection for all by drawing on a basic social protection floor;
3. Extend the duration and coverage of unemployment benefits;
4. Provide adequate social protection coverage for temporary and non-regular workers;
5. Provide integrated support to vulnerable groups (skills development, rights, income supports);
6. Avoid deflationary wage spirals through social dialogue and minimum wages;



6

2. The Global Jobs Pact & Technical Cooperation in Africa

Area 3: Respect for international labour standards



1. Avoid a downward spiral in labour conditions ("Race to the bottom");
2. Prevent any expansion of forced labour and child labour;
3. Enforce the freedom of association, the right to organize and the right to collective bargaining, including in the informal economy;
4. Emphasize the specific, crisis-related importance of selected ILO conventions, such as employment policy, wages, employment termination, labour administration, migration, occupational safety and health, working hours, social dialogue, etc.



7

Area 4: Social dialogue



1. Recognize the importance of social dialogue especially in times of crisis;
2. Use social dialogue to design policies and set priorities, and to stimulate concerted, tripartite action;
3. Strengthen the capacities of labour administrations and labour inspectorates.



8

2. The Global Jobs Pact & Technical Cooperation in Africa

Towards a fair globalization



1. Build policy coherence and strengthen international coordination through the UN and other international organizations;
2. Put greater emphasis on better regulatory frameworks for finance and trade, and on environmentally friendly economic policies;
3. Take special measures for developing countries, such as:
 1. Enterprise development;
 2. Vocational training
 3. Transition for informality to the formal economy;
 4. Greater focus on agriculture and rural infrastructure;
 5. Counter-cyclical action by development partners;
 6. Development aid to build a social floor at the national level.



9

Priority ILO Action



1. Strengthen the capacity of member states to produce and analyse labour market information and data;
2. Collect and disseminate information on crisis response at the national level;
3. Strengthen partnerships with regional development banks and international financial institutions;
4. Strengthen country-level diagnostic and policy advisory capacity;
5. Prioritize crisis response in Decent Work Country Programmes.

ILO action to be guided by the principles of the 2008 Declaration on Social Justice for a Fair Globalization



10

2. The Global Jobs Pact & Technical Cooperation in Africa

Follow-up to the Global Jobs Pact



- Endorsement by the UN Chief Executive Board as an integral component of the UN crisis response package;
- Endorsement by the UN Economic and Social Council;
- ILO report to the G 20 on the action taken by 53 countries in the area of crisis response;
- Acknowledgement of the GJP by the G20 in Pittsburgh, and specific proposals for ILO action, especially in the field of skills development;



11

GJP Implementation in Africa



- Crisis impact and response assessments in a number of African countries;
- Crisis-related, regional meetings:
 - The Social Economy Conference;
 - The Women's Entrepreneurship Forum;
 - The second African Social Partners' Forum;
 - The first African Decent Work Symposium.
- Implementation at the country level through:
 - Redesigned Decent Work Country Programmes;
 - Reorientation of existing technical cooperation projects;
 - Reallocation of existing resources towards crisis response measures;
 - Design of specific crisis response projects.
- The Decent Work Crisis Portfolio for Africa



12

2. The Global Jobs Pact & Technical Cooperation in Africa

The Ouagadougou Roadmap

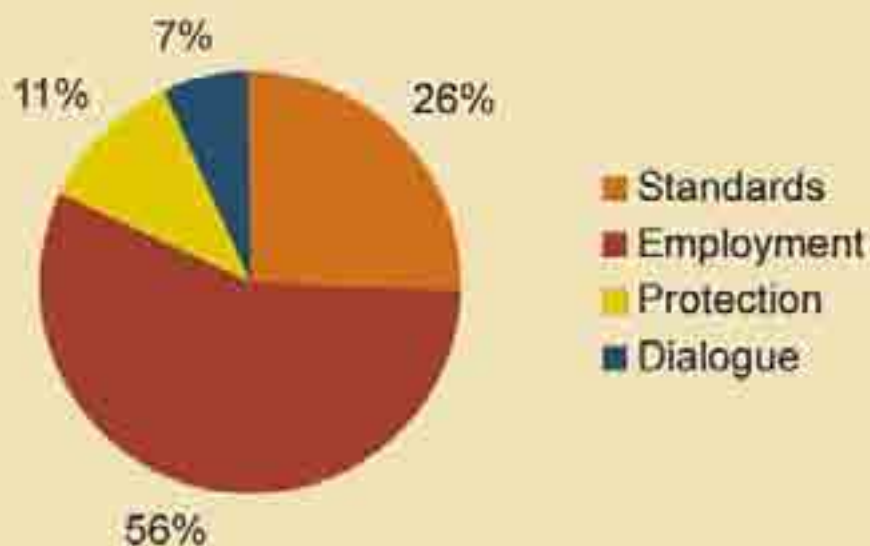


- Key elements of the African Recovery Strategy:
 - Rural employment
 - Small and Medium Enterprises
 - Skills development
 - Social protection floor
 - Employment services and information
 - Minimum wages
 - Migration policies
- Key mechanism: social dialogue
- Key concern: protection rights at work
- The Ouagadougou process
 - Building national recovery strategies
 - Continental coordination
 - Voice on the world stage
 - Social partnership



13

Current TC Portfolio in Africa



Total allocations: 194.2 million US-\$



14

2. The Global Jobs Pact & Technical Cooperation in Africa

The largest programmes



• Child labour:	46.0 million
• Labour intensive investments:	44.5 million
• Enterprise development:	34.0 million
• Social protection:	10.7 million
• Cooperative development:	10.0 million

75% of total allocations for these five themes



(15)

Key elements of the GJP and TC



• Rural employment	54.5
• Small and Medium Enterprises	34.0
• Skills development	1.6
• Social protection floor	10.7
• Employment services and information	2.1
• Minimum wages	0.5
• Migration policies	5.5

108.9 million (56% of total allocations) for GJP priority themes



(16)

2. The Global Jobs Pact & Technical Cooperation in Africa

GJP & TC: The way forward



- Use the GJP and the Ouagadougou road map as an advocacy tool when meeting donors and partners;
- Develop project proposals for underfunded GJP priorities: skills development, working conditions, social protection floor, social dialogue;
- Reorient existing TC projects to bring them in line with GJP priorities (where possible);



17

3.

Technical Cooperation and the Field Structure Review



3. Technical Cooperation and the Field Structure Review

Evolution of the ILO field structure in Africa



- 1960: First ILO office opens in Lagos
- 1965: Most ILO offices in Africa operational, but without technical expertise; all projects managed from headquarters
- 1970s: deployment of Regional Advisors throughout the region; RAs are financed from RBTC and report to the Regional Office
- 1990: RAs are integrated into the regular budget
- 1994: "active partnership" policy; RAs become specialists and are regrouped into 5 (later 6) multidisciplinary teams; MDTs are managed by MDT directors;
- 1995: decentralisation of technical cooperation to the field;
- 2002: MDTs are merged with certain field offices into sub-regional offices; establishment of a three-tier structure (AO-SRO-RO);
- 2010: Establishment of Decent Work Teams, and return to the two-tier structure (FO-RO)



Key elements of the field structure review in Africa



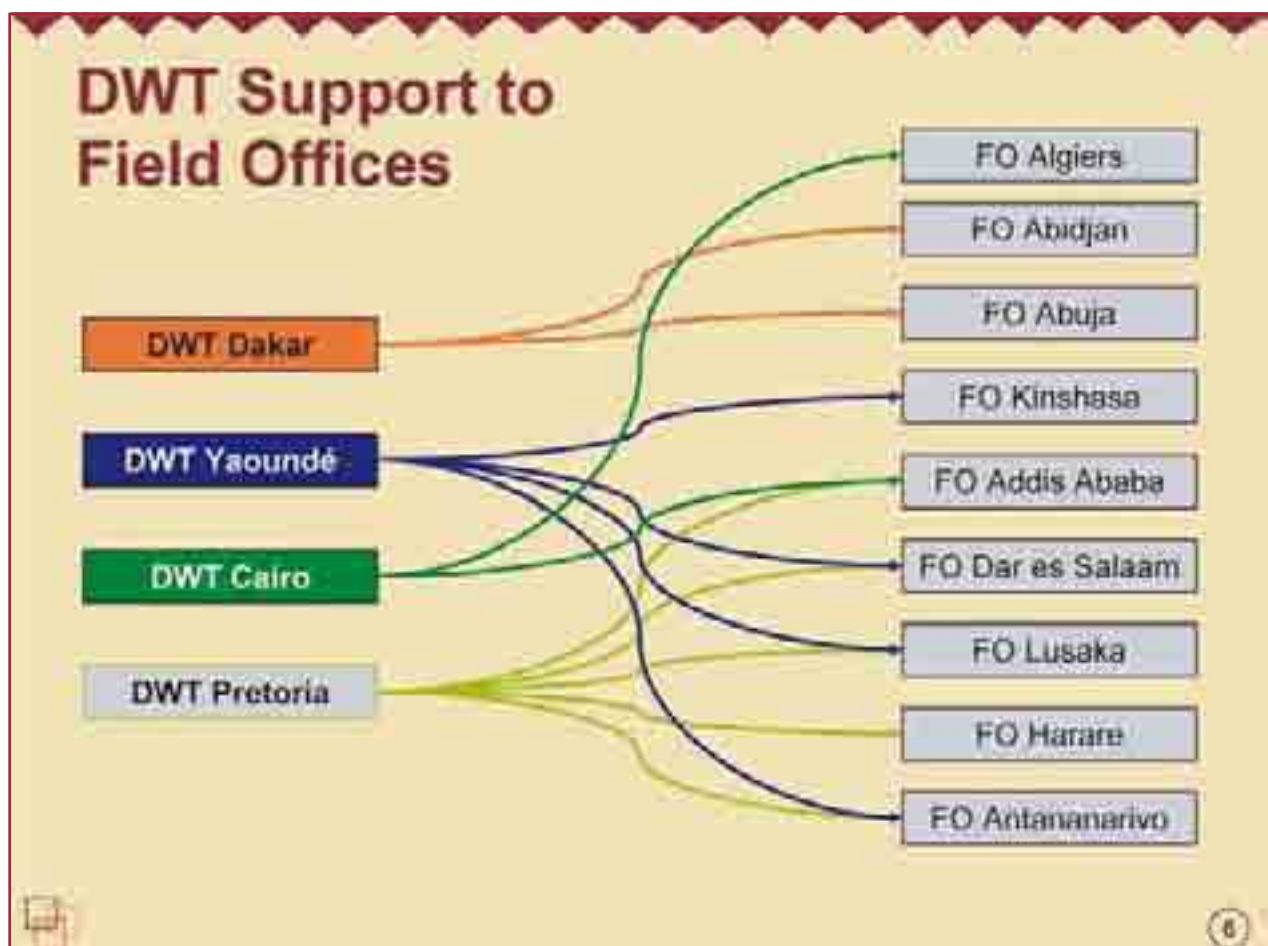
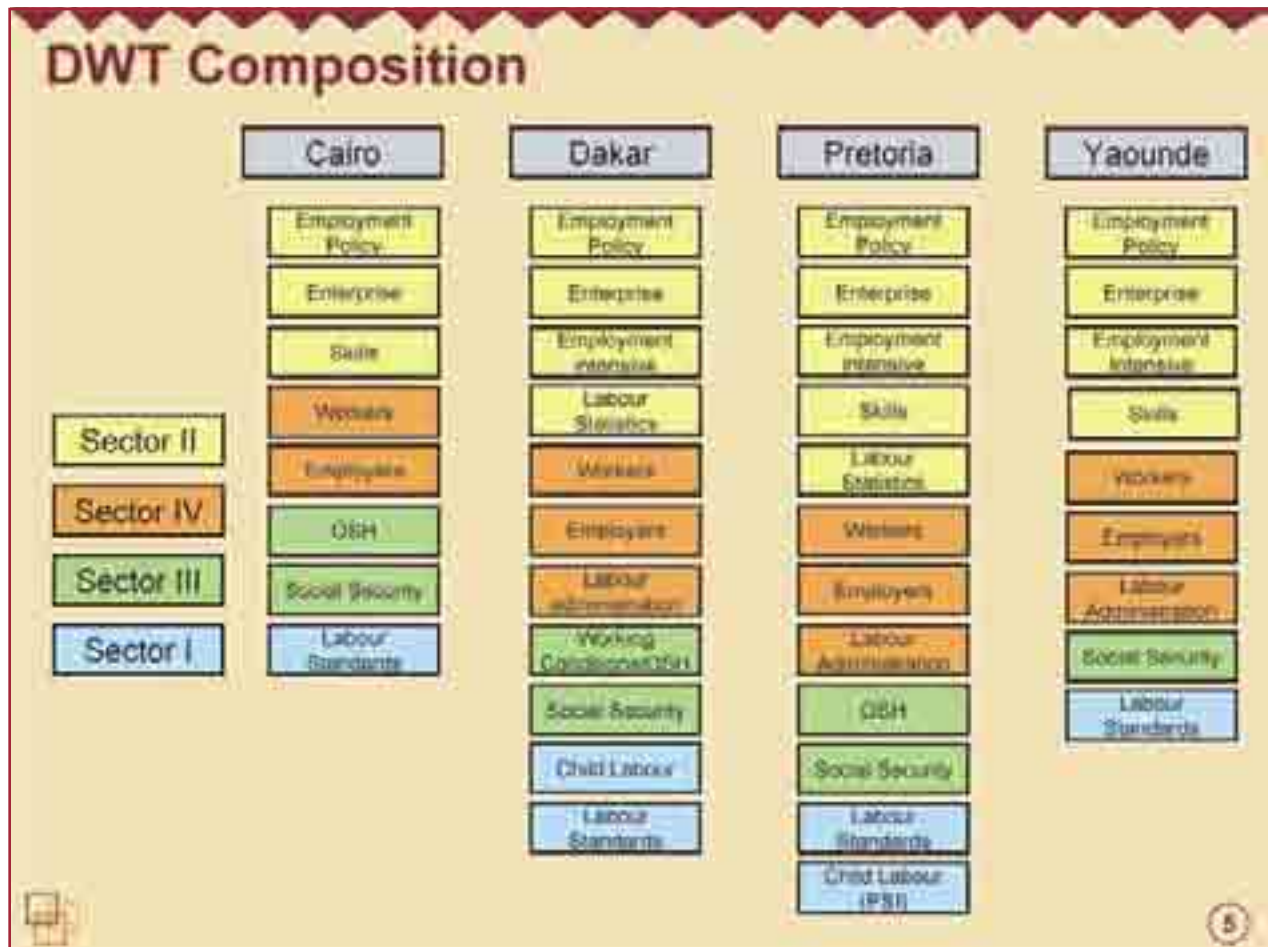
- Fewer, but larger teams (number of teams reduced from six to four, average capacity increases from 7.7 to 11.5 specialists per team);
- Reestablishment of the two-tier structure:
 - All field offices report directly to the Regional Office;
 - Regional office assumes a proactive role and intervenes at the country level if necessary;
 - Field offices negotiate work plans with DWTs
 - Field offices dispose of financial resources to finance DWT missions
- DWTs adopt an interdisciplinary approach in the spirit of the 2008 Declaration
- Field offices are responsible for project implementation, DWTs are responsible for project backstopping
- National correspondents: no decision yet
- Transition phase until June 2010



3. Technical Cooperation and the Field Structure Review



3. Technical Cooperation and the Field Structure Review



3. Technical Cooperation and the Field Structure Review



Implications for TC projects

- Clearer division of responsibilities between field offices (administrative backstopping) and DWTs (technical backstopping);
- Administrative backstopping for projects in "moving countries" will change (but: transitional arrangements);
- Technical backstopping responsibilities will be reassigned in line with the geographical coverage of DWTs;
- "Fewer, but larger teams" means more diverse teams, but also more countries per team;

8

4. Programming for results: Principles and processes



4. Programming for results: Principles and processes

Content



- Results Based Management - ILO's Key Programming Principle
- Unpacking RBM
 - Why? Who? When and How?
- TC and Programming
 - DWCP
 - DWAA
 - P&B



KEY ILO Programming Principle



- Results Based Management
 - **"a management approach that directs organizational processes, products and services towards the achievement of measurable results"**
- Key characteristics:
 - Results defined well in advance
 - A logic model
 - Measurable
 - Accountability for results, not activities



4. Programming for results: Principles and processes

Why RBM?



- Respond to the various calls for better measurement of results at Governing Body sessions
- Focus ILO action on real-world achievements, not just outputs and activities
- Support governance decisions about priorities and effectiveness
- Justify the use of resources
- Help managers improve performance



3

WHO and WHEN?



- "ILO managers and staff are accountable for using **all resources** available to them to **achieve results** in the most efficient and effective way possible within the applicable rules and procedures, and in support of the principles and long-term interests of the Organization"
- "RBM applies to **all stages of the ILO's programming cycle**, including programme planning, implementation, reporting and evaluation".



4

4. Programming for results: Principles and processes

How? - Levels



- **Global**
 - Strategic Policy Framework (2010 – 2015)
 - Programme and Budget (2010-2011)
 - (Underpinned by the 2008 Declaration, Global Jobs Pact etc)
- **Regional**
 - Ouagadougou Summit Declaration and Plan of Action (2004)
 - Decent Work Agenda for Africa (2007 -2015)
 - (Underpinned by the GJP Roadmap)
- **Sub- Regional (RECs)**
 - SR Decent Work Programmes (eg EAC DWP)
- **National**
 - Decent Work Country Programmes (DWCP)
 - (Tool for implementing the GJP nationally)



5

HOW? Building Blocks



- **Strategic Definition of Results**
 - What measurable changes will occur in MS?
- **Realistic Plan to Achieve Result**
 - Implementation Plan, Unit Workplan, OBW, etc
- **Establish Monitoring Mechanism**
 - Outcome Review Meetings (ORM), BCPR
 - Reporting – internal quarterly reports, ILC/GB briefs, Annual DWCP IP, etc
- **Manage Performance**
 - All Resources
- **Evaluate Performance**
 - Assessments, Evaluations



6

4. Programming for results: Principles and processes

No Longer Business as USUAL!

FROM:

- Accountability for inputs & activities
- Wish lists
- Weak measurement
- Activity budgeting
- Administrative management

TO:

- Accountability for results
- Focussed Priorities
- Rigorous measurement
- Budgeting for results
- Management for results




7

TC and Programming - DWCP

- ILO's **tool** for delivering decent work at the country level (DG DWCP Circulars)
- **Framework** for ILO's medium term (four years) contribution to promote national decent work priorities as **defined with the constituents**
- Defines intended **results** to be achieved at the country level (CP outcomes), elaborates strategies to achieve them, indicates how to measure & monitor their achievements plus an indication of the resource requirements.
- The means for implementing the Global Jobs Pact
- It is both a **product** (document) and a **process** (inclusiveness – real engagement).




8

4. Programming for results: Principles and processes

KEY STEPS (2)



- Review draft document with partners before submitting to the ROAF for internal quality assessment (QAM)
- Based on the QAM feedback, finalise document along with operational implementation plan
- Endorsement/ sign off by constituents
- **Implementation**
- **Monitoring and Evaluation**
 - Track progress
 - Facilitates reporting



TC Programming – DWAA (2007-2015)



- Consolidation of actions to follow-up on the 2004 Ouagadougou Summit on Employment and Poverty Alleviation
- ILO's contribution to the 'multilateral partnerships' to implement global devt goals
- Policy Portfolio to build DWCPs



4. Programming for results: Principles and processes

DWCP - KEY STEPS



- Engagement with the constituents to initiate the process
- Country Analysis (concept note)
 - DW deficits, partners, capacity assessment, ILS
- Discussions with constituents (and partners) to agree on the key priority(ies) and realistic outcomes
 - DWAA (Ouga), P&B, SPF, Declaration, Global Jobs Pact
- Based on the priorities and outcomes agreed upon, prepare the draft document which includes strategies, outcome indicators, M&E plan, implementation plan and resource gap analysis.



DWAA



- 17 Targets to address DW deficits in Africa
 - 75% of MS mainstream DW into poverty reduction strategies
 - 75% adopt national policies and programmes to reduce youth employment
 - All adopt coherent national social security strategies
 - All have national HIV/AIDS strategies which integrate the workplace dimension
 - All MS and RECs establish or further develop tripartite social dialogue institutions
 - All ratify and better implement FP&RW
 - All prepare NAPs for the elimination of the WFCL



4. Programming for results: Principles and processes

TC and Programming – P&B 2010/11 Outcome Based Workplanning

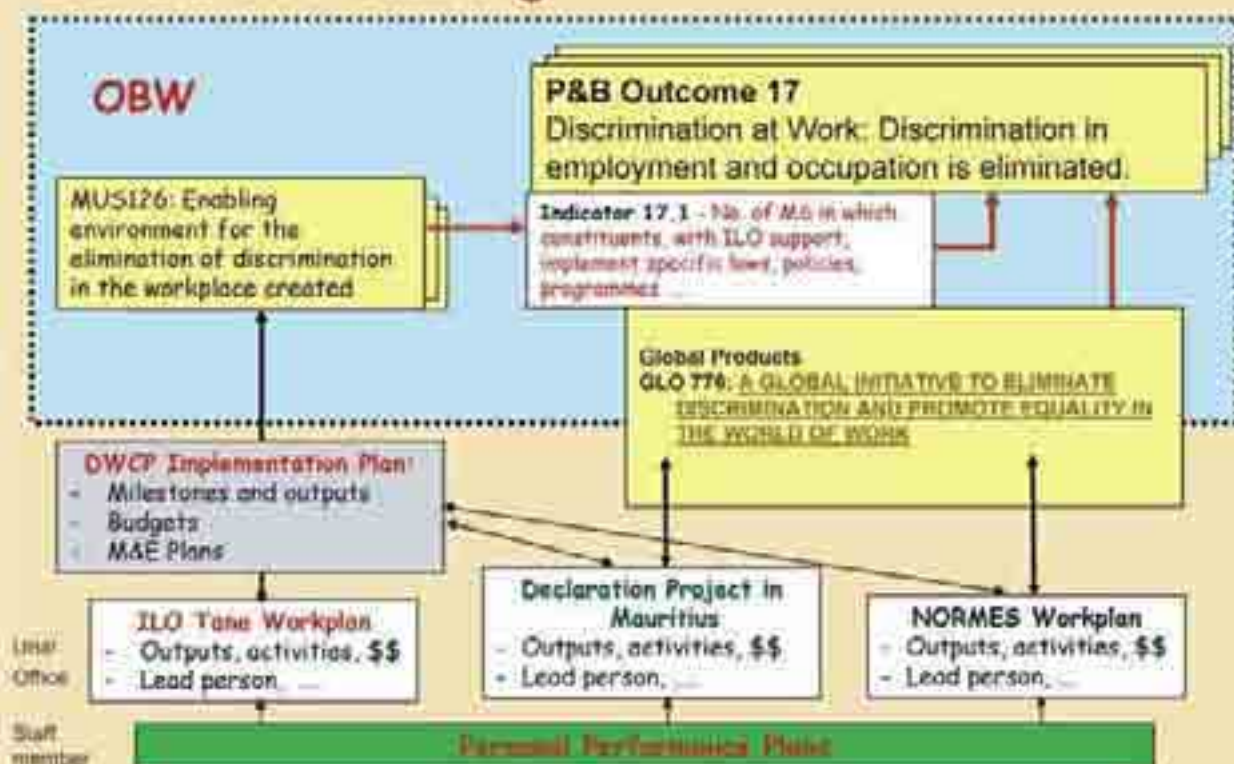


- An important follow-up to the Social Justice Declaration
 - Coherence, coordination and collaboration
- Clarifies results and how they will be achieved 'upfront'.
- Integrated resource framework that drives resource allocation and mobilization
- Enhanced alignment and focused planning at different levels
- Better connects P&B and DWCP Outcomes
 - P&B Outcomes and CPOs linkages
- Promotes 'real' services to constituents



13

Levels of Planning



14

4. Programming for results: Principles and processes

Regional Priorities – 2010-11



- Promoting rural employment
- Upgrading the informal economy
- Supporting youth employment and reducing child labour
- Advancing gender equality
- Improving social protection
- Increasing scope and capacity for social dialogue and a rights-based approach
- Enhancing strategic partnerships for decent work



15

Results



16

4. Programming for results: Principles and processes



5. Promoting Gender Equality at the Heart of Decent Work: ILO commitments and approaches to Gender Equality and Results- focused Gender mainstreaming



5. Promoting Gender Equality at the Heart of Decent Work: ILO commitments and approaches to Gender Equality and Results- focused Gender mainstreaming

The ILO Mandate



The primary goal of the ILO is to promote opportunities for women and men to obtain decent and productive work, in conditions of freedom, equity, security and human dignity.

ILO recognizes gender equality as fundamental to the decent work goals.



①

ILO Mandate on Gender Equality



- Non-discrimination and promoting equality have been fundamental principles underpinning the work of the International Labour Organization (ILO) since its creation in 1919.
- Gender Equality is integral to the vision of Decent Work for all women and men and is a fundamental principle in the achievement of the four ILO strategic objectives.
- Director-General has called for the systematic application of a gender mainstreaming strategy in all aspects and phases of ILO's functions and works at Headquarters and in the field.



②

5. Promoting Gender Equality at the Heart of Decent Work: ILO commitments and approaches to Gender Equality and Results- focused Gender mainstreaming

ILO Mandate on Gender Equality contd



Enabling Policy Instruments and Conventions:

- The Director-Generals circular of 17th December, 1999 which spells out the ILO policy on gender equality and mainstreaming.
- The resolution of the International labour Conference adopted in June 2004 concerning The Promotion of gender Equality, Pay equity and maternity protection.
- The ILO s Governing Body decision of march 2005 which requested the Director-General to ensure that all ILO technical cooperation programmes and projects systematically mainstream gender throughout the project cycle.



3

ILO Mandate on Gender Equality contd



- The ILO strategic framework 2010-15 determines the overall vision underpinning the ILO strategy to give effect to its mandate. (Gender is a cross-cutting issue). Meaning that gender aspects are an integral and inevitable part of any programming activity rather than a supplementary or isolated issue.
- The ILO programme and budget 2010-11 specify the strategies the ILO will implement to achieve results over the biennium. P&B contains 17 outcomes identified in the Strategic Policy Framework. (8 of the outcomes contain an explicit strategy on gender equality and non-discrimination).
- Despite the policy enabling environment for promoting gender equality, there are still serious challenges in implementation.



4

5. Promoting Gender Equality at the Heart of Decent Work: ILO commitments and approaches to Gender Equality and Results- focused Gender mainstreaming

Common understanding of gender mainstreaming in ILO Africa



Gender mainstreaming-" mainstreaming a gender perspective is the process of assessing the implications for women and men of any planned action, including legislation, policies or programmes, in all areas and at all levels. It is a strategy for making women as well as men's concerns and experiences an integral dimension of the design, implementation, monitoring and evaluation of all policies and programmes in all political, economic and societal spheres so that women and men benefit equally. The ultimate goal is to achieve gender equality". – Agreed conclusions on gender mainstreaming as resolution 1997/2.



5

The ILO gender equality mainstreaming strategy



- Two pronged approach (aim is to ensure that both women and men benefit equally from ILO initiatives)
- ✓ Addressing the specific and often different needs of women and men
- ✓ Targeted interventions which aim to overcome sex discrimination, empower women in the world of work, and advocate equitable sharing of care responsibilities. (preventing gender blind interventions)



6

5. Promoting Gender Equality at the Heart of Decent Work: ILO commitments and approaches to Gender Equality and Results- focused Gender mainstreaming

Common denominator- Results focused Gender Mainstreaming



What is results focused gender mainstreaming?

It is the process of using gender analysis to identify priority gender equality results needed in all interventions and actions. It all begins and is dependent on defining your gender equality objective!

- ✓ Resources to achieve these results are integrated into the project at the design stage
- ✓ Clear results indicators and baseline information are also established at the beginning of the process
- ✓ Results are monitored throughout the implementation stage
- ✓ Evaluated at the mid-term and at the end of the intervention to determine actual results achieved!
- ✓ Finally, the implementers are held accountable for achieving these results. (good practice—check list)



Programme Planning for gender equality



- **Planning stage- GMS** includes problem identification,— conduct a gender analysis of the key gender issues as close to the beginning of the project/programme as possible.
- Results of the gender analysis then informs the planning of all project/programme components. This is where you determine the overall gender equality objective



5. Promoting Gender Equality at the Heart of Decent Work: ILO commitments and approaches to Gender Equality and Results- focused Gender mainstreaming

Programme Planning for gender equality



- Review all currently planned activities, outputs and outcomes to determine if they need to be adapted to help achieve the project/programmes gender equality objective
- To ensure achievement of the gender equality objectives you may also need to include some gender –specific activities, outputs and outcomes— emphasizing equality of results not opportunities. (crocodile and giraffe)



9

Programme Planning for gender equality



- Performance indicators for all project/programme components should be gender-sensitive, explicit about the number and type of male or female beneficiaries... and also about whether there is any kind of differential impact of the project on the men, women, girls and boys it affects.



10

5. Promoting Gender Equality at the Heart of Decent Work: ILO commitments and approaches to Gender Equality and Results- focused Gender mainstreaming

Programme Planning for gender equality



- Planning for the collection of baseline data needs to include the identification of sex-disaggregated data– Also be sensitive to qualitative data. Single, age education levels etc.



11

Implementation



- Need to begin by developing a **strategy** and then follow –this up with an **Action Plan**.
- Conduct on-going and timely assessment of the gender impact and equality of outcomes **both** for men and women of any project activity.
- Forge Strategic partnerships with all parties concerned—communities, NGOs, National Gender Machineries, Women's Ministries etc. (**Mapping exercise**)



12

5. Promoting Gender Equality at the Heart of Decent Work: ILO commitments and approaches to Gender Equality and Results- focused Gender mainstreaming

Monitoring



- Monitoring processes should include monitoring a projects impact on the specific aspects of increased gender equality identified as a priority (gender equality Objective)— as well as unintended impacts (either negative or positive) on gender equality.
- Joint gender mainstreaming work plan is a good monitoring tool. Gender specific activities, related monitoring and evaluation indicators, being implemented, coordinated and monitored by the respective staff.



13

Reporting



- Each project is required to report on progress on gender equality within their area—report in terms of, specific gender equality results, both for any gender-specific activities and to note in which ways general project activities contribute to the overall project gender equality targets.
- Work plans reports should also note problems encountered in achieving the gender equality objectives – and explain why targets were not achieved. (Externalities)



14

5. Promoting Gender Equality at the Heart of Decent Work: ILO commitments and approaches to Gender Equality and Results- focused Gender mainstreaming

Evaluation



- Aim to assess a projects impact on the specific aspects of increased gender equality identified as an objective or priority.
– as well as unintended gender equality impacts.
- This helps possible revision for next cycle.



6. Capacity building through Technical cooperation: United Nations broad based wealth & job creation programme



6. Capacity building through Technical cooperation: United Nations broad based wealth & job creation programme

Context



- Zambia's Vision 2030.
- FNDP – “Achieving Broad Based Wealth and Job Creation...”.
- Delivering as One UN - better coordination of UN-PSD interventions.
- ILO DWCP Priority 1 – ‘more and better jobs for women, youth and people with disabilities...’
- Basket-funded Private Sector Development Reform Programme (one of the focus areas: MSME Development)
- Zambia Development Agency
- Citizens’ economic empowerment.



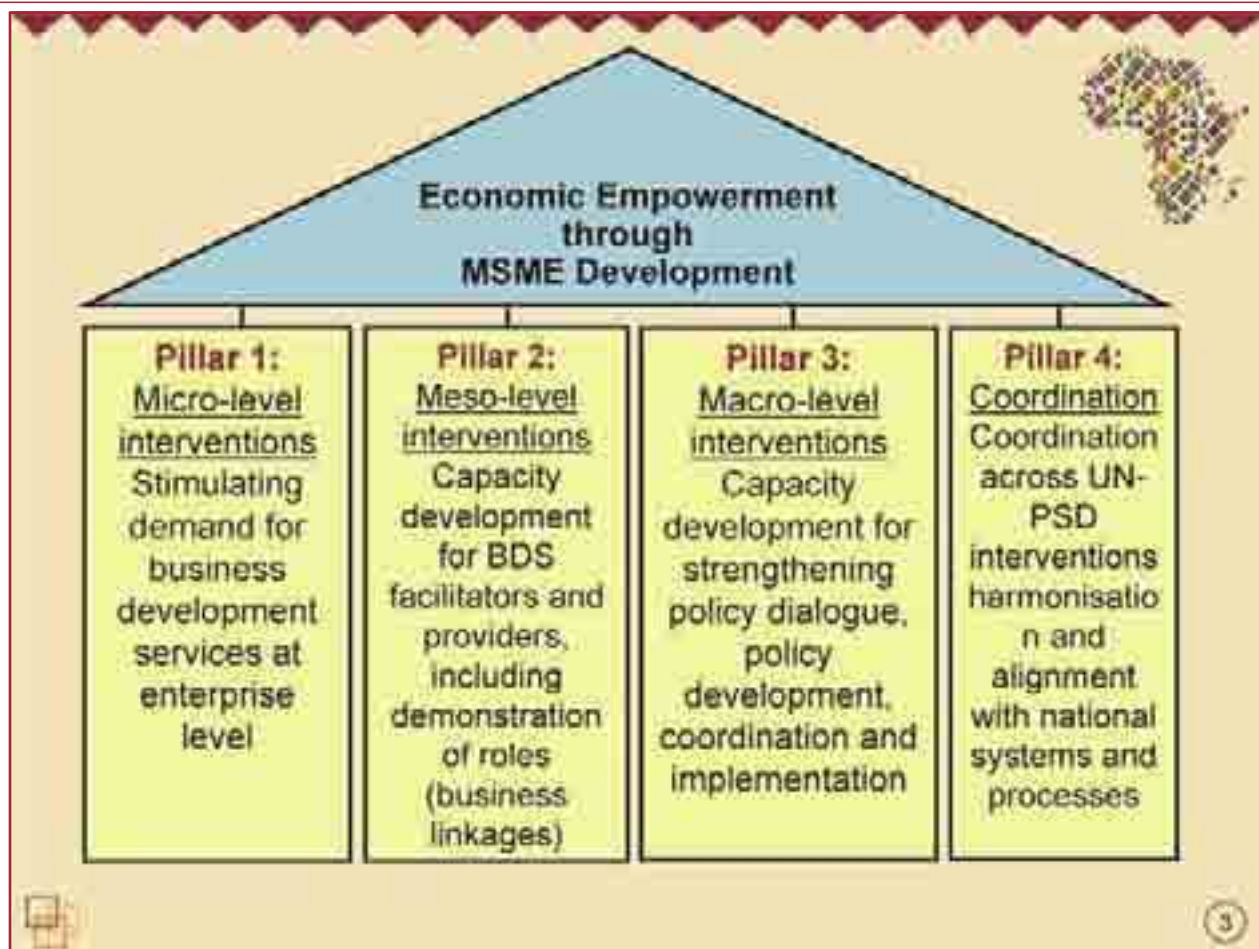
Development Objective



- To contribute to broad-based wealth and job creation in Zambia, in particular by stimulating investment, entrepreneurship and employment creation within the MSME sector and through pro-poor business models.
- Specified target groups: women, youths and people with disabilities.
- Systemic approach to enterprise development
- Four (4) immediate objectives



6. Capacity building through Technical cooperation: United Nations broad based wealth & job creation programme



Pillar 1: Activities

- Support to the BDS Voucher Scheme (ZDA) on the supply side of BDS (4,000 MSMEs, 40% women)
- Pilot review and re-engineering in process to address programme effectiveness, operational efficiency, sustainability and impact).
- New / adapted BDS tools, capacity building of BDS providers and facilitators
- Operational systems and manuals for the BDS VP
- Monitoring and evaluation system.
- Building a sustainable market for commercial provision of BDS in Zambia.

A small map of Africa is in the top right corner, and a small icon of a person is in the bottom left corner. A circled number '4' is in the bottom right corner.

6. Capacity building through Technical cooperation: United Nations broad based wealth & job creation programme

Pillar 2 Activities: Meso level



- **Business Linkages & related pro-poor business models**
 - UNDP Growing Sustainable Business
 - Business Linkages model (UNCTAD) between large companies / TNCs and MSMEs.
- **Business Development Services**
 - ILO tools SYB, IYB, EYB, Get Ahead, etc
 - Targeted programmes for young people (YE, ILO/CEEC/PSD-RP).
 - BDS for women entrepreneurs (WEDGE).
 - Business Skills for Artists (creative industries)



Pillar 3 Activities



- Creating a more conducive policy, legal and regulatory framework for MSME development
- Development and approval of MSME Policy
- Developing the Policy Implementation Plan – policy implementation and review.
- Supporting on-going labour law reforms to incorporate MSME issues.
- LMI system incorporating MSMEs data.



6. Capacity building through Technical cooperation: United Nations broad based wealth & job creation programme

Pillar 4 Activities



- Interventions aimed at coordinating the UN response to PSD in Zambia
- Interface with PSD-CPs.
- Creative industries project (ILO, UNCTAD, UNESCO) with ITC/ILO, Geneva.
- Cassava sector commercialization in Zambia (ITC, FAO, WFP, ILO, UNDP, IFAD).
- Micro insurance programme
- JPs, synergy, collaboration, knowledge management.



Outcomes



- Increased BDS uptake rate especially among MSMEs, especially young people, women and people with disabilities.
- Improved BDS service capacity and quality.
- A sustainable and resilient national capacity to facilitate and deliver BDS to MSME.
- Increased coherence in the policy environment for PSD as relates to MSME development.
- Synergies and scale effects from better coordination among and greater engagement of UN-PSD initiatives.



7. Innovation and CCB through TC: Micro insurance for Africa



7. Innovation and CCB through TC: Micro insurance for Africa

The ILO Microinsurance Innovation Facility



- Created in 2008,
- Based in ILO Geneva, covers Latin America, Asia and Africa,
- Substantially funded by the Gates Foundation,
- Cooperates with international organisation such as IAIS, the WB, the Microinsurance Network, etc and leads in efforts to make insurance accessible to low income households
- Undertakes studies and research, conducts training, provides innovation grants as well as CCB.
- Encourages out of the box thinking, better ways of doing insurance.



1

Microinsurance Innovations



3 rounds of grants so far for Africa, Asia and Latin America.

4th round announced in December 2009.

On-going activities in Africa:

- Ethiopia, Zambia, Kenya, S. Africa
- Mali, Burkina Faso, Guinea

Future target markets in Africa:

- CIMA zone (Francophone W. Africa)
- Nigeria, Ghana, Egypt



2

7. Innovation and CCB through TC: Micro insurance for Africa

Our Mission:



Microinsurance provides the Working Poor access to affordable insurance that meets their real needs. However, the required knowledge base and capacity does not exist in many developing countries.

ILO's Microinsurance Innovation Facility aims at developing such capacity and empowering developing countries to have viable and functional microinsurance markets, thereby extending financial inclusion in the insurance sphere.



3

Main Innovation and CCB areas:



- Understanding the low-income market and its real insurance needs through studies and research
- Designing simple products: understandable & with few exclusions
- Developing insurance culture - educating the market and earning its trust
- Developing distribution channels that can effectively access and serve low income groups: MFIs, Coops, Labour Unions, Women's and social organisations, technology, new outlets, etc.
- Capacity building for the microinsurance value chain: insurers, distributors, consumers and the regulator.



4

7. Innovation and CCB through TC: Micro insurance for Africa

What is microinsurance?



- Low premium insurance for people earning even less than US \$2 a day
- Microinsurance covers a broad variety of insurance products like, for example, life, health, accident, invalidity, livestock, crop and asset insurance.



5

Why promote microinsurance?



- Death, disability, illness and property losses can cause severe hardships to poor households.
- Existing insurances, including credit life offered by lenders, are often expensive, resulting in exploitation of low income persons.
- Microinsurance can serve as a collateral for loans and working capital for MSME businesses, encouraging more secure credit, entrepreneurship and innovation, thereby lifting them out of poverty.



6

7. Innovation and CCB through TC: Micro insurance for Africa

Microinsurance



- A way of extending **social protection** to the excluded population that cannot otherwise buy ordinary insurance.
- A new market for the insurance industry
- A **better risk management tool** for MFIs, community banks and Coops serving the low income population



The microinsurance continuum



Social Protection

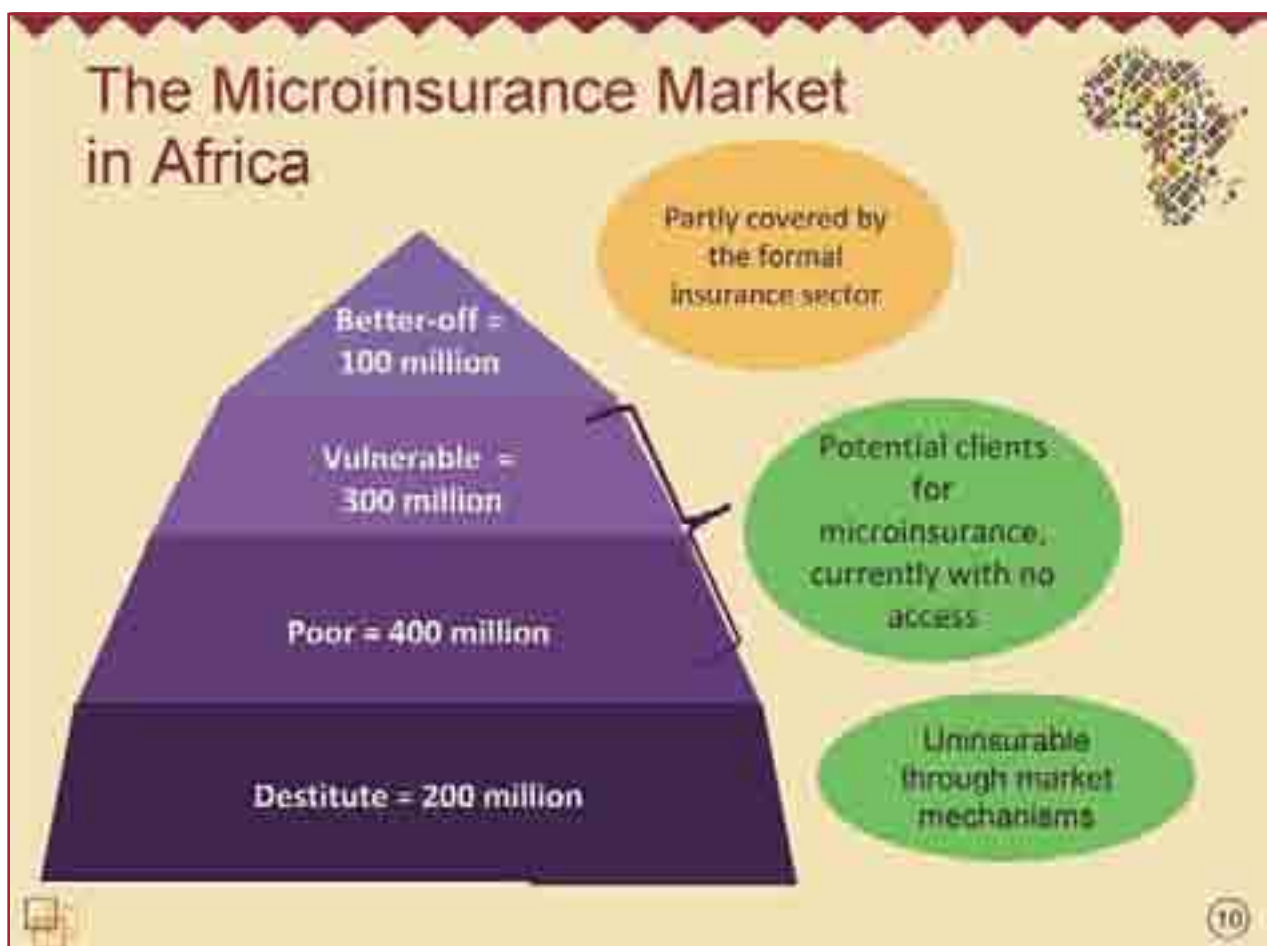
- Benefits are a human right (e.g. health, pension)
- Contains a redistributive element
- The only support for the poorest of the poor

New Market

- 4 billion persons living on less than \$2/day
- Product and distribution innovations can make the poor a viable market for insurers



7. Innovation and CCB through TC: Micro insurance for Africa



7. Innovation and CCB through TC: Micro insurance for Africa

OUTREACH – Africa, 2008



- 14.7 million people covered by microinsurance, 56% in South Africa,
- 2.1% of the potential market, 30% growth per year
- USD 257 million premiums received in 2008

Compare:

- Conventional insurances: \$24.7 billion premiums received in 2008, of which 72% from South Africa



(11)

Microinsurance distributors in Africa



- Commercial insurers,
- Microfinance institutions,
- Community banks,
- Savings & credit coop societies,
- Labour unions
- Community-based mutual organisations, funeral schemes, church groups
- Non-governmental organisations
- Women's and youth organisations
- Hospitals.



(12)

7. Innovation and CCB through TC: Micro insurance for Africa

Country presentation: Ethiopia



- LDC, 82 million: 20% urban, 80% rural
- 30 million earn below \$2 a day, ready for microinsurance
- MFIs and Coops have a membership of 2.4 m and 5.1 million respectively.
- Prior to 2009: 11 licensed insurers, none engaged in Microinsurance. Less than 100,000 people held ordinary life policies.
- MFI's provided Credit Life to around 0.6 million borrowers to cover outstanding loans. (Very little value for money).
- Premium generated by conventional insurance: \$100 million
- Microinsurance potential premium from 20 million insured persons @ 10 cents a day: US\$720 million.
- In 2009, one MFI has started offering voluntary life & accident cover for its 400,000 clients!
- The target: 2 million people insured in 2 years



13

What microinsurance 10 cents a day can buy: an example



	Microinsurance	Other
Death, natural & accidental	5,000	5,000
Accidental injury: major covers	5,000	nil
Death of spouse	5,000	nil
Accidental injury: Emergency medical expenses	500	nil



14

7. Innovation and CCB through TC: Micro insurance for Africa

Ethiopia: ILO's Microinsurance activities



1. Creation of sustainable Mi market	Building capacity of microinsurance providers Developing innovative distribution channels
2. Consumer education	Assisting low-income households to understand insurable risks they face and affordable solutions available to them: MFIs, Cooperatives, Labour Unions, Women's organisations, etc
3. Product development	Design products relevant to low-income households: Life & Accident, Health, Property
4. Training of Mi professionals	For all microinsurance providers and distributors
5. Mi regulatory environment	Understanding government policy, regulatory capacity building, consumer protection issues


(15)

ILO's Microinsurance Innovation Facility - 4th call for grant proposals



The Facility has launched a new call for proposals to encourage insurance providers to experiment with new products and develop strategic partnerships that will bring effective and affordable products to low income persons in developing countries.

There are three application windows:

- 1) This call has a special emphasis on health microinsurance
- 2) The Facility also welcomes applications for projects focusing on high-impact products and innovative distribution channels
- 3) Microinsurers that have the potential to provide better insurance products to many low income people but need their capacity to be strengthened can also received consulting and capacity building support.

Application forms and guidelines are available on the Facility's website www.ilo.org/microinsurance

The deadline for submission is 2 March 2010


(16)

8. Policy making through TC: The rationale of Addressing Child Labour



8. Policy making through TC: The rationale of Addressing Child Labour

Policy Making Through TC: The rationale of Addressing Child Labour



- The very existence of child labour is a significant indicator of major deficits or gaps in decent work. As such, promoting child labour as a component of the DWC Programs is critical. (A few of the DWCP have child labour as a priority outcome, it remains to be seen how this will be implemented knowing that resources remain a challenge).
- It is important to note that the numbers of child labourers although have reduced in some continents, they are on the increase in Africa especially sub-Saharan Africa.



①

Policy Making cont.....



- Although there are legally binding ILO Conventions and National Laws that establish the right for all children to be protected from economic exploitation but they are no adequate supportive mechanisms to ensure children don't work at an early age and instead go to school.
- Effective application of labour standards as well as effective enforcement of national laws remains a challenge.



②

8. Policy making through TC: The rationale of Addressing Child Labour

Policies & Legislation Relevant to Child Labour



- To date almost all countries in Africa have ratified the two ILO Conventions most relevant to Child Labour (Conv 138, Conv 182) As a follow-up, countries that ratify are required to adopt new laws and regulations or modify existing ones to conform to the provisions of the Conventions (Child labour Project's work is most critical in influencing policy change and application)
- What remains a **Challenge**: To solicit political will & buy in as well as strengthen capacity of governments & social partners to formulate relevant national policies and enforcement them as well as harmonize national laws with ILO Conventions. Most important is for countries to invest resources in programs to eliminate child labour and run with them on a sustainable basis.



3

Policies cont...



- **Poverty Reduction Policies & Strategies**
Child labour elimination & poverty reduction through economic development go hand in hand. It has been proved that progressive reduction of poverty can break the cycle of child labour and elimination of child labour can break the cycle of poverty for child labourers and their families. All child labour projects aim at ensuring child labour is mainstreamed in PRSPs. Tanzania and Kenya have been successful in integrating child labour indicator in the Mukukuta and the MTP respectively.



4

8. Policy making through TC: The rationale of Addressing Child Labour

Child Labour & Education



- A focus on education is at the core of the strategies to deal with child labour. As a Universal/fundamental human right, quality accessible education is a guarantee of decent work later in life; and effectively contributes to the progressive reduction of child labour in the long run.
- Children's access to quality education contributes to a skilled labour force of any country and conversely child labour is often the obstacle to education which if not addressed.
- Child labour projects focus at facilitating social partners and CSOs to provide incentives to child labourers & those at the risk of joining child labour to enable them to access education and remain in school; such as school feeding programs, education stipends, alternatives to formal education and importantly improvements in education quality as well as teacher education.



Mainstreaming Child Labour in National Policy Frameworks



- In conclusion, child labour concerns if effectively mainstreamed in national policy frameworks will get us closer to its progressive reduction and elimination.
- Effective mainstreaming of child labour concerns should be looked as a continuous process of analysing the implications of child labour in any planned policy, legislation & program for it to be sustainable. This requires use of complementary approaches; such as:



8. Policy making through TC: The rationale of Addressing Child Labour

Mainstreaming cont..



- Mainstreaming child labour in national policy frameworks. PRSP, DWCP, UNDAFs, linkages to OVC policies, HIV/AIDS, child protection and other child welfare initiatives from when these policies & programs are formulated.
- Aligning policies & programs to promote a pro-active approach rather than only responding to child labour impacts as they unfold has proved successful.
- A combination of political commitment, policy development and direct action that focus on most vulnerable children and their families has proved to be more sustainable.
- The development of enforceable Legislation & implementable policies is a necessary backdrop for any strategies to improve the child labour situation in any country.



9. Policy making through TC projects: Youth Employment



9. Policy making through TC projects: Youth Employment



- Policy development, finalisation, implementation, review takes time – where is ILO's comparative advantage in this cycle?
- How effective/results oriented are the policies/policy documents to address the challenge?



Youth employment and Decent Work deficits



- Quality of jobs - largely unprotected with little or no social security and other benefits.
- Longer hours, with low productivity and low wages.
- Young women work more hours than young men, are more likely to be underemployed and more likely to be out of the labour force.
- The youth start work at early ages and contribute to child labour in certain countries.
- Separate targeted programmes for different needs of youth



9. Policy making through TC projects: Youth Employment

ILO's approach to Decent Work for Young people



- (i) mainstreaming youth employment into relevant broader policies and programmes; and
- (ii) developing specifically targeted interventions for disadvantaged young people.



3

Policy Instruments for YE



- Economic policies (national frameworks);
- Skills, technology and employability
- Enterprise development
- Labour market policies and institutions
- Governance empowerment and institutional building



4

9. Policy making through TC projects: Youth Employment

RBSA



- Decent Work Country Programmes
- National Action Plans on Youth Employment (NAPs)
- Zambia
- Initiated work on NAP
- Labour Market Information (LFS)
- Tanzania
- NAPs in place for Tanzania, Uganda, Rwanda, Kenya
- Liberia
- One UN Programme
- TVET policy reform
- Sub regional labour market services (Employment services centre)



RBSA



- Sierra Leone
- One UN programme
- Labour market intermediation services (Employment services centres)
- ILO's technical presence and resources (challenge)
- Egypt
- Effective School to Work transition
- 5 Pilot Youth units estb at Min. of Youth at the districts
- NAP falls under Egypt's DWCP



9. Policy making through TC projects: Youth Employment

RBSA

- DRC
- NAP and response to the GFEC
- Lesotho
- National Youth Policy framework



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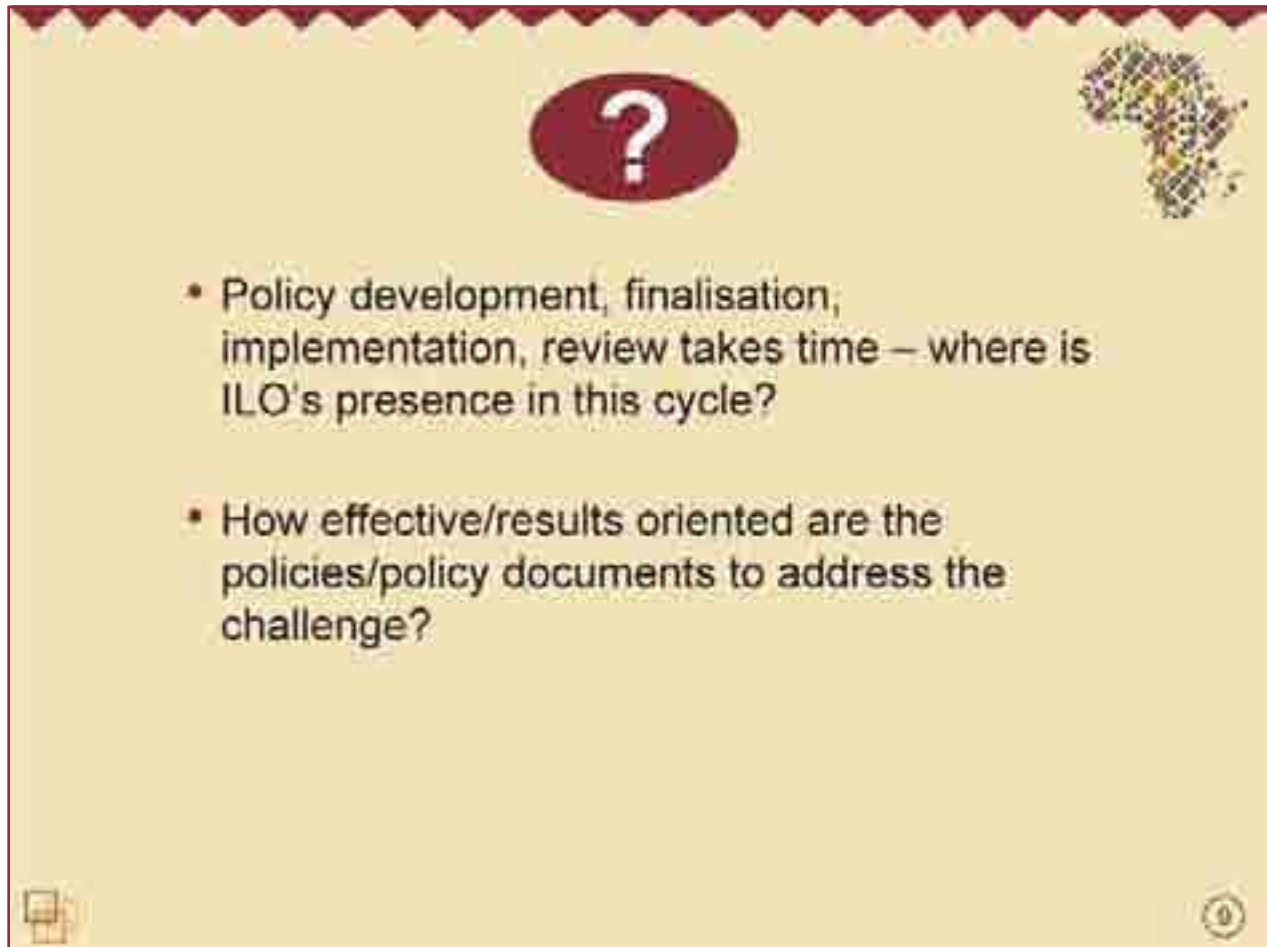
National Action Plans on Youth Employment

Botswana	In process	
DRC	Approved	
Egypt	Approved	
Ghana	In process	
Lesotho	In process	
Mali	In process	
Namibia	In process	
Kenya	Final	
Rwanda	Approved	
Senegal	Implementation	
Tanzania	in process	
Togo	In process	
Uganda	Draft	
Nigeria	Implementation	



8

9. Policy making through TC projects: Youth Employment



- Policy development, finalisation, implementation, review takes time – where is ILO's presence in this cycle?
- How effective/results oriented are the policies/policy documents to address the challenge?

10.

Strengthening financial governance of social security schemes: Social Security Quantitative Training for Africa - QUATRRAIN



10. Strengthening financial governance of social security schemes: Social Security Quantitative Training for Africa - QUATRIN

MIGSEC / QUATRIN AFRICA



- RBSA
- Funded by Germany
- Three years' duration
- Partnership: ROAF / Africa FOs / ITC / SECSOC



①

QUATRIN AFRICA



- Strengthen financial governance of social security schemes
- Target groups:
 - 'Governors' (decision makers, Permanent Secretaries, CEOs and tripartite members of boards of directors of social security institutions)
 - Middle managers (officials at levels one or two below PS and CEO)
 - Financial specialists / analysts



②

10. Strengthening financial governance of social security schemes: Social Security Quantitative Training for Africa - QUATRIN

QUATRIN AFRICA



- Mechanisms:
 - Seminars for governors on financial governance to enable them to fully perform their oversight role
 - Workshops for managers and financial specialists to enable them to fully perform their implementation role and to provide the information required by governors
 - Executive Masters' Programme in Social Security Financing to train managers and financial specialists who can make it happen



QUATRIN AFRICA



- Burundi
- Cameroon
- Guinea
- Lesotho
- Madagascar
- Mozambique
- Namibia
- Nigeria
- Rwanda
- Senegal
- Sierra Leone
- Zambia



10. Strengthening financial governance of social security schemes: Social Security Quantitative Training for Africa - QUATRIN

QUATRIN AFRICA



- **Seminars for governors:**
 - December 2008, Turin (ILC), English and French
 - May 2009, Livingstone, English
 - August 2009, Bujumbura, French
 - June 2010, Maputo, Portuguese
 - July 2010, Lomé, ITUC Africa
- **Capacity-building literature:**
 - Guide for governors
 - Training manual



QUATRIN AFRICA



- **Executive Masters' Programme in Social Security Financing:**
 - Patterned after successful programmes at University of Maastricht
 - To be established at the University of Mauritius
 - Tailored to needs and circumstances of Africa
 - quatrain-africa.ilo.org



11. COOPAfrica Challenge Fund



11. COOPAfrica Challenge Fund

COOPAfrica Challenge Fund in Brief



What is a Challenge Fund?

- A challenge fund is an open financing mechanism that allocates grants funding through a competitive process.

The COOPAfrica Challenge Fund:

- Brings together Service Providers (Centres of Competence) and recipients of services (e.g. Self-help initiatives in need of capacity building)
- Project proposals must be co-funded with grants of up to US\$ 150,000
- 2 Procedures: Calls for proposals & 'Fast-Track' procedure (small grants)
- 3 Challenge Fund categories: training, innovation & services
- 8 countries covered: Ethiopia, Kenya, Lesotho, Rwanda, Swaziland, Tanzania, Uganda and Zambia
- Institutional Mechanisms: National Advisory Group (& Focal Points), Secretariat, Panel of Experts, Selection Committee.



Institutional Mechanisms



National Advisory Groups

- Informal national platform set up by COOPAfrica to advance the promotion of cooperatives and other self help groups in the 8 countries covered.
- Composed of cooperative stakeholders: cooperative organisations (e.g. cooperative federations, unions, colleges, primary coops) and other stakeholders (trade unions, employers' organisations, private sector, Ministries, etc.)
- Facilitated by a Focal Point whose role is to organise relevant meetings and activities and to ensure smooth functioning of the NAG as a coordinated forum



11. COOPAfrica Challenge Fund

Institutional Mechanisms



National Advisory Groups

- Assessment of project proposals submitted to the Challenge Fund
- Management and coordination of the Centre of Competence process i.e. a network of demand-driven service providers to cooperatives and other self help groups
- Discuss and advocate on the cooperative approach as an engine for social and economic development, and issues related to the cooperative development in the country
- Participate in the monitoring and evaluation of Challenge fund projects



3

Challenge Fund Documentation



- Brochure (inclusion of DWCP & Nat. Priorities)
- Guidelines (incl. DWCP)
- Application forms (DWCP, gender, global financial crisis, project indicators/targets)



4

11. COOPAfrica Challenge Fund

'Fast-Track' Procedure (small grants)



Proposals
collected by
Focal Points

Review by
CoopAfrica in
consultations
with partners

Final Decision in
about four weeks
after reception of
required documents



Call Procedure



National
Level

International Level

Review
by
National
Advisory
Groups

COOPAfrica
Staff

Review
by
Panel of
Experts

COOPAfrica
Staff

Review
by
Selec.
Com.

Final
Decision



11. COOPAfrica Challenge Fund

Challenge Fund so Far



- 4 calls for proposals
- Number of applications submitted thru calls: **599**
- Number of applications approved: **61**
- Number of applications submitted thru small grants: **200**
- Approved small grants: **10**
- Total number of projects: **71 (out of 799)**
- Total earmarked funding: **US\$ 3,300,000**



7

Challenge Fund Grantees



Country	Nbr. of Grants	Type	Nbr of Grants
Ethiopia	5	Primary Coops	33
Kenya	26	Coop Unions	8
Lesotho	1	Colleges	4
Rwanda	2	Apex	4
Swaziland	1	Private Companies	6
Tanzania	7	Trade Unions	2
Uganda	27	Other Ass/NGOs	12
Zambia	2	Gvt/Parastatal Inst.	2

Total: 71 projects



8

11. COOPAfrica Challenge Fund

Project Features



- Projects are **sector-specific** i.e. Agriculture & Finance...
- ... but also **very diverse**
- Within DWCP framework



The Challenge Fund in Practice: Examples of funded projects



- **Trade Union Congress of Tanzania** - Promotion of workers SACCOS in formal & informal economy (grant of US\$ 50,000)
20 SACCOS are being formed in the informal economy to provide self employment opportunities and income generation for approximately 4000 people.
- **Kenya Marine and Fisheries Research Institute** - Enhanced Fish Market Information (grant of US\$ 84,000) This project aims at setting up a system for collecting real time key market information using mobile phones from about 150 fish landing sites, markets and fish processing firms.
- **Uganda Crane creameries Co-operative Union Ltd** - *Cooperative Dairy Processing Project* (Grant of US\$ 50,000)
The project aims at getting the dairy farmer playing a bigger role in dairy value chain. The outcomes of the project will be increased incomes, stronger cooperative organisations, quality improvement, improved access to health services, and affordability of education, gender equality and participation of the youth.



11. COOPAfrica Challenge Fund

Impact (estimates)



- **225,437 *coop members*** benefiting from CF projects (target: 80,000)
- **1,150 *cooperatives supported*** (target: 500)



11

Lessons Learned



- CF as a strong demand-driven mechanism
- Limited financial resources compared to demand (ex: 9 'in waiting' proposals worth US\$ 325,000)
- Limited human resources to run a Challenge Fund of this scale
- Strong and quality service providers (CoC) can support cooperatives and have an impact more sustainable.



12

12.

Enhancing the role of Social Partners in Technical Cooperation: Discussion notes for Employers' activities



12. Enhancing the role of Social Partners in Technical Cooperation: Discussion notes for Employers' activities

Enhancing the role of Eos in Technical Cooperation



- Employers' organisations, EOs, are institutions set up to organize and advance the collective interests of employers.
- Given that the range and content of such collective interests vary from one country to another, the structure, membership basis and functions of employers' organizations differ widely between countries.
- One thing that is common thought is that they are a key partner to the ILO and have a management role to play in its affairs.



Enhancing the role of EOs in Technical Cooperation



- Employers' organizations represent a key asset in any society: its enterprises.
- Successful enterprises are at the heart of any strategy to create employment
- and improve living standards.
- Employers' organizations help to create the conditions for enterprise success by influencing the environment in which they do business and by providing services that improve their individual performance.



12. Enhancing the role of Social Partners in Technical Cooperation: Discussion notes for Employers' activities

Enhancing the role of EOs in Technical Cooperation



- EOs also act as a focal point for dialogue and information sharing for companies seeking good practices in human resources management. In this context, employers' organizations often play an advocacy role with their members by highlighting business practices that can improve enterprise performance and Decent Work.



3

Enhancing the role of EOs in Technical Cooperation



- As one of the three constituents of the ILO, EOs have been and continue to be involved in the work of the ILO. They need to be "capable".
- ACT/EMP maintains close and direct relations with EOs in member States, makes ILO's resources available to them for capacity building and keeps the ILO constantly aware of their views, concerns and priorities.



4

12. Enhancing the role of Social Partners in Technical Cooperation: Discussion notes for Employers' activities

Enhancing the role of EOs in Technical Cooperation



ACT/EMP's mission is to foster well-functioning employers' organizations, which are crucial in shaping an environment conducive to competitive and sustainable enterprises that can contribute to socioeconomic development. ACT/EMP assists employers' organizations in responding to the challenges faced by their members by:

- assisting them to develop their management systems and processes and improve their services to members,
- assisting them to anticipate and respond to the issues faced by business at the national, regional and international levels.



5

Enhancing the role of EOs in Technical Cooperation



Besides maintaining close contacts with employers' organizations in all ILO member States, ACT/EMP also runs a TC Programme, which provides assistance to employers' organizations. The TC Programme is designed to enhance the capacity of employers' organizations to:

- advocate for a business-friendly environment; and
- provide services, whether representation and advocacy, or the provision of advice, training, information or research, to enable employers' organizations to address current and emerging issues.



6

12. Enhancing the role of Social Partners in Technical Cooperation: Discussion notes for Employers' activities

Enhancing the role of EOs in Technical Cooperation



- The overall purpose of ILO technical cooperation is the implementation of the Decent Work agenda.
- ILO's technical cooperation and capacity-building programmes help to build bridges between the ILO's standard-setting role and the people.
- The ILO implements many technical cooperation programmes and projects. By providing technical guidance on policy issues, and assistance in the design and implementation of development programmes, ILO technical cooperation contributes to the Decent Work Agenda at national and regional level, and to making this concept a reality for all men and women.



Enhancing the role of EOs in Technical Cooperation



- Technical cooperation is provided to EOs by ILO Offices in the Region and some of the Projects whether specifically focusing on EOs or of a general nature covering more partners and issues.
- There are projects that are being implemented without involving EOs in their work but prefer deal with NGOs and other civil society organisations.
- When evaluation time comes we are called up to make our input which is a rather sad state of affairs.



12. Enhancing the role of Social Partners in Technical Cooperation: Discussion notes for Employers' activities

Enhancing the role of EOs in Technical Cooperation



- EOs have human resources and experiences that can be of value to Project implementation.
- Partnering with EOs would lend support to them while at the same time enhancing their role in Technical Cooperation.
- Most EOs are by and large well established and would support projects in achieving their goals which are often identical to the EOs mandates.
- It is a win-win partnership.



Enhancing the role of EOs in Technical Cooperation



- As one of the Office Directives points out, all resources including RBTC, RBSA and extra-budgetary resources should be channeled towards achieving the targets established in the Programme and Budget 2010 – 2011.
- To this end, it is important we all pull together to achieve these targets. The social partners will be key in assisting us achieve this and we ought to involve them and enhance their role in TC.
- Support is available from the employers' specialists should you need it.



13. Enhancing the role of Social Partners in Technical Cooperation: Discussion notes for Workers' activities



13. Enhancing the role of Social Partners in Technical Cooperation: Discussion notes for Workers' activities

The Unique Mandate of the ILO



- The ILO is the only tripartite agency of the United Nations. In it, governments, employers and workers are represented on an EQUAL FOOTING.
- They benefit equally from the services of the Organization. The ILO tripartite approach provides a means of solving social disputes through dialogue.
- It promotes 'Social Partnership' between worker and employer organizations and governments in the ILO's member states.
- All ILO functions, measures, and duties must be relevant and justifiable to workers' and employers' organizations.
- ILO is a tripartite institution and its technical cooperation activities must reflect its mission, governance and structure.



About the Bureau for Workers' Activities' (ACTRAV)



- The Bureau for Workers' Activities (ACTRAV) is the main link between the International Labour Organization and workers. ACTRAV coordinates all the activities of the ILO related to workers and their organizations.
- ACTRAV's mission is to maintain close relations with the trade union movement throughout the world.
- ACTRAV provide trade unions with the support of the ILO in endeavours to strengthen their influence by promoting activities which defend and advance the rights and interests of workers.



13. Enhancing the role of Social Partners in Technical Cooperation: Discussion notes for Workers' activities

ACTRAV and Technical Cooperation



- ACTRAV acts as the focal point for workers organizations on technical cooperation.
- Technical cooperation activities are a significant component for achieving the objectives and the policies of ACTRAV.
- Technical cooperation projects for workers are coordinated by ACTRAV. It manages global, regional, sub-regional and national projects with the support of the workers' specialists based in the field.
- Technical cooperation activities aim at strengthening workers' organizations and their capacity to effectively represent workers interests in relation with social, economic and environmental issues.



3

Social Partners Participation in ILO Technical Cooperation Projects



- Technical cooperation activities in the field are crucial component for the implementation of policies by the highest bodies of the ILO.
- In order to be truly effective, their implementation should involve the participation of the social partners.
- In the report of its March, 2005 Governing Body session, the Committee for Technical Cooperation called for the effective involvement of the social partners in the area of technical cooperation among others.
- Tripartite partnership in technical cooperation should be seen as central to the effective implementation of the ILO's work.
- Technical cooperation work should be with and through tripartite constituents.
- Where limitations on specific issues are found within constituent organizations, the reasons behind this should be examined and if necessary the opportunity to build technical capacities should be addressed by the technical cooperation project rather than seeking other partners for collaboration.



4

13. Enhancing the role of Social Partners in Technical Cooperation: Discussion notes for Workers' activities



- Priority efforts to address social partners' limitations or deficiencies by technical cooperation projects will lead to stronger institutions and more sustainable, long term results.
- Consultations with the social partners should take place during the drafting or designing of the of the ILO technical cooperation projects as well as throughout the operational stages of the projects.
- ACTRAV and ACT/EMP provide effective and appropriate means to facilitate and carry out consultations and cooperation with the social partners to ensure their effective involvement and ownership of the ILO technical cooperation projects.
- The managers of ILO technical cooperation projects therefore should ensure that adequate resources are allocated for the active involvement of the social partners in all aspects of their projects' activities.



14.

ILO CTAs/NPCs WORKSHOP: Results of group work



14. ILO CTAs/NPCs WORKSHOP: Results of group work

Group Work



1. What can be done to increase the contribution of TC/RBSA projects to the implementation of programmatic frameworks, such P&B, the DWAA, the GJP, UNDAFs, DWCPs etc.
2. How can we build the One ILO? Which structures, systems and processes need to be put in place to better integrate TC colleagues into the wider ILO?
3. How can we better involve social partners into the design, implementation and monitoring of TC projects? Which constraints need to be overcome to facilitate such involvement?



①

What can be done to increase the contribution of TC/RBSA projects to the implementation of programmatic frameworks, such P&B, the DWAA, the GJP, UNDAFs, DWCPs etc.



1. Facilitate access to information with TCs, i.e. no access to SMM, FIXEST, a couple of TC colleagues did not come to this meeting due to information gap (We do not even know the framework exists).
2. There has to be orientation of new TC staff with a package with all relevant information
3. Align projects to the frameworks at the design stage as much as possible
4. Flexibility to review/redefine existing projects immediately (at implementation stage, mid-term review etc.)
5. Emerging TC projects should clearly identify/align with the national frameworks, PRSPs, UNDAF, DWCP as much as possible



②

14. ILO CTAs/NPCs WORKSHOP: Results of group work



6. ILO should help to facilitate the finalization of the DWCP and other national frameworks
7. Increase the level of human resources for TCs and field office staff providing support to TC projects i.e. increase in TC portfolio but same number of field office staff supporting with financial, administrative, and programmatic issues (13% should come back to the field office for admin support).
8. Programme officers provide TC staff with information and guidance on the frameworks.
9. Limited number of related objectives.


3

How can we build the One ILO? Which structures, systems and processes need to be put in place to better integrate TC colleagues into the wider ILO?



- Include TC into the ILO main structure and not as 2nd class staff including career growth for TC staff
- One office for TC projects (for countries where ILO is not resident)-to build a common understanding, avoid conflicting information among staff representing the office in meeting
- For global projects, fully decentralize to RO and field offices and still maintain the link to HQ
- Training programmes should cover all without segregating TC staff
- Personnel development, career path and capacity building for TC national staff, no training opportunity, stuck in promotion, cannot move beyond NOB


4

14. ILO CTAs/NPCs WORKSHOP: Results of group work



- Coordination for non-resident countries/one coordinator
- Need to review the remuneration package in relation to the global crisis
- Need to review existing ILO regulations i.e. place of recruitment vs. place of work, for example national staff
- Recognition of officers and compensation for performing non TC roles in non-resident countries
- Performance appraisals to be done with feedback and clear personnel development and career path



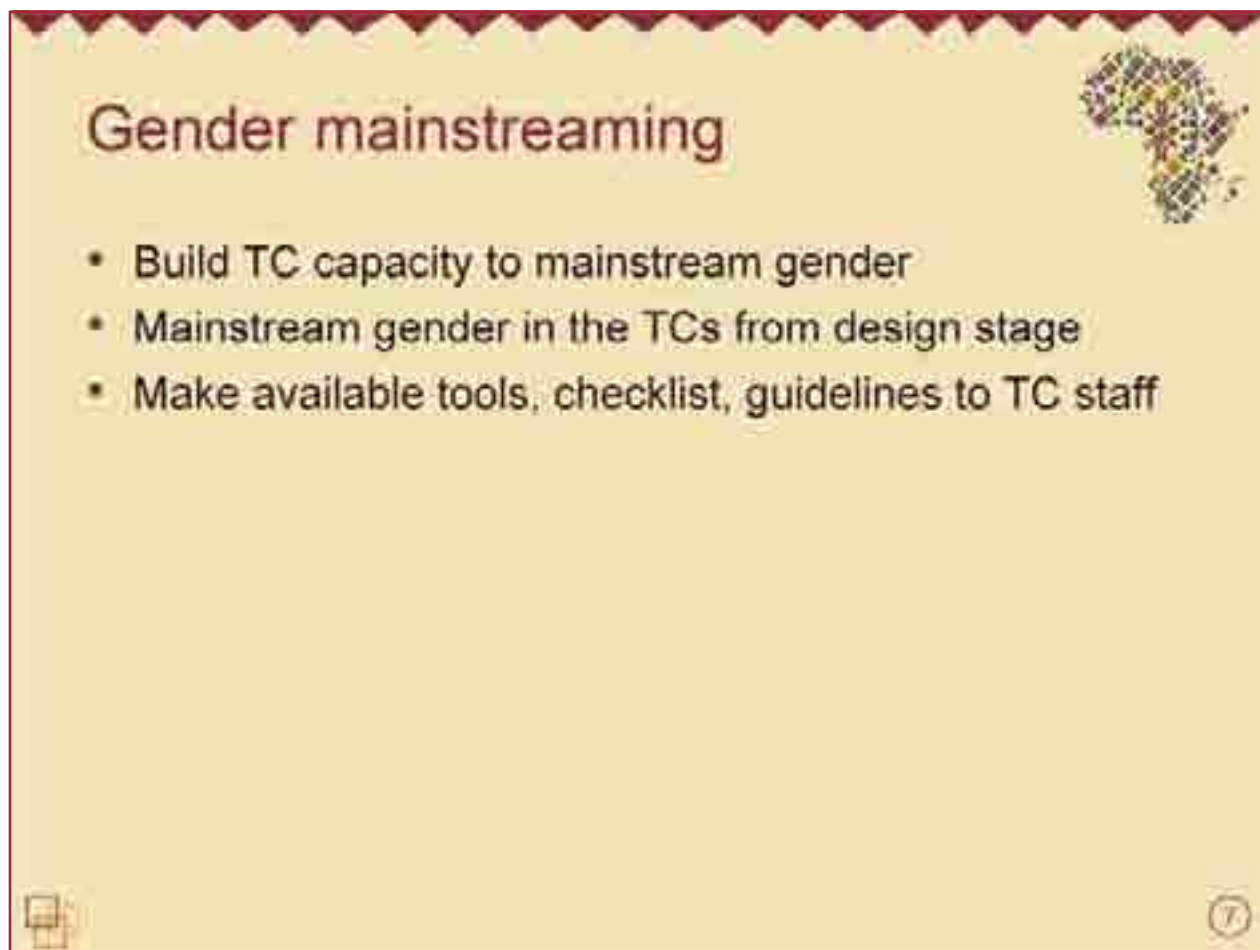
How can we better involve social partners into the design, implementation and monitoring of TC projects? Which constraints need to be overcome to facilitate such involvement?



- Establish joint steering committees along thematic lines
- Ensure their participation in the national processes i.e. UNDAF, PRSPs etc.
- Define the roles and responsibilities of social partners at the outset
- Facilitation/support their participation in the processes- planning, implementation and monitoring (project, field office, ACTRAV/ACT-EMP)
- Provide technical and financial support for implementation of activities related to ILO mandate
- Social partners to ask for support from ILO



14. ILO CTAs/NPCs WORKSHOP: Results of group work



Gender mainstreaming

- Build TC capacity to mainstream gender
- Mainstream gender in the TCs from design stage
- Make available tools, checklist, guidelines to TC staff



15.

ILO CTAs/NPCs WORKSHOP:

Results of group work

“A gender based discussion”



15. ILO CTAs/NPCs WORKSHOP: Results of group work “A gender based discussion”

Question nr. 1



- Demand driven Projects constitute a problem
- TC Projects staff should be involved in the definition of the tools
- Leave more flexibility in the TC Project design phase to allow CTAs to accommodate “new needs”
- Avoiding short-term TC Projects
- TC National countries should answer to National Priorities (based on National Planning Documents)
- ILO should be more proactive and less reactive
- TC should develop resource mobilization strategies



①

Question nr. 1



- All officials should be distributed an hard copy of P&B
- All TC officials job description should include links with the ILO programmatic frameworks
- Important to engage the constituents in the governance of the TC Projects
- TC needs to be keep innovating
- TC staff needs to be much more involved in the discussion of the framework
- Technical staff should be part of the planning process (need to build a platform)



②

15. ILO CTAs/NPCs WORKSHOP: Results of group work “A gender based discussion”

Question nr. 1



- TC Project staff need to work in network (should not remain within their Projects framework)
- CTAs should feel free to use the ILO & UN expertise on gender
- TC staff should be trained on Gender aspects
- Peer review between TC staff to evaluate Project proposals



3

Question nr. 2



- Find a practical way of increasing TC staff knowledge on the ILO framework documents (surveys, etc)
- More exercise to build team spirit (involving also RB staff)
- Make a better use of UN clusters groups
- Recruitment and treatment of TC staff needs to take into account particular needs and values
- Create tools to improve communication between TC staff and TC staff and RB staff
- Need to improve the induction process of ILO TC staff
- Improve attitudes regarding TC staff as ILO staff in order to empower them as an ILO voice in the country



4

15. ILO CTAs/NPCs WORKSHOP: Results of group work
“A gender based discussion”

Question nr. 2



- Better plan and transparency of some planning processes in the ILO in order to allow TC staff participation
- Job ToRs should include Gender competencies
- Resource mobilization should move from Project based to Program based
- Regular technical meetings between TC staff and DWC teams should be organized and ILO should allocate resources
- Strength SP capacity to promote DW agenda
- TC staff should be technical experts and should bring technical experience into the UN Joint Programs



5

Question nr. 3



- Re-training TC staff on good practices on the involvement of Social Partners
- Getting priorities of SP into the Project designing phase
- Analysis of what can be SP comparative advantages for the Project
- Identify a feasible role for SP within the Project frameworks and reinforce their capacity
- Present the Project Document for validation with SP
- Increase the time frame to work on Project design
- Projects should budget for the engagement of SP (ex. Allocation for training, the same regards Gender)
- ILO needs to be proactive to sensitize donors for SP needs



6

15. ILO CTAs/NPCs WORKSHOP: Results of group work “A gender based discussion”

Question nr. 3



- Support constituents to help them influencing donor views and attitudes
- Relook our Capacity Building Strategy to strength their capacity to promote ILO values (including Gender Equality), including different levels of capacity (human, financial administrative or technical resources)
- Including sustainability issue on our relation with SP (appropriation)
- Bring SP to the broader consultation like UNDAF, PRSP



Question nr. 3



- Improve management of TC Programs to have a better SP participation along the curse of Project implementation
- Need to find solutions to promote accountability among SP
- Leadership structures are male dominated and this is a problem within the SP
- Promote more Women leaders within our Social Partners
- Involve Social Partners in Project Steering Committees



16. ILO CTAs/NPCs WORKSHOP: Résultats des travaux de groupe de l'équipe francophone



16. ILO CTAs/NPCs WORKSHOP: Résultats des travaux de groupe de l'équipe francophone

PREMIERE QUESTION



- Améliorer l'information et la communication entre les différents Bureaux et les Projets de Coopération Technique et au sein même du BIT.
- Impliquer les Bureaux dans les résultats des Projets de Coopération Technique dans la mesure où les Bureaux sont impliqués dans le traitement des dossiers des Projets.
- Revenir aux missions premières de l'Unité de Programmation (Appui stratégique, planification, ...)
- Simplifier les procédures financières (notamment en ce qui concerne les achats locaux et la sélection des fournisseurs) en vue d'améliorer le taux d'absorption des ressources et la capacité de fonctionner des Projets et en donnant plus de responsabilité aux CTP et CNP des Projets.
- Institutionnaliser, au niveau des différents Bureaux, les réunions techniques entre l'unité de programmation, administrative et financière et les Projets de Coopération Technique.
- Améliorer et systématiser le reporting et le suivi au niveau des Projets.



①

DEUXIEME QUESTION



- Echanger périodiquement les expériences et capitaliser les bonnes pratiques entre Projets de coopération technique.
- Briefer correctement les CTP et CNP sur les outils de coopération technique, les objectifs et mandat du BIT et les procédures techniques, administratives et financières.
- Améliorer la gestion et le traitement du Staff de coopération technique en le considérant au même titre que le Staff inscrit sur les budgets réguliers (motivation, plan de carrière, formation, ...).
- Améliorer la capitalisation de l'expérience et des acquis des Projets de coopération technique au sein de l'institution.
- Institutionnaliser la fonction du Point focal du BIT là où il n'existe pas de Bureau du BIT.
- Disponibiliser le manuel des procédures clairement établies.
- Mieux concevoir les documents de projet en tenant compte des réalités du terrain.
- Mettre à la disposition des CTP et CNP la documentation nécessaire au niveau technique, administratif et technique.
- Briefer les unités de programmation, administrative et financière sur l'élaboration et la gestion des projets.



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16. ILO CTAs/NPCs WORKSHOP: Résultats des travaux de groupe de l'équipe francophone

DEUXIEME QUESTION(SUITE)



- Institutionnaliser les réunions périodiques entre l'unité de programmation, les spécialistes et les responsables des Projets de coopération technique.
- Pérenniser ce genre des rencontres et les budgétiser
- Renforcer la responsabilité et l'autonomie du personnel administratif et financier des projets de coopération technique (traitement du FISEX par exemple)
- Capitaliser l'expérience et les spécificités des projets de coopération technique œuvrant dans un site en faveur d'un même groupe cible.



3



TROISIEME QUESTION



- Plaidoyer auprès des partenaires sociaux par rapport à leur implication en faveur des bénéficiaires des projets de coopération technique.
- Maintenir la culture tripartite du BIT en matière de gestion des projets de coopération technique.
- Sensibiliser les spécialistes ACTRAV et ACTEMP pour qu'ils s'impliquent davantage dans les activités des projets de coopération technique.
- Intégrer des activités les partenaires sociaux sont des bénéficiaires directs



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16. ILO CTAs/NPCs WORKSHOP: Résultats des travaux de groupe de l'équipe francophone



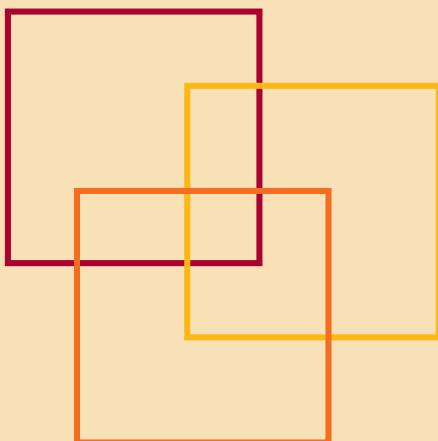
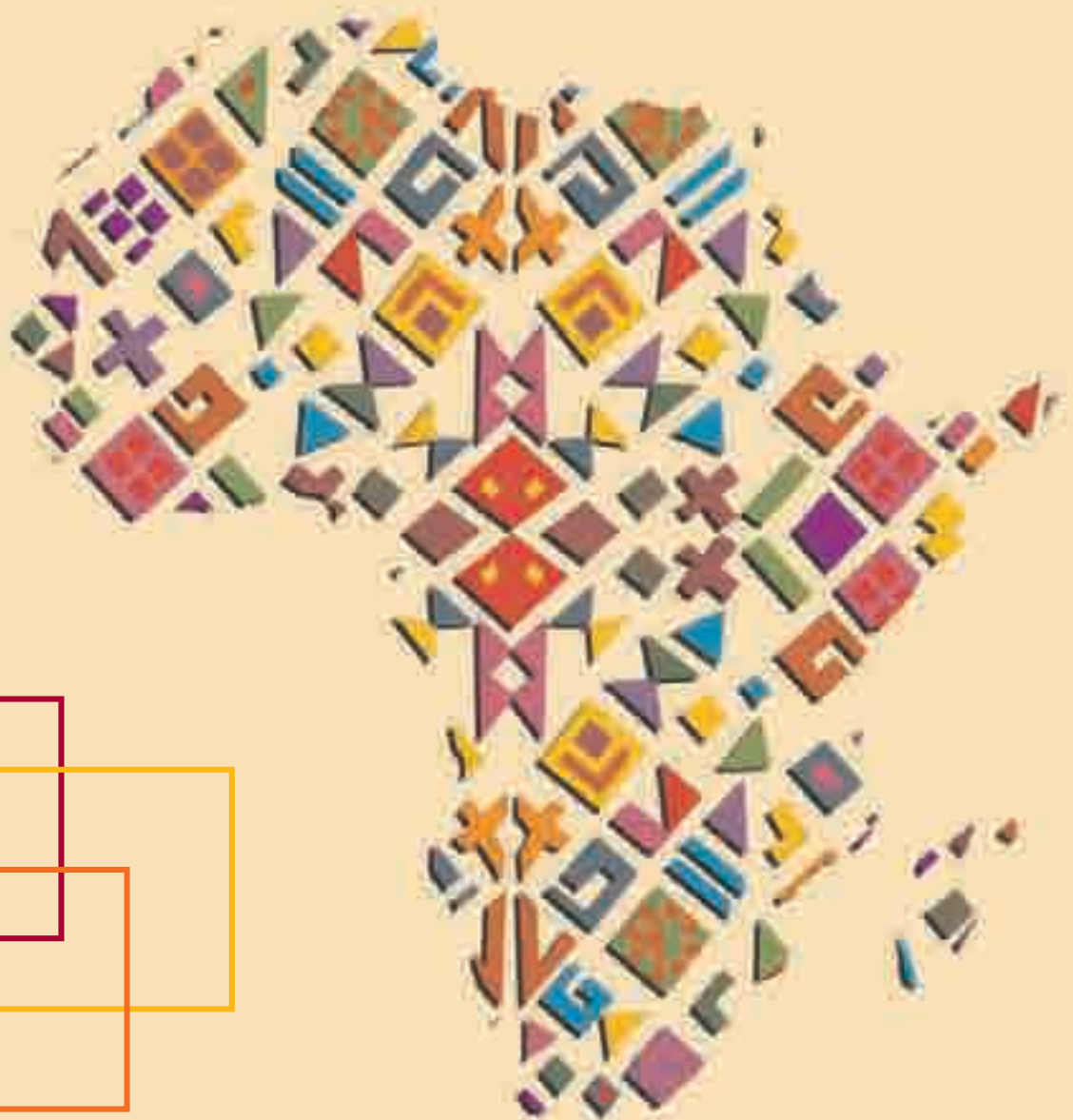
GENDER

- Améliorer la connaissance de la problématique Gender au sein des projets de coopération technique
- Promouvoir le recueil des indicateurs Gender au sein des projets de coopération technique

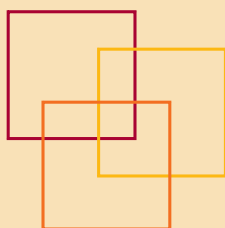




Presentation of ILO technical projects/programmes in Africa



Standards and fundamental principles and rights at work



CTA-NPC knowledge sharing Meeting
Nairobi, 15 – 17 February 2010

Project title:

Promoting Decent Work for People with Disabilities through a Disability Inclusion Support Service (INCLUDE)

Project code: INT/08/70/IRL

Countries covered: Ethiopia, Zambia, Uganda, Tanzania, Kenya (In Asia: Vietnam and outreach to Cambodia and Lao PDR)

Gov't counterpart(s): Ministries responsible for Labour, Vocational Training, Disability, Social Services and Finance and Planning in participating countries.

Link to the Decent Work Country Programme of country objectives:

INCLUDE is linked to the ILO Decent Work Country Programmes, those in Ethiopia, Uganda, Zambia and Tanzania which include a focus on improving opportunities for persons with disabilities.

It contributes the ILO Global Employment Agenda, by focusing on legislative, policy and programme issues which prevent or discourage the participation of disabled workers in the active workforce.

Link to the Decent Work Agenda for Africa (2007-2015):

Through their (PEPDEL and INCLUDE) focus on improving of the employability and employment of persons with disabilities through further revision of relevant legislation and regulations and their improved implementation and enforcement, and on the inclusion of persons with disabilities in general vocational training, entrepreneurship and enterprise development, micro-finance and employment-related services, the projects are expected to contribute to the reduction of poverty and to the social and economic inclusion of people with disabilities in participant countries, building on the strategies and tools developed.

In Africa, the Declaration on Employment and Poverty in Africa¹, 2004 commits African Union (AU) members to ensure equal opportunities for disabled persons by implementing the African Decade of Disabled Persons and, to that end, developing policies and national programmes that favour full participation of persons with



disabilities and their families in social, political and economic development. The Plan of Action for the implementation of the commitments made in this Declaration prioritizes the targeting and empowering of vulnerable groups such as persons with disabilities, through education, skills training and entrepreneurship, among other recommended actions.

This commitment is reflected in the ILO Decent Work Agenda for Africa which emphasises the need to include persons with disabilities in skills development, employment promotion, poverty reduction and social security strategies and initiatives.

Link to Programme & Budget 2010/11:

Both PEPDEL and INCLUDE are linked to the following P & B strategic objectives:

Employment

- ▶ More women and men have access to productive employment, decent work and income opportunities
- ▶ Skills development increases the employability of workers, the competitiveness of enterprises, and the inclusiveness of growth
- ▶ Sustainable enterprises create productive and decent jobs

Standards and fundamental principles and rights at work

- ▶ Discrimination in employment and occupation is eliminated
- ▶ International labour standards are ratified and applied

Link to the Global Jobs Pact

As a result of the barriers they face in their search for decent work, many disabled people are excluded from active participation in society and live in poverty. According to UN Statistics, 82 per cent of disabled people in developing countries live below the poverty line, and are among the most vulnerable and marginalized in these countries, estimated make up between

¹ Declaration on Employment and Poverty in Africa, adopted at the African Union 3rd Extraordinary Session on Employment and Poverty Alleviation, Ouagadougou, Burkina Faso, Sept. 2004.

15 an 20 per cent of the poor in developing countries.²

This situation has reportedly been aggravated by the recent global jobs crisis has reportedly lead to reduced employment of disabled workers, less public expenditure on programmes relevant to their employability and employment, and reduced demand for the products of enterprises employing disabled persons. People with disabilities count among the vulnerable groups hardest hit by the crisis and must be included in measures and policies to protect incomes and sustain livelihoods as well as enhancing support to women and men hit hard by the crisis , by investing in skills development, skills upgrading and re-skilling to improve employability. In particular fir those having lost or at risk of losing their jobs.

Both the PEPDEL and INCLUDE projects, by drawing attention of policy-makers and programme to the requirements of persons with disabilities, contribute to ensuring that they are taken into account in policies and measures to address the financial crisis.

Project starting date/ date de début du projet:

01/08/2008

Project end date: 31/08/2011

Donors(s): Irish Aid

Project budget: 2,287,459 US-\$

Project staff

Name	Title
Fantahun Melles	NPC, Ethiopia
George Mubita	NPC, Zambia
Berhan Ayenew	Regional FAA 50%, Ethiopia
Vivienne Mbulo	National FAA 50%, Zambia
Pia Korpinen	Regional Technical Officer on Disability, Ethiopia

In Asia:

Emmanuela Pozzan	Emmanuela Pozzan, Regional Coordinator
Pham Thi Cam Ly	NPC Vietnam, FAA

Project objectives:

The main objective of the INCLUDE project is to promote the development and strengthen the capacity of a disability inclusion support service to sensitize policy makers, programme and service providers to disability issues from a rights-based perspective and to provide technical advice regarding the inclusion of persons with disabilities in mainstream policies programmes and services.

Brief description (including workers/employers involvement at different stages & potential/actual contribution to the recovery process)

The main objective of the INCLUDE project is to promote the development and strengthen the capacity of disability inclusion support agencies to sensitize policy makers, programme and service providers to disability issues from a rights-based perspective and to provide technical advice regarding the inclusion of persons with disabilities in mainstream policies, programmes and services. The strategy is to develop and strengthen the capacity of such agencies to provide such services, through on-going support throughout the project, as countries move from an approach to disability policies and services which emphasises separate provision to an approach which emphasises the full participation with equality of persons with disabilities in the mainstream.

The project will document and disseminate good practice examples of approaches to disability inclusion, prepare practical guides and other tools on the inclusion of a disability perspective; ensure that existing ILO tools and guides in Entrepreneurship Development, Skills Development, and Employment Promotion are inclusive of disability perspectives; deliver Disability Equality training in collaboration with the ILO International Training Centre, Turin; and support the establishment and operation of a Disability Inclusion Support Service in selected countries with national and, in some cases, regional outreach.

The project addresses the problem faced in many countries: that of translating into practice the principle of equal opportunity contained in laws and policies, through inclusive programmes and services thereby ensuring that people with disabilities are enabled to take part actively in their communities and society.

² Elwan, Ann (1999): *Poverty and disability: A survey of the literature*. World Bank Social Protection Discussion Paper No. 9932, pp. 15-16.

Main results so far:

Contribution towards overall strategic and outcomes level:

- ▶ Disability Inclusion Support Services established in Ethiopia, Zambia and Tanzania (Zanzibar).
- ▶ As an important tool for the INCLUDE project - a Disability Equality Training (DET) methodology has been refined, building on the pilot session conducted at the end of Phase 2 of the ILO/IA PP. In the course of INCLUDE to date, training in the DET methodology has been provided to project staff and a network of facilitators; DET training has been provided at national level, frequently as part of training in other topics (including training of trainers); and guidelines on disability equality training for facilitators have been drafted and will be finalized in early 2010.
- ▶ In preparation for the 'roll-out' of an inclusive approach to the employability and employment-related training in the project countries, disability reviews have been completed or underway of several ILO training manuals including the ILO manual on Training for Rural Economic Empowerment, WEDGE tools, the ILO Guidebook for Socio-Economic Reintegration of Ex-Combatants and the Know about Business tool for young people.
- ▶ To contribute to the knowledge base for building the capacity of project stakeholders, information is being gathered on experience in including persons with disabilities in entrepreneurship and enterprise development, vocational training and employment policies and programmes in countries around the world.
- ▶ In collaboration with the PEPDEL project, the 2nd disability-related project under the ILO-Irish Aid Partnership Programme, a strategic communication framework has been developed for Phase Three to tackle the stereotypical and often negative attitudes about the capabilities of disabled persons. This communications framework will form the basis of country-level media campaigns that promote positive images of people with disabilities at work, based on evidence of achievements under the ILO/Irish Aid Partnership Programme.

Principal challenges:

Decline in overall amount available in US Dollars due to exchange rate fluctuation at the time of the 2009 transfer from Irish Aid

Demand for INCLUDE activities will accelerate during 2010, as INCLUDE agencies become operational.

Outlook:

Inclusion of disability issues across national programmes has great potential to effectively tackle issues of poverty and exclusion faced by persons with disabilities.

The INCLUDE project is piloting a fundamentally new approach, however, involving movement from a separate approach to service provision for persons with disabilities to an inclusive approach. This requires change at many levels, including behavioural and attitudinal change; revision of policies, rules and regulations; as well as changes to the built environment and to the ways in which information is communicated. INCLUDE is taking place at the start of a long process towards an inclusive society as envisioned in the UN Convention on the Rights of Persons with Disabilities. INCLUDE agencies are in many cases 'learning by doing' and the materials and practical guides to be developed during the project will have widespread application beyond the participating countries.

The INCLUDE project will be more effective in tackling these challenges if an effective long term media campaign is put in place. Long term sustainability will be enhanced in this way.

The level of systems change required is unlikely to happen in a short time frame. It is a matter of concern that it will be difficult to reverse well established programmes, policies and services, and to bring about change in attitudes and practices before the project ends in 2011.

CTA-NPC knowledge sharing Meeting

Nairobi, 15 – 17 February 2010

Project title:***Promoting the Employment and Employability of Persons with Disabilities through Effective Legislation (PEPDEL)*****Project code/ code du projet:** INT/08/69/IRL**Countries covered:** Ethiopia, Zambia, Uganda, Tanzania (In Asia: China, Vietnam, Thailand)**Gov't counterpart(s):**

Ministries responsible for Labour, Vocational Training, Social Services, Disability, Justice and Finance & Planning in the participating countries.

Link to the Decent Work Country Programme of country objectives:

PEPDEL is linked to the ILO Decent Work Country Programmes, those in Ethiopia, Uganda, Zambia and Tanzania which include a focus on improving opportunities for persons with disabilities.

It contributes the ILO Global Employment Agenda, by focusing on legislative, policy and programme issues which prevent or discourage the participation of disabled workers in the active workforce.

Link to the Decent Work Agenda for Africa (2007-2015):

Through their (PEPDEL and INCLUDE) focus on improving of the employability and employment of persons with disabilities through further revision of relevant legislation and regulations and their improved implementation and enforcement, and on the inclusion of persons with disabilities in general vocational training, entrepreneurship and enterprise development, micro-finance and employment-related services, the projects are expected to contribute to the reduction of poverty and to the social and economic inclusion of people with disabilities in participant countries, building on the strategies and tools developed.

In Africa, the Declaration on Employment and Poverty in Africa¹, 2004 commits African Union (AU) members to ensure equal opportunities for disabled persons by implementing the African Decade of Disabled Persons and, to that end, developing policies and national programmes



that favour full participation of persons with disabilities and their families in social, political and economic development. The Plan of Action for the implementation of the commitments made in this Declaration prioritizes the targeting and empowering of vulnerable groups such as persons with disabilities, through education, skills training and entrepreneurship, among other recommended actions.

This commitment is reflected in the ILO Decent Work Agenda for Africa which emphasises the need to include persons with disabilities in skills development, employment promotion, poverty reduction and social security strategies and initiatives.

Link to Programme & Budget 2010/11:

Both PEPDEL and INCLUDE are linked to the following P & B strategic objectives:

Employment

- ▶ More women and men have access to productive employment, decent work and income opportunities
- ▶ Skills development increases the employability of workers, the competitiveness of enterprises, and the inclusiveness of growth
- ▶ Sustainable enterprises create productive and decent jobs

Standards and fundamental principles and rights at work

- ▶ Discrimination in employment and occupation is eliminated
- ▶ International labour standards are ratified and applied

Link to the Global Jobs Pact

As a result of the barriers they face in their search for decent work, many disabled people are excluded from active participation in society and live in poverty. According to UN Statistics, 82 per cent of disabled people in developing countries live below the poverty line, and are among the most vulnerable and marginalized in

¹ Declaration on Employment and Poverty in Africa, adopted at the African Union 3rd Extraordinary Session on Employment and Poverty Alleviation, Ouagadougou, Burkina Faso, Sept. 2004.

these countries, estimated make up between 15 an 20 per cent of the poor in developing countries.²

This situation has reportedly been aggravated by the recent global jobs crisis has reportedly lead to reduced employment of disabled workers, less public expenditure on programmes relevant to their employability and employment, and reduced demand for the products of enterprises employing disabled persons. People with disabilities count among the vulnerable groups hardest hit by the crisis and must be included in measures and policies to protect incomes and sustain livelihoods as well as enhancing support to women and men hit hard by the crisis, by investing in skills development, skills upgrading and re-skilling to improve employability. In particular for those having lost or at risk of losing their jobs.

Both the PEPDEL and INCLUDE projects, by drawing attention of policy-makers and programme to the requirements of persons with disabilities, contribute to ensuring that they are taken into account in policies and measures to address the financial crisis.

Project starting date: 01/08/2008

Project end date: 31/07/2011

Donors(s): Irish Aid

Project budget: 2,144,493 US-\$

Project staff:

Name	Title
Fantahun Melles	NPC, Ethiopia
George Mubita	NPC, Zambia
Berhan Ayenew	Regional FAA 50%, Ethiopia
Vivienne Mbulu	FAA 50%, Zambia
Pia Korpinen	Regional Technical Officer on Disability, Ethiopia

In Asia:

Emmanuela Pozzan	Regional Coordinator
Pham Thi Cam Ly	NPC Vietnam, Liu Chunxiu NPC China, FAA

Project objectives:

- Enhanced government capacity to collaborate with employers' workers' and disabled persons' organizations in planning the implementation of effective legislation, policy

and programmes addressing the employability and employment of persons with disabilities, with particular attention to women with disabilities and disabled persons living with HIV/AIDS.

- Strengthened implementation and enforcement of employment-related laws and policies.
- Continuing attention to disability perspectives in laws and policies assured through greater involvement of universities in sensitizing existing and future generations of lawyers.

Brief description (including workers/employers involvement at different stages & potential/actual contribution to the recovery process):

Phase 3 of the project 'Promoting the Employability and Employment of Persons with Disabilities (PEPDEL) continues to promote the review and reform of disability-related training and employment laws and policies, and their effective implementation. The aim of this phase is to enable States, social partners and disability advocates to participate in the process of preparing their laws and policies, implementation and enforcement measures for the ratification and implementation of ILO Convention No. 159 concerning the Vocational Rehabilitation and Employment of Persons with Disabilities and of the UN Convention on the Rights of Persons with Disabilities.

Key elements of the PEPDEL strategy is its work with national training agencies, employment services and university law faculties, working towards the inclusion of a disability perspective in their programmes and services. Working with the ITC Turin, as well as national disability advocacy agencies PEPDEL will build the capacity of governments, social partners and civil society to effectively promote decent work opportunities for women and men with physical, sensory, intellectual and psycho-social disabilities, including those living with HIV/AIDS.

Main results so far:

Contribution towards overall strategic and outcomes level:

- Support provided to the review and revision of legal frameworks, or the development of new laws relating to the employability and employment of persons with disabilities in all project countries.
- Knowledge of new legislation promoted through dissemination workshops at national, regional and district levels (Ethiopia).
- Support provided to the inclusion of disability concerns in the national development and

² Elwan, Ann (1999): *Poverty and disability: A survey of the literature*. World Bank Social Protection Discussion Paper No. 9932, pp. 15-16.

poverty reduction frameworks in two countries to date (Ethiopia and Zambia).

- ▶ Support to the enhancement of employability of persons with disabilities through the development of action plans to raise the standard and relevance of vocational training for persons with disabilities, and to promote their participation in general courses open to the population as a whole (Zambia, Ethiopia on-going).
- ▶ Promoting the inclusion of people with disabilities in training and employment through the compilation and dissemination of information on good practice in relevant laws, policies and programmes.
- ▶ Development of strategic communications framework.
- ▶ Establishment of the Centre for Disability Law and Policy at the University of Western Cape, South Africa.
- ▶ MoU's in place with Universities in Ethiopia and Zambia with the aim of institutionalizing a disability legislation curriculum within existing courses.

Principal challenges:

Concerns relating to long-term sustainability include the following:

With the allocation of responsibility for disability issues to a range of government ministries, in line with the provisions of the United Nations Convention on the Rights of Persons with Disabilities, government officials have limited familiarity with the topic and need capacity building and considerable technical support. This has meant that progress with project activities has proceeded at a slow pace in some cases.

In addition, rapid turnover of ministerial staff in some countries has presented difficulties with project implementation in some cases.

Budgetary constraints:

Greater demand for PEPDEL support than can be provided due to budgetary constraints.

Decline in overall amount available in US Dollars due to exchange rate fluctuation at the time of the 2009 transfer from Irish Aid

Outlook:

PEPDEL is in operation at a most opportune time, as countries move to ratify and implement the new UN Convention on the Rights of Persons with Disabilities. Tools and publications developed in previous phases now have enhanced relevance.

The communications strategy developed under both the PEPDEL and INCLUDE projects along related media materials has the potential to be singularly effective in reaching out to key stakeholders whose collaboration is essential in order to improve the implementation of disability legislation and policies concerning the employability and employment of persons with disabilities. Emphasis will be placed on country level media campaigns in the remainder of the project, to accompany the technical publications, advice and advocacy work under PEPDEL.

The involvement of universities in institutionalizing the disability legislation curriculum developed under Phase 2 within existing courses, with adaptations to the national setting as required, along with the establishment of the Centre for Disability Law and Policy at the University of the Western Cape, South Africa, and the links that have been initiated with PEPDEL support to other third level institutions, bodes well for the sustainability of PEPDEL's impact.

**Réunion de partage d'information
pour CTP & CNP**
Nairobi, 15-17 février 201

Titre du projet:

***Projet d'appui à la mise en œuvre de la
Déclaration de l'OIT relative aux principes
et droits!***

Code du projet: RAF/06/08M/FRA

Pays couvert(s): Bénin, Burkina Faso, Cameroun, Congo, Côte d'Ivoire, Gabon, Guinée, Guinée-Bissau, Guinée-Equatoriale, Madagascar, Mali, Mauritanie, Niger, République Centrafricaine, Sénégal, Tchad, Togo.

Partenaire(s) gouvernemental(aux):
Ministères du travail.

Lien avec les objectifs pays du Programme pays pour le Travail décent:

Lien avec l'Agenda du travail décent en Afrique 2007-2015: Améliorer l'application des conventions ratifiées et assurer un plus grand respect effectif des principes et droits fondamentaux au travail

Lien avec le Programme & Budget 2010/2011:
Objectif stratégique: Normes et principes et droits fondamentaux au travail

Lien avec le Pacte mondial pour l'emploi:
Assurer une vigilance accrue sur les principes et droits fondamentaux au travail

Date de début du projet: 1^{er} /12/2006

Date de fin du projet: 30/06/2010

Pays donateur(s): France (Ministère du travail)

Budget du projet: 5 ,350, 000US-\$

Objectifs du projet:

1. Améliorer l'application des conventions fondamentales de l'OIT pour contribuer à la promotion du travail décent et au développement économique et social des pays
2. Mettre en conformité les législations nationales avec les conventions fondamentales
3. Renforcer la liberté d'association, la négociation collective et la lutte contre la discrimination dans l'emploi et la profession
4. Sensibiliser et former sur les quatre catégories de catégories de principes et droits fondamentaux au travail.



Personnel du projet

Noms	Titres
SENEGAL	
Oni Jules	Conseiller Technique Principal
Wade Aboubacar	Administrateur sous régional pour les pays du Sahel
BA Mamadou S.	Assistant Administratif et Financier
Aw Sokhna Diongue	Secrétaire
CAMEROUN - Yaoundé	
Zogo Flavien	Administrateur sous régional pour les pays de l'Afrique Centrale
Nkouandou Julienne	Secrétaire
MADAGASCAR - Antananarivo	
Randriamahaleo William	Administrateur National
Raboanaly Emma	Secrétaire
BURKINA FASO	
Soulama Timothée	Chargé des Programmes

Brève description (y compris l'implication des partenaires sociaux dans les différents étapes & la contribution actuelle et potentielle au processus de reprise économique):

Le projet appuie les mandants pour le renforcement de leurs capacités dans les domaines de la liberté d'association et de négociation collective, de lutte contre le travail forcé, la lutte contre la discrimination en matière d'emploi et de profession.

Principaux résultats à date :

Amélioration de la connaissance des normes internationales du travail par les magistrats et les avocats et par conséquent de la jurisprudence sociale dans les pays couverts ; l'introduction de l'enseignement approfondi des normes

fondamentales dans les écoles nationales d'administration ; mise en place d'un processus de lutte contre la discrimination ; appui au renforcement de l'unité syndicale.

Principaux défis:

- Le renforcement de l'unité syndicale en Afrique francophone par la mise en place d'un système de représentativité syndicale.
- La lutte contre les différentes formes de discrimination

Perspective:

Les négociations sont en cours pour une nouvelle phase en vue du renforcement et de la consolidation des actions en cours.

CTA-NPC knowledge sharing Meeting
Nairobi, 15 – 17 February 2010

Project title:

Promoting the Fundamental Principles and Rights at Work and Social Dialogue in Egypt

Project code: EGY/07/03M/USA

Countries covered: Egypt

Gov't counterpart(s): Ministry of Manpower & Migration

Link to the Decent Work Country Programme of country objectives:

- ▶ A social dialogue mechanism involving tripartite constituents established
- ▶ Strong and representative employers' and workers' organizations influencing economic, social and governance
- ▶ Strengthened institutional capacity of employers' organizations
- ▶ Strengthened institutional capacity of workers' organizations
- ▶ Capacity-building of social partners on labour issues

Link to the Decent Work Agenda for Africa (2007-2015):

- ▶ Improved application of international labour standards especially, fundamental principles and rights at work
- ▶ Freedom of association and collective bargaining
- ▶ Promoting effective tripartism and social dialogue, including strengthening the capacity of ILO constituents to promote decent work

Link to Programme & Budget 2010/11:

Link to the Global Jobs Pact

- ▶ Respect for fundamental principles and rights at work
- ▶ Respect for freedom of association
- ▶ Social dialogue is an invaluable mechanism for the design of policies to fit national priorities.

Project starting date: 18/4/2008

Project end date: 31/12/2011

Donors(s): US Department of Labour

Project budget: 2,800,000 US-\$



Project staff:

Name	Title
Mustapha Said	CTA
Rafik Hamdy	Finance and Administrative Assistant
Hani Ragab	Driver/Clerk

Project objectives:

1. Workers and employers are more knowledgeable of their rights and obligations and are increasingly engaging in constructive dialogue and negotiations.
2. Independent, competent and representative employers' and workers' organizations which are able to better represent and defend the interests of their members.
3. The Ministry of Manpower has a strengthened capacity to prevent and settle labour disputes.
4. Reform labour legislation in order to bring it into conformity with ratified ILO Conventions and the principles of the Declaration.

Brief description (including workers/employers involvement at different stages & potential/actual contribution to the recovery process):

Since the beginning the participation of the constituents characterized by:

- ▶ Full engagement of workers' unions on all levels;
- ▶ Weak participation of employers' organizations.

The project is trying to target employers on the governorates level where they have some structures and need to improve industrial relations. At the same time continue the political communication to bring the leaders on board.

Main results so far/ principaux résultats à date:

- ▶ A steering committee established (Project Advisory Committee was formed);
- ▶ Needs assessment for constituents to engage in tripartite & bipartite dialogue;
- ▶ Signature of a protocol of cooperation between the 10th of Ramadan investors' association and the local union Federation;

- ▶ Increase the capacities of workers' organizations to participate effectively in the development of social and labour policies;
- ▶ Regulations and working conditions in the mine sector in El Minia governorate were improved;
- ▶ Workers in local trade union federations in 13 governorates were trained and develop their strategic plans;
- ▶ All workers representatives at labour court were trained for better defending their member's interests;
- ▶ Workers Education Association requested ILO to assist in developing its structure and curricula; a study on this regard is in process;
- ▶ Printing materials to disseminate basic principles and rights at work, Egyptian labour law.

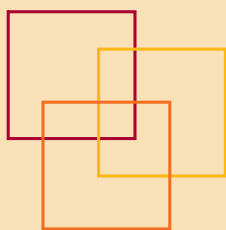
Principaux défis:

Due to the economical restructuring policies, a new strong private sector emerged with conservative attitude towards basic trade union rights at work and labour standards. The tense industrial relation, participation of employers, respect of the basic labour standards and developing effective tripartite structures are the principal challenges.

Perspective:

Due to the political and socio - economical situation in Egypt, the project is considered as the forefront for the DWCP, it will continue its work to spread out the ILS mainly the importance of respecting the Declaration through media campaign, building the capacities of ILO constituents to willingly engage in a deep social dialogue aiming at developing the competitiveness and productivity of the Egyptian economy, as well develop the needed framework and structures that will enable them to achieve that.

The elimination of worst forms of child labour



CTA-NPC knowledge sharing Meeting

Nairobi, 15 – 17 February 2010

Project title:
Project of Support to the National Action Plan to Combat Child Labour in Malawi
Project code/ code du projet: ILO Project

Number: MLW/09/50/USA

Countries covered: Malawi

Gov't counterpart(s): Ministry of Labour, Ministry of Education, Ministry of Women, Children and Community Development, Ministry of Agriculture, Ministry of Local Government

Link to the Decent Work Country Programme of country objectives: This programme is linked to employment creation, youth safety at the workplace, economic empowerment of vulnerable families and reduction of child labour

Link to the Decent Work Agenda for Africa (2007-2015): MW103 – a conducive environment fostered for and steady progress made towards the elimination of worst forms of child labour (Outcome 16)

Link to Programme & Budget 2010/11:

Link to the Global Jobs Pact / lien avec le Pacte mondial pour l'emploi

Project starting date: 30/09/2009

Project end date: 31/12/2012

Donors(s): United States Department of Labour (USDOL) and One UN Fund Allocation to Malawi

Project budget:

US\$ 2,757,621 from USDOL (2009 - 2012)

US\$ 550,000 from One UN Fund (2009-2010)

Project staff:

Name	Title
CTA	(Not on board)
Chimwenje Simwaka	National Programme Coordinator
Florence Khwiya	Finance and Administrative Assistant
Peter Thawale	Driver/Clerk


Brief description (including workers/employers involvement at different stages & potential/actual contribution to the recovery process):
Main results so far:

The programme has been able to develop models of interventions for combating child labour at national and district level. Over 6,000 children have been directly withdrawn or prevented from child labour and provided with alternative livelihoods including education opportunities. Vulnerable households have also been supported to ensure that they retain their children in school. The programme has also supported the Government of Malawi to draft the National Child Labour Policy, National Action Plan on Child Labour, List of Hazardous Activities for Children, database management and enforcement of the law.

Principal challenges:

High poverty levels at community level and low levels/quality of basic services including education. Inadequate funding for child labour programmes to the Ministry of Labour and partners results in programmes being implemented in selected areas.

Outlook:

The new programme will utilize best practices that have been documented in the past four years. There is high collaboration among partners in the country and this will create synergies.

CTA-NPC knowledge sharing Meeting

Nairobi, 15 – 17 February 2010

Project title / titre du projet:

Towards Elimination of the worst forms of Child Labour (TECL), Phase II with the focus on HIV/AIDS in South Africa, Botswana and Namibia

Project code: RAF/08 /P52/USA

Countries covered: South Africa, Botswana and Namibia

Gov't counterpart(s): Government of South Africa, Botswana and Namibia.

Link to the Decent Work Country Programme of country objectives:

Country Outcomes linked to the child labour sub regional project SAF/00/05/050 National programme on the elimination of child labour

Namibia:

Increased national capacity to develop & implement policies aimed at reducing child labour in Namibia focusing on Agriculture, Commercial Sexual Exploitation of children & Children used by Adults to commit crimes.

Botswana

Increased national capacity to develop & implement policies aimed at reducing child labour in Botswana with a focus on in Agriculture & Commercial Sex.

South Africa

Strengthened national capacity to effectively mainstream child labour issues into the existing policy framework and take action against the worst forms of child labour, focusing on Commercial Sexual Exploitation of Children, Children Used by Adults to commit Crime & excessive Household Chores.

Link to the Decent Work Agenda for Africa (2007-2015): As above

Link to Programme & Budget 2010/11:

P&B OUTCOME 16: Child Labour is eliminated, with priority being given to the WFCL.

Link to the Global Jobs Pact

Project starting date: September 2008

Project end date: March 2012

Donors(s): USDOL

Project budget: 4 750 000 USD



Project staff:

Name	Title
Grace Banya	CTA
Sabelo Mbili	FAA
Francisca Velaphi	NPC-SA
Given Mokgalaka	Driver-SA
Marianyana Selelo	NPC-Botswana
Puseletso Tebape	AA-Botswana
Ntwala Mwilima	NPC-Namibia
Stella Iiyambo	AA-Namibia

Project objectives:

Development objective for TECL II:

To contribute to the elimination of the worst forms of child labour and other forms of child labour in Botswana, Namibia and South Africa by supporting the implementation of national plans of action in these countries.

1. By the end of the project, capacity of the key partners in Botswana, Namibia and South Africa will have been strengthened to more effectively mainstream Child Labour issues into legislative and policy frameworks and take action against WFCL, and awareness will have been raised among the general public and among key stakeholders.
2. By the end of the project, models of interventions (focusing on education and HIV & AIDS) for addressing selected WFCL and prioritised forms of child labour in Botswana, Namibia and South Africa will have been developed, tested and further mainstreamed through pilot interventions involving direct action programmes.

Brief description (including workers/employers involvement at different stages & potential/actual contribution to the recovery process):

The active participation by national counterparts (workers, employers and government) in the project actions is a key component, in order to promote national ownership and sustainability. In Botswana & Namibia the government has made in-kind contribution by housing project staff in the Ministries of Labour offices, provision of

furniture and contributing other resources to project activities. In addition the social partners are members of the National Steering Committees which oversee the implementation of project activities.

The TECL II project will provide monitoring and technical assistance to government of South Africa's interventions that are fully-funded from national resources; a clear sign of the realization of sustainable achievements by the South African Government.

A total of 8,400 children will be targeted for withdrawal and prevention from child labour through the provision of educational and non-educational services following direct action from the project in Botswana, Namibia and South Africa. Of this total, 2,800 will be withdrawn from work and 5,600 will be prevented from being engaged in child labour. Of the total boys and girls to be targeted by the project, 8,313 (99%) will be targeted to receive educational and/or training services.

While each of the three countries involved in the TECL II programme has country specific programmes which are directly linked to their national action plans on the elimination of child labour, part of the TECL II strategy is to ensure that the countries exchange experiences and learn from each other where possible. A significant component of the sub-regional programme is therefore to share lessons learnt among the countries, including Lesotho and Swaziland, which were part of the TECL I programme. TECL II will also include participation in the South-South initiative initiated by Brazil.

Main results so far:

Project start-up Activities:

- ▶ The TECL II project in Namibia & Botswana started with the establishment of the Project advisory committees in June 2009 and August 2009 respectively. As a result of the PACC committees meetings, the implementation of the Action Plan of Action for Namibia & Botswana with the support of the TECL II is underway. The South Africa Plan and Sectoral committee has been in existence and continues to coordinate implementation of the plan.
- ▶ As a follow-up to the establishment of the PACC committees, the project organized strategic planning workshops mainly aimed at ensuring the set priorities in the NAPS are still relevant and to also determine any emerging priorities and possible gaps that need to be addressed.
- ▶ Botswana will soon release the Children's Act of 2009 which is aligned to the CRC, C138 and C182 and explicitly stipulates the rights

of a child including protecting children against child labour and other labour practices which are deny children's rights to education, and affect their physical, mental, moral or wellbeing. Penalties for those who break the law have been clearly stipulated and the provisions of the act shall take precedence should there be conflict with other legislation.

- ▶ The Namibian Government decreed child labour as a criminal offence – by a presidential decree last year.

Studies:

- ▶ Most of the planned studies in Namibia & Botswana have been commissioned.
- ▶ Both countries have finalized the comprehensive review of national legislation. It is expected that the findings of the reviews will address each country specific legislative needs.
- ▶ Both countries have embarked on drawing up the lists of hazardous occupations. It is expected that the exercise will follow a wide consultation of stakeholders at the national and local level.
- ▶ In December 2009, South Africa promulgated the long awaited list of hazardous occupations. The supporting regulations were promulgated and gazetted early in January 2010.
- ▶ All three started capacity building exercises targeting key ministries, workers, employers and civil society actors to enable them carry out their responsibilities as stipulated in the National Action Plans. The capacity developed is mainly to underpin the mainstreaming of child labour in the national policy framework.
- ▶ The first pilot training with the Turin Centre was successfully accomplished in December 2009 in Botswana. It is expected that the Law Faculty at the University of Botswana will act as an incubator for the training on Modern Policy and legislative responses to child labour by mainstreaming the module in the department's teaching curriculum.
- ▶ The training for Namibia is planned for May 2010.
- ▶ Awareness creation exercises through mobilization of the public, media, and social partners commenced throughout 2009 and will continue throughout 2010.

Principal challenges:

Child labour continues to be a major problem acknowledged by all three countries. Although the level of commitment varies in each country, they all remain committed to the fight against child labour and have demonstrated their commitment by developing National Action Plans that outline actions to be taken by the relevant departments and other actors;

- ▶ BUT apart from South Africa, there is little financial commitment.
- ▶ Although the South Africa government committed themselves to fight child labour and hence a national action plan implemented by themselves; we at project level have not had close interactions with the respective departments, the challenge remains on how to support the implementation of the plan.
- ▶ The challenge remains with inability of the social partners to influence policy and law reform due to the limited capacity across the board as well as all partners working on child labour. A few committed workers & employers, who appreciate the child labour problem, speak out but on the whole child labour does not make it to the top priority list. This is reflected in the poor reporting and many times lack of it on major conventions, priority setting in the DWCPs etc.
- ▶ Weak & under resourced Ministries/Departments of Labour.

Outlook:

The implementation of TECL II fits within the political environments in the three countries which are already giving priority to the eradication of social-economic problems which cause poverty and prevent children at risk of harmful labour activities. Therefore the project fits into and will contribute towards the implementation of the overall national development plans of Botswana, Namibia & South Africa, as well as the DWCP & UNDAFs for all three countries.

TECL II will, with its focus on implementation and consolidation of efforts, will contribute significantly to pursuing ILO's Global Action Plan to eliminate all Worst Forms of Child Labour by 2016, and will likewise play a considerable role in assisting Botswana, Namibia and South Africa in reaching the UN MDGs by 2015 of ensuring that all children complete primary education by 2015. TECL II also works in support of Botswana's, Namibia's and South Africa's national strategies on the mitigation of the impact of HIV/AIDS.

CTA-NPC knowledge sharing Meeting
Nairobi, 15 – 17 February 2010

Project title:

Towards sustainable action for prevention and elimination of child labour in tobacco farming in Urambo district, Tanzania

Project code: URT 06/02/ECT

Countries covered: Tanzania

Gov't counterpart(s): Ministry of Labour Employment and Youth Development; Ministry of Community Development, Gender and Children /Urambo District Council/ NGOs

Link to the Decent Work Country Programme of country objectives:

- ▶ National and district development plans, policies and programmes addressing and sustaining gender focused child labour concerns implemented
- ▶ Household income of families of boy and girl child labourers increased.
- ▶ Access to formal and non formal education systems for boy and girl child labourers, other out of school children and those at risk increased.

Link to the Decent Work Agenda for Africa (2007-2015): Incidence of child labour and its worst forms reduced

Link to Programme & Budget 2010/11: Through Implementing Agencies/Technical Cooperation

Link to the Global Jobs Pact: Creation of skills jobs to the youth groups trained for vocational skills and parents/guardians through IGAs

Project starting date: 01/January/2007

Project end date: 31/December/2010

Donors(s): Elimination of Child Labour in Tobacco growing (ECLT) Foundation

Project budget: 1,322,672 US-\$

Project staff:

Name	Title
Jacob Lisuma	National Project Coordinator
Adelaida Mwambalaswa	Finance and Administrative Assistant
Sudan Ndessi	Driver



Project objectives:

1. Interventions are devised and put in place to prevent and eliminate child labour in tobacco growing
2. The capacity of communities and relevant institutions is strengthened to address child labour in a sustainable way

Brief description (including workers/employers involvement at different stages & potential/actual contribution to the recovery process):

Workers, employers and government are involved as advisers in project advisory committee and at dissemination of information and experiences beyond the project areas on issues related to child labour and agriculture.

Main results so far:

- ▶ 1,500 children have been withdrawn from child labour in tobacco areas, reintegrated back to primary school and supported with school materials.
- ▶ 12 primary classrooms have been constructed to the roofing stage.
- ▶ A girl modern dormitory has been constructed to the roofing stage.
- ▶ 473 children aged between 12-17 years have been trained in vocational skills (masonry, carpentry and tailoring) and will be provided with working tools.
- ▶ Equipping 17 classrooms with furniture (340 desks, 17 chairs and tables) to sustain elimination of child labour
- ▶ Provision of health services to 1,000 children through community health fund
- ▶ Initiation and management of complementary basic education to 400 children
- ▶ The renovation and upgrading of the Folk Development College training facilities has been completed. Dormitories have been upgraded and equipped with beds and mattresses and a water tank has been constructed. This work will mean more children can take up vocational training.
- ▶ Over 300 of the most vulnerable tobacco families (out of the target 300) have been identified and received equipment to help them generate incomes.

- ▶ The Child Labour Monitoring programme has been developed in four wards.
- ▶ 900 farmers and 45 leaf technicians have been trained in child labour and corporate social responsibility.

Principal challenges:

- ▶ Global financial crisis coupled with fluctuation of a US\$ and surging of oil prices, seriously impacted vocational training/construction activities
- ▶ Due to increased cost of living, expected contribution power from communities for collection of construction materials has also reduced
- ▶ The district has not yet established a budget for child labour monitoring.

Outlook:

The project income generating activities successfully contributed to household income and enabled most families to pay for school fees and uniforms. The project plans to introduce more profitable income generating activities that provide a steady flow of income.

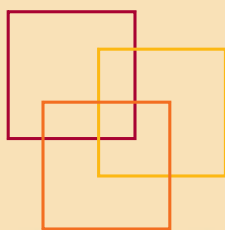
We learned that a school feeding programme is very important in improving school enrolment and attendance, and hence reduces child labour. In the next phase we plan to introduce school feeding programmes in primary schools.

We learned that the majority of tobacco farmers invest most of their time and land in tobacco production/cash crops at the expense of growing food crops. This contributes to a shortage of food. Most families, including children who go to school, are forced to get by on only one meal a day. In collaboration with a specialised institution we plan to introduce Good Agricultural Practices (GAP) for food crops in order to improve the food security and nutrition status of vulnerable families.

Children (mostly girls) walk long distances to fetch water. This affects their health and growth. We plan to introduce provision of clean water through drilling boreholes to areas with critical water shortage. This programme will be entrusted to a specialised agency.

II

Greater opportunities for women and men to secure decent employment and income



CTA-NPC knowledge sharing Meeting
Nairobi, 15 – 17 February 2010

Project title:

ONE UN Joint Programme One: Wealth Creation, Employment and Economic Empowerment

Participating UN Agencies: ILO, UNDP, FAO, UNIDO, UNESCO, WHO, WFP, UNIFEM

Project code: M.250.08.159.001

Countries covered: Tanzania mainland

Gov't counterpart(s): Ministry of Labour, Employment and Youth Development, Prime Minister's Office, Ministry of Industries Trade and Marketing, Ministry of Agriculture, Food Security and Cooperatives, Ministry of Livestock Development and Fisheries, Ministry of Finance and Economic Affairs, Health and social Welfare, MDAs, LGAs, Research and Training Institutions

Link to the Decent Work Country Programme of country objectives: DWCP Priority 1: Poverty reduction through creation of decent work opportunities with a focus on young women and men

Link to the Decent Work Agenda for Africa (2007-2015): Employment Creation and Enterprise Development

Link to Programme & Budget 2010/11:
Strategic Objective: Employment: Create greater opportunities for women and men to secure decent employment and income

Link to the Global Jobs Pact: supporting and sustaining small and medium enterprises, developing and upgrading skills, promoting rural employment, improving Labour Market Information

Project starting date: 01/01/2008

Project end date: __/__/2011__ (TBD)

Donors(s): ONE UN FUND (multi donor)

Project budget: 6,832,608 US-\$ for the JP ILO Component 1.325,000\$ in 2009/2010



Project staff:

Name	Title
Kumbwaeli Salewi	Programme Officer (PO)UN Reforms
Fredrick Batinohulo	PO
Chris Mwamanga	P Asst
Matrida Simfukwe	P Asst
Gilbert Moshi	FAA

Project objectives:

1. To increase access to decent and productive employment to young men and women in particular, youth; includes skills upgrading. And working therefore towards mainstreaming employment in Govt development plans and budget
2. To increase access to sustainable income generation opportunities through enterprise development and support
3. To improve food and nutritional security in urban and rural areas

Links; MDGs 1,2, 3 MKUKUTA Cluster 1: Growth and Reduction of Income Poverty

UNDAF Cluster1: By 2010, increased access to sustainable income opportunities, productive employment and food security in the rural and urban areas

Brief description (including workers/employers involvement at different stages & potential/actual contribution to the recovery process):

Govt, Workers and Employers Organizations were involved right from the joint programme design and are involved in implementation, monitoring and review within the programme management structures such as Planning meetings, Joint Programme Working Group meetings – essentially governance structures. The programme has also conducted a number of capacity building workshops for the workers organization TUCTA

Main results so far:

Govt has had support to implement the National Employment Policy by putting in place implementation structures followed by capacity building programmes, also Food and nutritional information system has been developed, enterprises in the Informal sector/economy formalised and those existing strengthened, framework for putting in place a LMIS under way and establishment National Centre for Employment Studies also underway.

Principal challenges:

Managing expectations from the partners – resources scarce for meaningful impact on the downstream activities thus needing of more stakeholders involvement if that is to be achieved – longer term commitments. This implies UN should consider more upstream work on policy advice and technical assistance. The issue of delivery vs impact on the ground a big challenge worth pondering for UN credibility. More partners and programmes are needed at national and local level for on the ground impact.

Outlook:

Good as observed from the learning curve effects, if the challenges observed so far, are taken into the next planning cycle.

CTA-NPC knowledge sharing Meeting

Nairobi, 15 – 17 February 2010

Project title:

**United Nations Joint Programme 5:
Capacity Building Support to Zanzibar;
Pillar 1: Wealth Creation, Employment and
Economic Empowerment**

Project code: URT0854MOUF**Countries covered:** Zanzibar

Gov't counterpart(s): Ministry of Labour, Youth, Women and Children Development ; Ministry of Industry and Trade; and Ministry of Agriculture, Environment and Livestock Development

Participating UN Agencies: ILO, UNIDO, FAO, WFP, UNDP

Other partners: workers and employers organizations, Civil Society groups, and non-governmental organizations.

Link to the Decent Work Country Programme of country objectives: Strengthened institutional capacity of national partners to implement labour laws, SME policy, employment policy, Zanzibar job creation programme, Youth Employment Action Plan and make employment and incomes central to Zanzibar policies and programmes.

Link to the Decent Work Agenda for Africa (2007-2015): As above

Link to Programme & Budget 2010/11:

Outcome 1: More women and men have access to productive employment, decent work and income opportunities

Outcome 2: Skills development increases the employability of workers, the competitiveness of enterprises, and inclusiveness of growth

Outcome 3: Sustainable enterprises create productive and decent jobs

Link to the Global Jobs Pact:

Accelerating employment creation, jobs recovery and sustaining enterprises through:

- ▶ Supporting job creation across sectors of the economy, recognizing the multiplier effect of targeted efforts
- ▶ Recognizing the contribution of small and medium sized-enterprises (MSEs) and micro-enterprises to job creation, and promoting measures, including access to affordable credit, that would ensure a favourable environment for their development

**Project starting date:** January 2008**Project end date:** December 2010**Donors(s):** UN ONE FUND**Project budget:** 1,137,000 USD**Project staff:**

Name	Title
Flora Nyambo-Minja	NPM
Quilnus Matembo	PA

Project objectives:

To contribute to the managerial, technical and financial challenges facing Zanzibar in realizing MKUZA goals and targets.

Specifically, pillar 1 contributes to addressing labour and employment challenges through providing technical and financial support for implementation of Employment and SME policies, job creation programme, and youth employment action plan thereby creating wealth and empowering women, men and youth in Zanzibar. It aims at contributing to the achievement of the MDG 1, MKUZA Cluster 1 and UNDAF outcome 1 as outlined below:

MKUZA Outcomes: (1) Growth and Reduction of Poverty: Pro-poor growth achieved and sustained;

UNDAF Outcomes: By 2010, (1) Increased access to sustainable income opportunities, productive employment and food security in rural and urban areas;

Outcome 1: Implementation of employment policy, job creation programme and youth employment action plan enhanced [linked to CP Outcome 1&2]

Output 1: Implementation of Job Creation Programme, Youth Employment Action Plan supported

Activities:

- ▶ Continue providing training and support services to MSME groups of young women and men for enhanced productivity, product development and diversification, and market access.

- ▶ Undertake awareness creation on social-cultural factors that limit employment of young women in hotel and tourism industry in Zanzibar
- ▶ Support activities for promoting direct/indirect employment for young women and men in the tourism sector including linkages with agriculture sector
- ▶ Continue capacity building of BDS providers using the FAMOS and GET AHEAD tools for entrepreneurship and employment promotion for groups of adult women, young women and men including PLHAs and people with disabilities
- ▶ Targeted training on entrepreneurship, business management and savings and credit for adult women, young women and men including those with disabilities and HIV/AIDS infected
- ▶ Continue capacity building of self-help groups of adult women and men, young women and men in association/cooperative building, business management and access to microfinance services

Output 2: Entrepreneurship centres for enhancing employment opportunities for young women and men supported

Activity:

- ▶ Procure equipment to facilitate the operationalisation of the centres.

Output 3: Implementation of the Action Plan for minimizing child labour in Zanzibar supported

Activities:

- ▶ Continue capacity building of key actors including district officials, CSOs, groups of women using adapted simple version of child labour educational materials including formulation of by-laws or using adapted simple version of child labour educational materials including formulation of by-laws
- ▶ Long-term economic interventions in support of households with children in and at risk of child labour with a focus on female headed households

Output 4: Policy framework for supporting Social Protection in place and endorsed

Activities:

- ▶ Support formulation of Social Protection Policy in line with SPER findings
- ▶ Support training on extending social protection to selected members.
- ▶ Conduct policy validation for further processing and approval

Outcome 2: Safety and health issues at the workplace addressed [linked to CP Outcome 1&2]

Output 1: Regulations for Workers Compensation Act 2005 and OSH Act 2005 drafted and endorsed

Activities:

- ▶ Multi-sectoral consultations to validate the regulations including endorsement by the Labour Advisory Board
- ▶ Train selected members of labour institutions on application and implementation of labour laws in selected pilot sectors

Outcome 3: Institutional support and mechanisms for enhancing employment creation in place [linked to CP Outcome 1&2]

Output 1: Systems and procedures in place for supporting implementation of employment policy

Activities:

- ▶ Develop legal framework for implementation of employment policy
- ▶ Finalize establishment Multi-sectoral employment creation committees at regional and district levels including LMI system
- ▶ Pilot CEB toolkit on mainstreaming decent work in employment creation interventions
- ▶ Support employment creation through PPP in municipal/town service delivery and labour intensive work
- ▶ Put in institutional mechanism for promoting apprenticeship training in the tourism sector
- ▶ Finalize support for establishment of an enabling cooperative policy and legislative framework
- ▶ Support dissemination of the Zanzibar Disability Act. and Convention

Brief description (including workers/employers involvement at different stages & potential/actual contribution to the recovery process) :

Consultative tripartite plus forums have been put in place as a matter of governance, under the Chair of the ministry of labour including workers and employers organizations and other key stakeholders involved in employment promotion. The forums meet regularly to plan, oversee and monitor programme implementation. This has facilitated reflection of programme activities in the review of Zanzibar priorities and plans.

Programme Coordination Structures like the Joint Programme Work Group (JPWG) which meets on regular basis to plan and oversee implementation of pillar 1 activities; the programme steering committee which meets quarterly, chaired by the Principal Secretary, ministry of labour and attended by the Principal Secretaries from the ministries of industry and agriculture and senior representatives from participating UN Agencies

to review implementation and approve new plans and activities for pillar 1, and the Zanzibar Programme Management Committee that brings together Principal Secretaries from the Ministries labour, health, and finance; the Managing Agent for JP5 and Heads of Participants agencies to review and approve the joint programme.

Results:

- ▶ The Zanzibar Employment Policy and Zanzibar Action Plan for elimination of child labour were launched by His Excellency President Amani Abeid Karume during ILO's 90th Anniversary.
- ▶ Thirteen pieces of Labour Laws Regulations for Employment Act. 2005 and Labour Relations Act. 2005 have been drafted and are in the final review stage. 5 (1 woman, 4 men) senior officials from the Labour Commission, Zanzibar Trade Union Congress (ZATUC) and Zanzibar Employer's Association (ZANEMA) undertook a 5-day study visit to Mauritius to share experiences and draw lessons from counterpart partners. The lessons learned and experiences were used as case studies during the training on implementation of labour laws.
- ▶ Draft manual on labour laws was finalized and a 5-day TOT conducted to 30 (5 women and 25 men) members of the Labour Advisory and Minimum Wage Boards. The TOT was also attended by senior representatives from labour and other key institutions i.e. association for people with disabilities, private sector etc. attended a 5-day Training of Trainers (TOT) on labour laws and implementation mechanisms.
- ▶ Training materials on Dispute Settlement and Mediation and Arbitration were prepared and a one-month training conducted to 19 (8 women and 11 men) participants including labour inspectors, representatives of workers and employers organization. This training was conducted in line with the provisions of the Labour Relations Act. 2005 of establishing a Dispute Handling Unit (DHU). It is expected that the Labour Commission will set up a unit responsible for mediation and arbitration with a view to enhancing industrial relations and harmony at the workplace.
- ▶ Formulation and validation of draft on gender analysis and human rights for implementation of labour laws. 20 key actors including labour officers, representatives of employers and workers organizations and civil society organizations participated in the validation.
- ▶ Labour institutions including the office of the Labour Commissioner, Registrar of trade unions, Association of Zanzibar Employers and Zanzibar Trade Union Congress received equipment and machines that would enhance implementation of the labour laws including reporting. These included computers, printers, LCD projector, and motor bikes.
- ▶ 1220 (530 girls, 690 boys) in and at risk of child labour were identified, withdrawn and re-integrated into primary school, vocational training. Out of these 200 (60 girls and 140 boys) were provided with alternative education/complementary basic education.
- ▶ Mapping of 88 youth enterprises and introduction of challenge fund mechanism was initiated as a means to boost youth employment.
- ▶ 20 BDS providers were mapped and their capacities built to provide services to MSME groups.
- ▶ Business development services were provided to 630 women and youth. These included association building/strengthening, entrepreneurship and business management skills, savings and credit, business idea generation and product development, and gender
- ▶ 620 students comprising of advanced level secondary school (final year), vocational training and university benefited from awareness raising campaign and education on tourism potentials for economic growth and employment creation in Zanzibar. Activities ranged from industrial visits, essay competition, and lectures. A website for job seekers in the tourism industry titled: <http://www.zati.org/jobopportunity.php>. was created.
- ▶ Mapping and needs assessment was conducted to 17 groups (comprising 250 women and 300 men) engaged in solid waste and environmental management with a view to promote effective Public Private Partnership through systems development and capacity building. This activity was a follow up to awareness raising seminar on potentials for PPP in job creation that was attended by 47 participants including representatives from Zanzibar Municipal authority, government departments, workers and employers organizations, CSO, and solid waste management and environmental groups.

Principal challenges:

Time consuming: The planning, and approval processes involves many partners and structures, hence takes time delaying implementation

Outlook:

The Joint Programme 5 fits within the socio-economic and political environments in Zanzibar which is already giving priority to employment creation with focus on young women and men. Lessons learned in 2008/2009 provided substantial inputs the review of MKUZA. Therefore the project fits into and will contribute towards the implementation of the overall Zanzibar strategy for growth and reduction of poverty, as well as the DWCP & upcoming UNDAF.

**Réunion de partage d'information
pour CTP & CNP**
Nairobi, 15-17 février 201

Titre du projet :

***Projet d'appui à la promotion de l'emploi
et réduction de la pauvreté (APERP)***

Code du projet: Projet RAF/06/55/FRA -
M.250.11.100.846

Pays couvert(s): Cameroun, Mali, Burkina Faso,
Gabon, Bénin.

Partenaires gouvernementaux: Ministères en
charge de l'économie, de la planification, des
travaux publics, de l'emploi, du travail, de la
promotion des jeunes et des femmes; Agence de
régulation des marchés publics ; Observatoire de
l'emploi ; Institut national de la statistique,
Service public de l'emploi.

Lien avec les objectifs pays du PPTD: En ce qui
concerne le Cameroun, le projet APERP
contribue directement à la mise en œuvre des
réalisations « Le Cameroun améliore son
environnement institutionnel de promotion de
l'emploi » et « Accroissement des opportunités
d'emplois décents et productifs grâce
notamment aux approches HIMO ».

**Lien avec l'Agenda du travail décent en Afrique
2007-2015 :** le projet s'intéresse à : la prise en
compte de l'emploi décent dans les stratégies de
réduction de la pauvreté ainsi que dans les
politiques d'investissement public, l'emploi des
jeunes et des femmes, l'amélioration de la
gouvernance sur le marché du travail

Lien avec le Programme & Budget 2010/2011:
le projet participe à l'atteinte du résultat 1
« Davantage de femmes et d'hommes bénéficient
d'un emploi productif et de possibilité de travail
et de revenus décents »

Lien avec le Pacte mondial pour l'emploi :
accompagner les Etats dans la formulation et la
mise en œuvre des mesures visant à accélérer la
création des emplois, le redressement de
l'emploi et assurer la viabilité des entreprises.

Date de début du projet : 1^{er} juin 2007

Date de fin du projet: 30 juin 2010

Pays donateur: Ministère en charge du Travail –
République française

Budget du projet: 1 381 254 US-\$



Personnel du projet (Cameroun):

Noms	Titres
Zuchuon Rodrigue Raoul	Coordonnateur national
Yemdjon Bertille	Assistance Administrative et Financière

Objectifs du projet :

Le projet est structuré autour de quatre
composantes formulées en quatre objectifs:
(i) le développement de politiques de l'emploi
notamment par des politiques du marché du
travail plus performantes et des systèmes
d'information améliorés; (ii) le renforcement des
compétences des mandants en matière
d'intervention dans les politiques visant la
réduction de la pauvreté; (iii) l'intégration du
critère de la création d'emplois dans les
politiques et projets d'investissement public;
(iv) le renforcement des capacités nationales
pour la création d'emplois décents en faveur des
jeunes et des femmes.

**Brève description (y compris l'implication des
partenaires sociaux dans les différentes étapes &
la contribution actuelle et potentielle au
processus de reprise économique) :**

la contribution du projet APERP pourrait passer
par la capitalisation des acquis et la diffusion
des bonnes pratiques du projet ainsi que
l'assistance dans la mise en œuvre d'autres
mesures de promotion de l'emploi telles que le
renforcement des services publics de l'emploi,
l'amélioration des compétences et
l'employabilité des personnes, la promotion des
normes du travail dans les travaux
d'infrastructure et de construction, la mise en
place des fonds de garantie pour le financement
de la micro, petite et moyenne entreprise.

Principaux résultats à date (Cameroun) :

Politique nationale de l'emploi et de la formation
professionnelle formulée et validée ; Base de
données informatisée des informations du
marché du travail mise en place ; Appui apporté
à l'intégration de l'emploi dans la stratégie

camerounaise de réduction de la pauvreté rebaptisée « Document de stratégie pour la croissance et l'emploi » ; Intégration accrue de l'emploi dans les programmes d'investissement public et le système des marchés publics ; Capacités diverses des bénéficiaires renforcés.

Principaux défis :

Développer, en relation avec le Bureau Régional Afrique de l'OIT, un partenariat actif avec l'Union africaine et les organisations économiques régionales concernées, compte tenu de la dimension régionale du projet ; Contribuer à la reprise de l'emploi suite à la crise financière internationale qui évidemment n'a pas

été intégrée dans la conception initiale du projet; Effectuer un meilleur équilibre entre les activités d'appui institutionnel du projet et celles en direction des jeunes et des femmes.

Perspective:

L'évaluation finale du projet APERP est jugée satisfaisante par le récent comité de pilotage France-BIT du projet. Ce qui augure d'une possibilité de deuxième phase du projet qui devra significativement participer à la mise en œuvre du Pacte mondial pour l'emploi dans les pays concernés, sur la base de la récente feuille de route issue de Ouagadougou II.

**Réunion de partage d'information
pour CTP & CNP**
Nairobi, 15-17 février 201

Titre du projet:

**Projet d'assistance à la mise en œuvre du
Programme de Réhabilitation et de
Construction des Routes Rurales au
Cameroun**

Code du projet:

CMR / 08 / 01M / CMR/ 04

Pays couvert(s): Cameroun

Partenaire(s) gouvernemental(aux):

Ministère des Travaux Publics

**Lien avec les objectifs pays du Programme pays
pour le Travail décent:** Des emplois décents
pour jeunes, femmes et groupes vulnérables dans
un climat de dialogue social

**Lien avec l'Agenda du travail décent en Afrique
2007-2015 :**

Lien avec le Programme & Budget 2010/2011:

Lien avec le Pacte mondial pour l'emploi :

Accélérer la création d'emplois, le redressement
de l'emploi et assurer la viabilité des entreprises.

Date de début du projet : 02 /03/ 2009

Date de fin du projet : 04 / 03/ 2013

Pays donateur(s) : AUCUN

Project budget/ budget du projet :
1,540,356 US-\$

Personnel du projet:

Noms	Titres
Hippolyte Etende Nkodo	CNP
Léopold Gouet	Expert Renforcement des capacités
Simon Bernard Toum	Expert Travaux

Objectifs du projet :

1. renforcer et consolider les connaissances
techniques de l'administration des routes
rurales dans la promotion et la conduite des
travaux HIMO;
2. renforcer les capacités des PME d'entretien
routier, par la mise en place des mécanismes
visant à les équiper et par des formations d'un
grand nombre d'entreprises nationales et de
bureaux d'études;
3. appuyer les comités d'entretien des routes et
les collectivités locales afin qu'elles



participent à la dynamique de développement
économique local.

**Brève description (y compris l'implication des
partenaires sociaux dans les différents étapes &
la contribution actuelle et potentielle au
processus de reprise économique):**

Par la formation et l'assistance à la réalisation
des activités de programmation, de suivi et de
supervision incombant à l'administration des
routes rurales, la formation des bureaux d'études
et des entrepreneurs aux techniques HIMO et à
la gestion des chantiers y relatifs, le projet
voudrait créer des capacités nationales dans le
but d'accroître l'impact sur l'emploi des
investissements routiers.

Par ailleurs un fonds d'équipement devra être
mis en place pour faciliter l'accès aux
équipements des PME pour leur permettre de
mieux exécuter les travaux HIMO. Ce fonds sera
géré par les partenaires sociaux et devra être
autonomisé à la fin du projet.

L'entretien post- réhabilitation sera pris en
charge par les communes qui, par des contrats
communautaires confieront aux populations
riveraines organisées en comités de routes
rurales l'exécution des travaux annuels
d'entretien. Le projet contribuera à renforcer les
capacités de ces deux acteurs pour l'organisation
de ces activités.

Le projet visera à créer des effets durables sur
les revenus par un accompagnement des
populations dans le réinvestissement des revenus
gagnés.

Principaux résultats à date:

Les réalisations se rapportent pour la première
année à l'objectif 1. Il s'est agi particulièrement
de réaliser les études préparatoires à la
programmation des travaux. Les processus
consultatifs ont été menés à la base. Les
préparatifs pour le lancement des actions de
renforcement des capacités ont été engagés.

Le projet s'exécute dans le cadre d'un
engagement politique du gouvernement

manifesté par l'adoption d'un plan d'action pour la mise de la stratégie d'application des approches HIMO.

Principaux défis:

Les défis sont liés à :

- ▶ la mobilisation des fonds d'investissement, qui doivent provenir exclusivement du gouvernement,

- ▶ l'induction du changement au sein de l'administration très ancrée dans les pratiques capitalistiques,
- ▶ l'amélioration de l'environnement pour le rendre favorable aux approches HIMO.

Outlook :

Les perspectives immédiates sont liées au démarrage des activités de renforcement des capacités des acteurs qui doivent aboutir au démarrage de la première tranche des travaux.

CTA-NPC knowledge sharing Meeting
Nairobi, 15 – 17 February 2010

Project title / titre du projet:

Ghana Decent work and local development through dialogue and partnership building

Project code: not available

Countries covered: Ghana

Gov't counterpart(s): Ministry of Manpower, Youth and Employment; Ministry of Local Government, Rural Development and Environment ; Ghana Employers Association (GEA), Trade Union Congress (TUC), Business Associations, Chamber of Commerce, National Vocational Training Institute (NVTI), NGOs and CBOs, Women and Youth Associations/Groups.

Link to the Decent Work Country Programme of country objectives/: Ghana Poverty Reduction Strategy II.

Link to the Decent Work Agenda for Africa (2007-2015): National Youth Employment Programme

Link to Programme & Budget 2010/11:

Link to the Global Jobs Pact :

Project starting date: 12/01/08

Project end date: 12/31/10

Donors(s): DANIDA/ILO

Project budget: US\$ 1,658,895

Project staff:

Name	Title
Nii Moi Thompson	CTA on Local Economic Development
Emmanuel Basie	National Project Officer, Local Economic Development
Patrice Caesar-Sowah	National Project Officer, Youth Employment and Women's Entrepreneurship

Project objectives/ objectifs du projet :

1. Improved national capacity for developing and implementing coherent policies and programmes for productive and gainful employment in particular in the informal economy



2. Strengthened capabilities among district governments and local partners incl. the private sector to set up and make effective use of public-private planning mechanisms for local economic development
3. Increased knowledge and understanding among district, national and international partners of tools, good practices and technical resources for promoting local development and upgrading in the informal economy.

Brief description (including workers/employers involvement at different stages & potential/actual contribution to the recovery process):

Have been working with small and medium-scale enterprises in local districts to build their entrepreneurial capacities, including introduction to global value chains, to enhance their competitive advantage.

Main results so far:

- Eight (8 Districts) have successfully been enrolled in the project with the creation of Sub-Committees on Production and Gainful Employment (SPGEs). National parliament and sector ministers involved at policy level through workshops and Project's publication known as *Financing Local Economic Development*
- Enterprise Development Fund worth USD260,000 to foster continued training of local businesses by SPGEs has been set up; first tranche disbursed in February 2010. Remainder to be disbursed upon satisfactory implementation of each SPGE's approved action plan.

Principal challenges: Limited time and funds.

Outlook:

As project has gained roots and national popularity, more districts are requesting our presence. Additional time and resources will help us meet these request and help mainstream decent work and local economic development in national development strategies/dialogues.

CTA-NPC knowledge sharing Meeting
Nairobi, 15 – 17 February 2010

Project title:

Broad Based Wealth and Job Creation

Project code: ZAM/0701/FIN

Countries covered: Zambia

Government counterpart(s): Ministry of Commerce, Trade and Industry, Zambia Development Agency, Citizens Economic Empowerment Commission. Ministry of Labour and Social Security

Link to the Decent Work Country Programme of country objectives: More and better jobs for women, youths and people with disabilities. Project name comes from the theme of the Government of Zambia's Fifth National Development Plan

Link to the Decent Work Agenda for Africa (2007-2015): Decent work for all. Full and productive employment and enterprise development. Conducive environment for the development of enterprises.

Link to Programme & Budget 2010/11:
(a) Sustainable enterprises create productive and decent jobs, (b) more women and men have access to productive employment, decent work and income opportunities.

Link to the Global Jobs Pact: Protecting and growing employment, enhancing support to vulnerable groups, equal access and opportunities.

Project starting date: 01/01/2009

Project end date: 31/12/2011

Donor: Government of Finland

Project budget: US\$ 2,24m

Project staff: Jealous Chirove (Senior Technical Advisor), Munyongo Lumba (National Programme Manager), Naomi Lintini, (National Programme Officer / Business Linkages Broker)

Development Objective: to contribute to broad-based wealth and job creation in Zambia, in particular by stimulating investment, entrepreneurship and employment creation within the MSME sector and through pro-poor business models



Immediate Objectives:

1. Stimulate demand for business development services among targeted MSME.
2. Stimulate demand for business development services among targeted MSME.
3. Strengthen policy dialogue, planning and coordination on economic empowerment through MSME development
4. Generate greater coherence among UN-PSD interventions

Brief description (including workers/employers involvement at different stages & potential/actual contribution to the recovery process):

- ▶ Micro-businesses in affected areas linked as distributors of products from large companies extended to the main areas affected by the GEC, with support from employers and workers organizations
- ▶ Capacity building and entrepreneurship training for business start ups
- ▶ Government agencies responsible for business development and economic empowerment brought into to support interventions

Main results so far:

- ▶ Business development services scheme launched, evaluated and now undergoing re-engineering
- ▶ Business linkages programme upgraded to a national programme
- ▶ MSME Policy Implementation Plan being developed
- ▶ UN agencies involved in PSD collaborating on (a) cassava commercialisation, and (b) support to creative industries

Principal challenges:

- ▶ Low appreciation of business development principle regarding contributing to interventions by beneficiaries.

Outlook:

- ▶ New joint initiatives and interventions planned by UN agencies on cassava commercialisation
- ▶ Official launch of the MSME policy in 1st quarter of 2010.
- ▶ Potential synergies to be brought from linkages with other on-going projects.

CTA-NPC knowledge sharing Meeting

Nairobi, 15 – 17 February 2010

Project title:

Microfinance for Decent Work in Africa.
This is part of a global project. This report only covers the Africa Component.

Project code: not available

Countries covered: Burkina Faso, Mali, Morocco, Nigeria, Uganda

Gov't counterpart(s): n.a.

Link to the Decent Work Country Programme of country objectives:

- **Burkina Faso:** The DWCP underlines that the informal economy is very extensive in Burkina Faso. Only 10% of the population benefits from some kind of social protection through Caisse Nationale de Securite Sociale (CNSS), Caisse de Retraite des Fonctionnaires (CARFO), Office de Securite des Travailleurs (OST) and private assurances. For the ILO, one of the objectives is that women and men obtain a decent job with decent revenues. One of the strategies under the DWCP is to develop innovative approaches for social protection for micro-entrepreneurs through their organizations, with large outreach. Our microfinance project does just that: it promotes formalization and registration of MSE staff at the social security 'caisse'.
- **Mali:** Child labour is a priority under the DWCP, and it is one of the priorities of the microfinance project in Mali. It aims to tackle child labour through training and awareness campaigns on the topic. This is done in partnership with the ILO IPEC projects in Mali.
- **Nigeria:** The DWCP states that DW deficits are more pronounced in the informal sector, which accounts for about 70% of employment. It also refers to promoting access to micro-finance, with a view to creating decent work for women. Our microfinance project provides school fees loans and awareness raising, to tackle child labour. Many beneficiaries work in the informal sector, and almost all of them are women.
- **Uganda:** The DWCP focuses on "poverty reduction through youth employment and productivity", amongst others. It states that: "special attention will be given to the informal economy, where a majority of young, urban workers end up due to lack of opportunities and face barriers in setting up businesses, especially in access to financial services. The DWCP also strives for an enabling environment for small and informal



businesses, and for addressing constraints that young people face in business start-ups. The microfinance project provides credit to entrepreneurs, through which they can buy productive resources. By accessing this loan, clients are expected to boost their enterprises and increase their income.

Link to the Decent Work Agenda for Africa (2007-2015):

Link to Programme & Budget 2010/11:

Link to the Global Jobs Pact:

Project starting date: 01/09/2008

Project end date: 31/12/2011

Donors(s): Germany

Project budget: The global allocation for 2008 - 2009 was 4.8 Mln. USD. The allocation for Africa was 566.000 USD

Project staff:

Name	Title
Judith van Doorn	Microfinance Expert

Project objectives:

The project intends to contribute to more Decent Work at the client level, by bringing about a change in the methodologies of MFIs. Specifically, the project aims to:

1. generate knowledge about the way in which changes at the MF level affect specific Decent Work outcomes;
2. demonstrate the business case (sustainability) at the MFI level of working towards Decent Work.
3. design incentives and build human and institutional capacity, to create a sustainable basis for innovations in MFIs that contribute to Decent Work;
4. inform and advise social partner organizations and governments in support of MFIs on Decent Work issues.

Brief description (including workers/employers involvement at different stages & potential/actual contribution to the recovery process):

The ILO has partnered with several microfinance institutions (MFIs) in Africa. By implementing changes in product design, product diversification, delivery techniques and external alliances, the MFIs aim to address Decent Work Challenges among their clients. Examples of Decent Work Challenges that may be addressed are:

- ▶ unsafe working conditions
- ▶ child labour
- ▶ indebtedness
- ▶ suboptimal job creation
- ▶ informality
- ▶ gender inequality, and
- ▶ social exclusion

The MFIs identify the most prevalent Decent Work Challenges, in dialogue with their clients and, to the extent possible, with social partner organizations.

During the project period, the ILO assists its partner MFIs to measure to what extent the desired social impact at the client level has been achieved. This research component of the project aims to provide 'proof' for the social impact of microfinance at the client level.

The project is in contact with government, and is lobbying to address Decent Work challenges. For example, in Burkina Faso the MFI reports to government on its achievements in formalizing the MSE sector, and in having clients register their employees at the social security 'caisse'. In Mali, the project (through the ILO) informs the government of efforts and achievements in addressing child labour issues.

Main results so far:

In Africa, 5 countries participate in the project. The MFIs have identified the following Decent Work Challenges: informality (Burkina Faso), child labour (Mali and Nigeria), working conditions (Mali and Morocco), indebtedness (Uganda). Four MFIs are now introducing new products, awareness raising and/or training campaigns, to improve Decent Work among their clients. They have also been trained on Decent Work concepts and on research methodologies. The partner agencies are now conducting baseline surveys. Combined with follow-up surveys, this will help them to track changes at the client level over time. A final analysis, planned for late 2012, will show the extent to which the innovations have contributed to more Decent Work among MFI clients and their employees or children.

The project has also contributed to linkages between MFIs and ILO initiatives. For example, in Mali the partner MFI is now in close contact with IPEC projects and an SME project. This should generate synergies between these initiatives.

Principal challenges:

MFIs have had difficulties in understanding the research component of the project. They also needed a lot of guidance in identifying what they could do to contribute to more Decent Work (i.e. what type of product design, product diversification, delivery techniques or external alliances they could engage in). Thirdly, it has been a challenge to find a control group for the research which has not been 'contaminated'. For example, our partner organisation in Mali focuses on child labour, as this is a main challenge among their clients. Yet in the areas where the MFI operates, there are also many donor and government programmes which aim to eliminate child labour. So it will be difficult to measure the impact of the MFI initiative. Has child labour been reduced due to the MFI programme, or was it rather due to other donor or government initiatives?

CTA-NPC knowledge sharing Meeting
Nairobi, 15 – 17 February 2010

Project title:

ONE UN Joint Programme Ten: Education

Participating Un Agencies: ILO, UNIDO, UNESCO, WFP

Project code: M.250.08.159.006

Countries covered: Tanzania mainland and Zanzibar

Gov't counterpart(s): Ministry of Education and Vocational Training, Ministry of Community Development, Gender and Children, Ministry of Labour, Employment and Youth Development, Prime Minister's Office, Vocational Education and Training Authority, National Accreditation Council for Technical Education, Tanzania Institute of Education and Research and Training institutions.

Link to the Decent Work Country Programme of country objectives: DWCP Priority 1 : Poverty reduction through creation of decent work opportunities with a focus on young women and men

Link to the Decent Work Agenda for Africa (2007-2015): Employment Creation and Enterprise Development

Link to Programme & Budget 2010/11: *Strategic Objective:* Employment: Create greater opportunities for women and men to secure decent employment and income

Link to the Global Jobs Pact: Supporting and sustaining small and medium enterprises, developing and upgrading skills, promoting rural employment, improving labour Market Information

Project starting date: 01/07/2009

Project end date: __/__/__(TBD)

Donors(s): ONE UN FUND (multi donor)

Project budget: 10,496,561.96 US-\$ for the JP ILO Component 835,098\$ in 2009/2010

Project staff:

Name	Title
Leoncia Salakana	Programme Officer (PO)UN Reforms
Annemarie Kiaga	Programme Officer
Qulinus Matembo	Programme Assistant



Project objectives:

1. To enhance national and sub-national capacities for evidence based planning, policy development and decision making
2. To enhance capacity to deliver quality education by 2010.

Brief description (including workers/employers involvement at different stages & potential/actual contribution to the recovery process):

Govt, Workers and Employers Organizations were involved right from the joint programme development, they are all represented in the Programme broad technical working group which is a structure that provides for joint governance of the programme. They are also involved planning, implementation and monitoring the programme in areas of related interest. The Employers organization Board has endorsed JP10 activities in the annual (2010) work plan.

Main results so far:

The actual implementation of the programme began in January 2010 so no results recorded so far. However, planned capacity building activities have been done by the Ministry of Community Development, gender and children.

Principal challenges:

One of the principal challenges is that the Education Programme was developed before the Ministry of Education and Vocational Education was restructured to cover technical and higher education. The new set up of the ministry requires support to TVET rather than VET as was originally conceptualised. Secondly, despite the fact that the Programme funds disbursement was delayed the transfer of the funds to the Government ministries has taken a long time (more than 2 months for the Ministry of Education and Vocational Education). The Ministry of Education is learning how to observe ILO financial regulations as compared to UNESCO.

Outlook:

The forthcoming planning cycle will take into consideration the challenges observed and come up with a more comprehensive approach.

CTA-NPC knowledge sharing Meeting
Nairobi, 15 – 17 February 2010

Project title:

Assistance to the Implementation of Expanded Public Works Programme (EPWP)

Project code: SAF/04/M53/SAF

Countries covered: South Africa

Government counterpart(s):
Republic of South Africa

Link to the Decent Work Country Programme:
Employment Promotion; Skills/Enterprise Development, HIV/AIDS

Link to the Decent Work Agenda for Africa:
Employment Promotion; Skills/Enterprise Development, HIV/AIDS

Link to Programme & Budget 2010/11:
Employment Promotion; Skills/Enterprise Development, HIV/AIDS

Link to the Global Jobs Pact: Employment Promotion; Skills/Enterprise Development, HIV/AIDS

Project starting date: 15/02/2005

Project end date: 31/08/2010

Donors(s): Republic of South Africa

Project budget: US-\$ 5,023,514

Project staff:

Name	Title
Augustus Osei Asare	Chief Technical Adviser
Htun Hlaing	Training Adviser
Stephen Muthua	Technical Adviser – Roads
Dingilizwe Tshabalala	Technical Adviser – Water, Sanitation, Buildings

Project objectives:

1. To provide technical assistance and support to the Limpopo Provincial Government of South Africa in the implementation of EPWP which is one of the Government's Programmes aimed at reducing poverty through the creation of decent work opportunities and marketable skills to historically disadvantaged communities using public expenditure.



Brief description (including workers/employers involvement at different stages):

EPWP's National primary target is to create at least **one million** temporary work opportunities, coupled with training, over its first five years (2004 - 2009). Potential for work opportunities has been identified in four sectors of the economy, namely, infrastructure, social, economic and environmental sectors. Of the people to be employed, at least 40% are to be women while 30% and 2% shall be youth and disabled respectively.

Main results of the ILO technical Assistance inputs so far are:

- ▶ Assisted government implementing agencies, in the planning, designing and implementation of EPWP infrastructure projects;
- ▶ Conducted reorientation courses on all aspects of Labour Intensive Construction (LIC) works for 286 programme/ project managers of implementing bodies, 138 Consultants and Mentors from Limpopo and other provinces, and 105 learners of contracting firms;
- ▶ Reviewed and up-dated several EPWP management tools in consultation with National DPW;
- ▶ Assisted in the preparation of regular (monthly, quarterly and annual) reports;
- ▶ Produced EPWP Operational level Guideline document as well as a promotional video for sensitization and awareness creation. Production of other documents are under process;
- ▶ Undertaken several research and development works in collaboration with South Africa's Council for Scientific and Industrial Research (CSIR) on LIC road works and sealing options.

The above ILO inputs have resulted in the Provincial employment creation of 144,470 people (14.4% of National target), of which 41% were women, 34% Youth, and 1% People with Disabilities. 21,120 persons benefited from Skills Development initiatives; 43,253 workers employed were trained in technical and life skills.

Principal challenges:

- ▶ Lack of technical and managerial capacity in most government implementing bodies;
- ▶ Inefficient and ineffective project planning cycle practiced by most implementing bodies
- ▶ The Task work system and indeed the whole Employment-Intensive (EI) concept are still widely misunderstood by some stakeholders including Consultants and established Contractors.
- ▶ Low productivity of Contractors and Consultants in EI works;

- ▶ Inadequate enforcement of EPWP/EI requirements particularly on task rates and wage rates;

Outlook / perspective:

EPWP Phase 2 for the period 2009/10 to 2013/14 has commenced with the goal of up-scaling and mainstreaming the programme and creating a National employment target of 4.5 million Work Opportunities.

**Réunion de partage d'information
pour CTP & CNP**
Nairobi, 15-17 février 201

Project title / titre du projet:

Projet d'insertion des Jeunes dans la vie Professionnelle à travers les investissements à Haute Intensité de Main d'œuvre (PEJIMO)

Code du projet: MLI/O4/O2M/LUX

Pays couvert(s): MALI

Partenaire(s) gouvernemental(aux): Agence pour la Promotion de l'Emploi des Jeunes

Lien avec les objectifs pays du Programme pays pour le Travail décent: Création d'emploi et insertion des jeunes dans la vie professionnelle à travers les travaux à haute intensité de main d'œuvre

Lien avec l'Agenda du travail décent en Afrique 2007-2015: Création d'emploi

Lien avec le Programme & Budget 2010/2011:

Link to the Global Jobs Pact: Création d'emplois pour les jeunes / lutte contre la pauvreté

Date de début du projet: Septembre 2005

Date de fin du projet: Décembre 2011

Pays donateur(s): Grand Duché du Luxembourg

Budget du projet: 2.575.241 US-\$

Personnel du projet:

Noms	Titres
Diarra Joseph Marie	Coordinateur
Modibo Diakite	Chargé de programme
Chiaka Santara	Chargé de formation
Md Tessougué Salimata	Assistante financière
Md Coulibaly Gouro Sow	Assistante administrative
Traoré Sekou	Chauffeur
Diakité Diakarya	Chauffeur

Objectifs du projet:

1. L'approche « Haute Intensité de Main d'œuvre » est introduite dans les programmes des institutions de formation techniques et professionnelles.
2. Le développement des chantiers écoles assure la création d'emploi local et la maîtrise des techniques de réalisation et d'entretien.



3. Les chantiers HIMO sont exécutés suivant les procédures simplifiées et approuvées.
4. Les collectivités territoriales et les communautés sont capables d'assurer la prise en charge des investissements réalisés
5. L'approche HIMO est appliquée en synergie avec le projet dans d'autres programmes d'investissement.
6. Les instruments de vulgarisation nécessaires à la réplication de l'approche sont disponibles.

Brève description (y compris l'implication des partenaires sociaux dans les différents étapes & la contribution actuelle et potentielle au processus de reprise économique):

Description: Suite aux résultats encourageants de sa phase pilote, cette nouvelle phase du projet a pour objectif de renforcer les acquis à Bamako et Ségou, à travers la formation professionnelle axée sur les chantiers-écoles d'investissements Haute Intensité de Main d'œuvre (HIMO), le développement local intégré et l'appui à la maîtrise d'ouvrage communale. L'approche du projet va contribuer à rendre opérationnelles les priorités définies par le cadre stratégique de croissance et de réduction de la pauvreté (CSCR) 2007-2011, notamment la promotion de l'emploi des jeunes à travers la professionnalisation des acteurs concernés : les Bureaux d'Etude(BE), les Petites et Moyennes Entreprises(PME) ou les Groupements d'intérêt Economique(GIE), dans la mise en œuvre et l'entretien d'infrastructures socio-économiques, d'aménagements productifs et de protection de l'environnement en milieux rural et urbain.

Pour se faire, le projet élargira son champ d'action à 3 nouvelles régions et créera des synergies avec d'autres programmes d'investissements sectoriels afin de vulgariser son approche, de poursuivre et d'élargir le transfert de savoir-faire, et de capitaliser les acquis dans des structures pérennes. Le projet développera des outils et méthodologies permettant de faire le suivi et l'évaluation de l'impact des différents programmes sur l'emploi des jeunes.

Principaux résultats à date:

- ▶ Aménagement de pistes rurales selon l'approche HIMO;
- ▶ Aménagement de forêts selon l'approche HIMO;
- ▶ Aménagement hydro agricole selon l'approche HIMO;
- ▶ Pavage et assainissement de voies selon l'approche HIMO;
- ▶ Formation des partenaires (Elus, techniciens, communautés, jeunes...) ;
- ▶ Création de journées de travail pour la lutte contre le sous emploi;
- ▶ Insertion des jeunes dans la vie professionnelle : Agents d'entretien pistes, Pépiniéristes, Tailleurs et Poseurs de pavés, Exploitants agricole.

Principaux défis:

- ▶ Détection des créneaux porteurs d'emplois;
- ▶ La promotion des travaux à Haute Intensité de Main d'Oeuvre
- ▶ Création des emplois pour les jeunes en milieu urbain et rural

Perspective:

La poursuite des études et travaux d'aménagement de pistes, de marres, de plaines dans les zones d'intervention du Projet par:

1. **Les chantiers-écoles** permettant la diffusion de l'approche, en milieu rural et urbain, dans toutes les régions du Mali ;
2. **La formation professionnelle** qui sera progressivement institutionnalisée dans les écoles et centres de formation.

La réalisation d'un vaste programme de sensibilisation sur l'approche HIMO et communautaire.

Les jeunes qui ont bénéficié de l'insertion dans la vie professionnelle seront suivis par le projet, un répertoire sera réalisé, en vue de la consolidation des emplois.

CTA-NPC knowledge sharing Meeting
Nairobi, 15 – 17 February 2010

Project title:

***Poverty Reduction through Decent Work
Employment Creation in Liberia***

Project code: LIR/06/50M/NET

Countries covered/ pays couvert(s): Liberia

Gov't counterpart(s): Ministry of Labour / Ministry of Public Works

Link to the Decent Work Country Programme of country objectives: DWCP is now being designed

Link to the Decent Work Agenda for Africa (2007-2015): DWCP is now being designed

Link to Programme & Budget 2010: NIL

Link to the Global Jobs Pact:

Project starting date: February 2006

Project end date: April 2010

Donors(s): Government of Netherlands

Project budget: US\$5.125m

Project staff:

Name	Title
Peter A. Hall	CTA
Marc Vansteenkiste	CTA
Henry Danso	Training Engineer



Project objectives:

1. Contribute to poverty reduction through the reinforcement of capacities of local and national stakeholders in formulating employment creation strategies

Brief description (including workers/employers involvement at different stages & potential/actual contribution to the recovery process):

Employment generation through labour intensive road works, waste management, entrepreneurship and skill development and strengthening the role of tripartite constituents.

Main results so far: Local contractors and MPW staff trained, 26km of road rehabilitated using LB method. Employment strategy formulated, Meager of Unions, development of labour policy, establishment of chamber of commerce, support MOL.

Principal challenges: Delays in the release of EPAs and technical support for the components of the project.

**Réunion de partage d'information
pour CTP & CNP**
Nairobi, 15-17 février 201

Titre du projet:

Projet d'appui à la réinsertion économique durable des demobilisés en RDC

Code du projet: 1^{ère} phase: M.250.12.121.136
2^{ème} phase: M.250.12.121.137

Pays couvert(s): République Democratique du Congo

Partenaire(s) gouvernemental (aux):

Unité d'exécution du programme national de désarmement, démobilisation et de réinsertion

Lien avec les objectifs pays du Programme pays pour le Travail décent: Le projet est relié à la priorité 1 du PPTD, à savoir « Création d'emplois dans un contexte de reconstruction », et au résultat COD102 intitulé « La réinsertion économique des personnes les plus affectées par les conflits sont formulés et / ou mis en œuvre avec l'appui du BIT ».

Lien avec l'Agenda du travail décent en Afrique 2007-2015: Contribution substantielle à la création d'emplois à travers la reconversion et formation professionnelle et technique des ex combattants, appui à l' (auto)emploi, amélioration des conditions de vie, revenus et emplois stables et durables

Lien avec le Programme & Budget 2010/2011: Le Projet s'intègre dans l'objectif stratégique « Emploi » (Accroissement des possibilités pour les femmes et pour les hommes d'obtenir un emploi particulièrement le résultat 2.4. sur la création d'emplois dans le contexte de crise

Lien avec le Pacte mondial pour l'emploi:

Le projet vise la création d'emplois pour répondre aux besoins des personnes affectées par les conflits

Le lien est d'autant plus étroit que le Projet s'aligne sur les mesures et politiques préconisées par le pacte notamment le soutien à la création d'emploi et la promotion des investissements

Date de début du projet: 05/08/2006 pour la première phase et 12/09/2009 pour la deuxième phase

Date de fin du projet: 31/12/2008 pour la première phase et 31/12/2010 pour la deuxième phase



Pays donateur(s): Banque Mondiale

Budget du projet:

1^{ère} Phase: 2. 804. 800,00 US-\$

2^{ème} Phase: 4.000.000, 00 US-\$

Personnel du projet:

Noms	Titres
1 ^{ère} phase:	
Jean Jacques Kabanga	Coordinateur National
Aimé KEBANA	Assistant Administratif et Financier
Engobo Sébastien	Chauffeur
2 ^{ème} phase:	
Jean Jacques Kabanga	Coordinateur National
Kinkopo Bope	Assistant Administratif et Financier
Jonshon Muleganire	Assistant au Programme/Bukavu
Séraphin Mugaruka	Chauffeur/Bukavu
Engobo Sébastien	Chauffeur/Kinshasa

Objectifs du projet:

Objectif général du programme

A travers ses projets spécifiques, le programme vise à contribuer à la réinsertion socio économique durable des démobilisés (**7.020 pour la 1^{ère} phase et 10.000 pour la 2^{ème} phase**) par la promotion de micro et petites entreprises pourvoyeuses d'emplois et de revenus stables.

Objectifs spécifiques du programme

1. Renforcer les capacités professionnelles, entrepreneuriales et managériels des démobilisés.
2. Aider les démobilisés à initier ou réhabiliter des micro et petites entreprises à titre individuel ou collectif selon les opportunités du milieu.
3. Capitaliser, documenter et diffuser les bonnes pratiques en matière de réinsertion socio économique.

4. Renforcer les capacités de planification, de suivi de la mise en œuvre et d'évaluation du processus de réinsertion économique mis en œuvre par UE-PNDDR.

Breve description (y compris l'implication des partenaires sociaux dans les différents étapes & la contribution actuelle et potentielle au processus de reprise économique):

Main d'œuvre qualifiée, Existence des microentrepreneurs opérationnels, Renforcement des capacités des organisations locales et appropriation locale du processus de réinsertion, Opérateurs économiques impliqués, contribution à l'économie locale par l'achat des vélos, kits de réinsertion et autres intrants nécessaires pour la formation professionnelle et technique.

Principaux résultats à date:

1^{ère} phase:

- ▶ 7.020 démobilisés formés et réinsérés économiquement.
- ▶ Plus de 4.950 microentrepreneurs opérationnels grâce à leurs activités génératrices des revenus.

2^{ème} phase :

- ▶ 4.458 démobilisés identifiés, localisés et sont actuellement en formation professionnelle et technique
- ▶ 50 personnes renforcées sur les capacités techniques et opérationnelles de la gestion du

Projet d'Appui à la Réinsertion Economique Durable des Démobilisés.

Principaux défis:

Insuffisance du budget alloué pour la réinsertion d'un démobilisé, soit 400\$, dont 300\$ destinés à la formation et à l'achat de kit de réinsertion, et 100\$, pour le fonctionnement et la supervision des activités. Il en découle que le capital de démarrage des micro entreprises est faible. Le fonctionnement des microentreprises collectives pose souvent des problèmes (suspicion, méfiance des uns vis-à-vis des autres, manque de transparence dans la gestion,...), difficultés liées à l'approvisionnement des matières premières, la conservation et l'écoulement des produits, faiblesse des revenus des membres des communautés.

Il ya aussi que la durée du Projet est courte pour s'assurer de la durabilité de la réinsertion.

Perspective:

Appui renforcé aux microentreprises opérationnelles et Extension du Projet aux démobilisés qui ont échoué lors de la première phase.

Augmentation du Per capita pour la deuxième phase.

CTA-NPC knowledge sharing Meeting

Nairobi, 15 – 17 February 2010

Project title:

YES-JUMP Youth Employment Support – Jobs for the Unemployed and marginalized young people in Kenya and Zimbabwe

Project code: M 250.03.100.841

Countries covered: Zimbabwe and Kenya

Gov't counterpart(s): Ministry of Youth and Sports

Link to the Decent Work Country Programme of country objectives: Youth Employment
Youth employment and elimination of child labour

Link to the Decent Work Agenda for Africa (2007-2015): Decent Work for Young People

Link to Programme & Budget 2010/11:

- ▶ **Outcome 1:** Create greater opportunities for women and men to secure productive employment and decent work ;
- ▶ **Outcome 2:** Skills development increases the employability of workers, competitiveness of enterprises and inclusiveness of growth
- ▶ **Outcome 3:** Sustainable enterprises create productive and decent jobs

Link to the Global Jobs Pact: Micro, Small & Medium Enterprises ; and Skills

Project starting date: 01/06/2009

Project end date: 31/05/2011

Donors(s): Germany

Project budget: US-\$ 1,299,274.00

Project staff:

Name	Title
Ms. Charu Bist	CTA
Mr. Tapera Muzira	NPC, Zimbabwe
Ms. Pamela Masango	AA, Zimbabwe
(vacant)	NPC, Kenya
Ms. Mwongeli Muthuku	AA, Kenya

Project objectives:

1. 1000 jobs created for young men and women in the selected communities in Kenya and Zimbabwe
2. Capacity and institution building of selected project partners at national and local levels on youth employment.

Brief description (including workers/employers involvement at different stages & potential/actual contribution to the recovery process):

The overall objective of the project is Youth



employment and institutional capacity building of the project stakeholders. This is a pilot project for two years operational in Kenya and Zimbabwe. The project targets young women and men in rural and urban informal economies in Kenya and Zimbabwe. Project strategy is to use ILO's relevant enterprise tools to ensure that training is linked to economic and employment opportunities. The sustainability and community ownership of the project is present at all levels – national, local and community through the tripartite national steering committee, technical group and the project implementation committee.

Main results so far:

1. Knowledge building – Baseline studies, Training needs and economic opportunities assessment for relevant training
2. Institutional and organizational building – for the community personnel through trainings on ILO's enterprise development tools
3. Identification of employment and income-generating opportunities at the micro level and matching skills training to economic demand including assessing the demand and supply of microfinance services to youth to facilitate the provision of post-training support.
4. Work in progress includes the design and delivery of appropriate training programmes to the youth groups

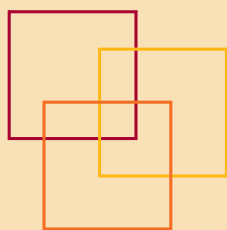
Principal challenges:

1. Funding and availability of additional financial resources
2. Time-frame to create 1,000 jobs (outcome 1) as well as influence policies and build the capacity of institutions related to youth employment support (outcome 2)

Outlook:

1. The information and data needed such as baseline data, training needs assessment and viable economic sectors data are prerequisite for project implementation activities. This combined with project start up activities have taken 9mnths of Year One implementation. This could delay the realisation of a 1000 jobs within the two year period.

Employment Creation and Enterprise Development



CTA-NPC knowledge sharing Meeting
Nairobi, 15 – 17 February 2010

Project title:

Women's Entrepreneurship Development and Gender Equality (WEDGE)

Project code: RAF/08/51/IRL

Countries covered: Ethiopia, Zambia, Tanzania, Uganda, Kenya

Gov't counterpart(s): The WEDGE project works with ILO constituents (Ministries of Labour, Industry and Women's Affairs, or Women's Unions, employers' and workers' associations) and with NGOs and other civil society organisations who work directly with the target population and advocate for their voice and rights.

Link to the Decent Work Country Programme of country objectives:

Link to the Decent Work Agenda for Africa (2007-2015):

- ▶ **Ethiopia:** One of the 15 outcomes of the Decent Work Country Programme is "Enhanced capacity of constituents to develop and implement gender sensitive policies focused on productive employment and poverty reduction".
- ▶ **Kenya:** One of the 11 outcomes of the Decent Work Country Programme is "Young women's and men's entrepreneurial skills for self employment and SME activities enhanced/increased".
- ▶ **The United Republic of Tanzania:** Two of the 8 outcomes of the Decent Work Country Programme are "Young women and men's entrepreneurial and SME activities enhanced" and "Young men and women's entrepreneurship skills for self-employment increased".
- ▶ **Uganda:** One of the 9 outcomes of the Decent Work Country Programme is "Young men's and women's entrepreneurship skills for self employment and productivity increased".
- ▶ **Zambia:** One of the 8 outcomes of the Decent Work Country Programme is "Target groups have enhanced employment and self-employment opportunities, assisted by access to BDS, management and technical skills, financing mechanisms and supported by national budget and cooperating partners".



Link to Programme & Budget 2010/11:

Link to the Global Jobs Pact

Project starting date: 01/08/2008

Project end date: 31/07/2011

Donors(s): Irish Aid

Project budget: 2,380,387 US-\$

Project staff:

Name	Title
Sarah Kitakule	CTA, Eastern Africa
Dereje Alemu	NPC, Ethiopia
Elizabeth Simonda	NPC, Zambia
Gloria Ndekei	NPC, Kenya
Rhoda Mwamunyange	NPC, Tanzania
Stephen Opiio	NPC, Uganda

Project objectives:

1. An improved enabling environment for women entrepreneurship
2. Improved capacity of business development service providers to deliver services to women entrepreneurs
3. Women entrepreneurs income-generating capacity, productivity and competitiveness improved

Brief description (including workers/employers involvement at different stages & potential/actual contribution to the recovery process):

The project in its third and final phase aims to promote women's entrepreneurship and support women entrepreneurs to create decent employment, achieve women's empowerment and gender equality, and work toward poverty reduction. The overriding aim of Phase III is to build the capacity of local partners in such a way that the ILO's approaches and tools in women's entrepreneurship will be embedded and ongoing.

Building on the tools and methodologies developed over the previous six years, the project works with national governments, constituents and partner agencies to remove the obstacles

that women face in starting and growing their businesses. There is an emphasis on building the capacity of constituents and partners to carry out research, deliver training, and to lobby government on behalf of the interests of women entrepreneurs.

Main results so far:

- ▶ Improved capacity of constituents and partners to understand and effectively serve the needs of women entrepreneurs, including those living with disabilities.
- ▶ Adapted training tools and other business supports mechanisms for women entrepreneurs are now available in countries where there were none.
- ▶ Improved access to relevant services and links to mainstream Business Development Services BDS have been established.
- ▶ Increased advocacy for the needs of women entrepreneurs.
- ▶ A pool of trainers for the various tools is now available and awaits the certification process.
- ▶ A substantial number of women trained in the various tools.
- ▶ The WEDGE project has provided technical advice and training to ILO constituents to help

them to ensure that entrepreneurship development strategies, policies, tools and programmes are accessible to poor rural women and meet women's needs (i.e. are sensitive to women's and men's different needs and promote gender equality).

Principal challenges:

- ▶ Sustainability of activities beyond the project life.
- ▶ Increased demand for the project services but dwindling resources for implementation.

Outlook:

- ▶ Ongoing work on policy advocacy, monitoring, impact and evaluation of tools and consolidation of a national and international pool of WED trainers.
- ▶ Ongoing support for institutional capacity of partners in areas of organisational governance, advocacy/lobby for recognition and appreciation of WED and sustainability of partner organisations, including resource mobilisation information

CTA-NPC knowledge sharing Meeting
Nairobi, 15 – 17 February 2010

Project title:

WEDGE- Southern Africa (WEDGE-SA)

Project code: RAF0857MNAD

Countries covered: Lesotho, Mozambique, Malawi South Africa

Project starting date: 1.1.2009

Project end date: 31.12.2011

Donors(s): Norad

Project budget: 2,906,231 US-\$

Project staff:

Name	Title
Grania Mackie	CTA, Regional
Carmen Armstrong	NPC South Africa
Assa Macaringue	FAA, Mozambique (Half time)
Rotafina Donco	NPC, Mozambique (Half time)

Project objectives:

- **Outcome 1:** An enabling environment is created that is supportive to the growth of women owned businesses
- **Outcome 2:** The capacity of BDS Providers and partners is built thereby delivering more and better services to women entrepreneurs
- **Outcome 3:** GOWE businesses have grown, are more productive and have created decent employment

Gov't counterparts: Ministries of Gender
Ministries of Trade and Industry

Link To The Decent Work Country Programme Of Country Objectives And Link To The Decent Work Agenda For Africa (2007-2015):

In the four countries the WEDGE project is supporting a common decent work outcome "More women and men have access to productive and decent employment through inclusive job-rich growth". (With a focus on vulnerable groups, such as the youth and women) Specifically the two main outputs that the project speaks to are:

- Policy and regulatory frameworks are reformed to improve the enabling environment for sustainable enterprises.



- Enabling environment research carried out in Malawi and Mozambique with policy recommendations
- Mapping for financial services for women entrepreneurs (WEs) carried out in Mozambique
- Agreement for women's entrepreneurship development strategy review carried out in South Africa
- Month of the Women Entrepreneur (MOWEA) carried out in Mozambique and South Africa and organising committee and strategy for Malawi developed.
- Women's Entrepreneurship Development (WED) capacity building held for project partners and business development services (BDS) providers in Malawi and Mozambique
- Training of trainers for women entrepreneur associations (WEA) held in Malawi and South Africa
- Femal and Male Operated Enterprises (FAMOS) checks undertaken with Fair Trade and Tourism and Business Unity South Africa (BUSA) in South Africa
- Entrepreneurship development strategies for job creation are implemented
 - Training materials for women entrepreneurs translated into Portuguese
 - Strategies for enterprise training and linkages to finance developed for Malawi, Mozambique and South Africa
 - Growth strategy workshops held for growth oriented women entrepreneurs (GOWEs) in South Africa. Training materials for the growth workshop methodology developed

Link to Programme & Budget 2010/11:

The WEDGE Southern Africa project speaks directly to the strategic objective: Employment, social dialogue, policy coherence and strengthening technical capacities. See table 1:

Table 1 Progress towards ILO's immediate objectives and indicators for 2010-2011

STRATEGIC OBJECTIVE: EMPLOYMENT			
1. Employment promotion: More women and men have access to productive employment, decent work and income opportunities 2. Skills development: Skills development increases the employability of workers, the competitiveness of enterprises, and the inclusiveness of growth 3. Sustainable enterprises: Sustainable enterprises create productive and decent jobs			
Lesotho	Malawi	Mozambique	South Africa
Appraisal of the enabling environment situation of women entrepreneurs using WEDGE tools contracted out	Appraisal of the enabling environment situation of women entrepreneurs using WEDGE tools	Appraisal of the enabling environment situation of women entrepreneurs using WEDGE tools	Agreement with the Department of Trade and Industry to review and amend current Women's Entrepreneurship Development Strategy using WEDGE tools
	Training of WEDGE project partners in the capacity building tool: Women's Entrepreneurship Development (WED)	Training of WEDGE project partners in the capacity building tool: Women's Entrepreneurship Development	Women Entrepreneur Association (WEA) Capacity Building training of trainers held
Training of trainers in gender sensitive value chain analysis	Training of trainers in gender sensitive value chain analysis	Training of trainers in gender sensitive value chain analysis	Training of trainers in gender sensitive value chain analysis
Establishment of WEDGE project structure in the Ministry of Gender Youth Sports and Recreation (MoGYSR)	Establishment of WEDGE project structure in the National Association of Businesswomen (NABW)	Increased awareness of women entrepreneurs as role models through Month of the Women Entrepreneur in Africa (MOWEA)	Increased awareness of women entrepreneurs as role models through (MOWEA)
		Translation of five WEDGE tools carried out	Financial support to partner organisations to train women entrepreneurs in HIV and SMEs
STRATEGIC OBJECTIVE: STRENGTHEN TRIPARTISM AND SOCIAL DIALOGUE			
9. Employers' organizations: Employers have strong, independent and representative organizations			
Lesotho	Malawi	Mozambique	South Africa
Negotiations with Association of Lesotho Employers (ALE) to carry out training of trainers in WEA	Employers Consultative Association of Malawi (ECAM) participation in training of trainers and MOWEA planning	Training in the capacity building tool: Women's Entrepreneurship Development New membership of women entrepreneur association (AMEM) in Employers organization (CTA)	Gender Check (FAMOS) ongoing with Business Unity South Africa (BUSA)
STRATEGIC OBJECTIVE: POLICY COHERENCE			
19. Mainstreaming decent work: (Gender equality and non-discrimination)			
Lesotho	Malawi	Mozambique	South Africa
In Lesotho wedge was involved in gender mainstreaming during the United Nations Development Assistance Framework first year review.	Dialogue ongoing with the Joint Gender and Youth Employment Programmes	WEDGE has secured funding to roll out project activities under the UN joint gender programme It is also collaborating closely with a Joint UN Millennium Development Fund (MDGF) Project	South Africa the project has been involved in developing a UN joint programme concept document for the tourism industry.

STRATEGIC OBJECTIVE: POLICY COHERENCE

19. Mainstreaming decent work: (Gender equality and non-discrimination)

Lesotho	Malawi	Mozambique	South Africa
In Lesotho wedge was involved in gender mainstreaming during the United Nations Development Assistance Framework first year review.	Dialogue ongoing with the Joint Gender and Youth Employment Programmes	WEDGE has secured funding to roll out project activities under the UN joint gender programme It is also collaborating closely with a Joint UN Millennium Development Fund (MDGF) Project	South Africa the project has been involved in developing a UN joint programme concept document for the tourism industry.

STRATEGIC OBJECTIVE: STRENGTHENING TECHNICAL CAPACITIES

Knowledge Base

Lesotho	Malawi	Mozambique	South Africa
	Partner run website for MOWE (Africa) established for Malawi	Partner run website for MOWE (Africa) established for Mozambique (Portuguese)	Partner run website for MOWE (Africa) established for South Africa
	Research reports on the enabling environment, to be published	Research reports on the enabling environment with UNDP, to be published	

Across 4 Countries:

Regular contributions to ILOs Global WED knowledge sharing (KS) platforms and other web based KS platforms.

Creation of new tool for growth oriented women entrepreneurs to be supported by Global WED Programme

Finalization and dissemination of women's entrepreneurship tools: 'Making the Strongest Links' a Gender sensitive value chain analysis tool

Finalization and pilot of the 'Women Entrepreneur Association Building Tool'.

Tripartite knowledge sharing through WEDGE-SA Advisory Committees and research workshops

Link to the Global Jobs Pact and brief description (including workers/employers involvement at different stages & potential/actual contribution to the recovery process):

The main element of the global jobs pact the project contributes to is: Accelerating employment creation, jobs recovery and sustaining enterprises, Social dialogue: Bargaining collectively, identifying priorities, stimulating action:

- The project aims to build the capacity of women entrepreneurs to growth their businesses and in turn generate decent employment for others. More vulnerable groups such as those with disabilities or those living with HIV and AIDS are included into the project. In Malawi, Mozambique and South Africa negotiations have developed into training delivery and linkages to finance for women entrepreneurs. Indications thus far are that project activities in South Africa have so far created over forty jobs.
 - Service providers: Partner capacity appraisals with employers' organisations, business development service providers,

women entrepreneur associations to ensure the project works with sustainable organisations. Business development service providers who will form a cadre of qualified national experts in WEDGE tools.

- Women entrepreneurs, through service providers, business sustainability: pre-selection and tailored support, linkages to finance and markets
- The project has components that are specifically aimed and increasing the voice of women entrepreneurs, through their associations, in policy dialogue. The project will be working with constituents and other partners to make small enterprise development legislation, policies or service provider frameworks more gender sensitive. In Mozambique and South Africa negotiations with government have led to agreement in policy review through dialogue. In Lesotho the project is located in the MoGYSR which will support government and civil society dialogue.
 - Media: women entrepreneurs positive messages: MOWEA has been adopted by

local stakeholders. Strong institutional and financial support from partner organisations including women entrepreneur associations, employers' organisations, ministries of labour, trade and industry and gender.

- Policy/framework level: Capacity building of women entrepreneur associations, employers' organisations, ministries of gender and trade and industry to sustain policy review and change. Certified FAMOS and WED trainers in employers organisations, ministries of gender and women entrepreneur associations to be able to provide support to policy makers.
 - Policy advocacy: Cadre of members of women entrepreneurs certified to sustain capacity of their associations in lobbying and advocacy
- The projects rationale is that women's entrepreneurship development empowers women and promotes gender equality. It is difficult to measure the impact of the project on gender equality 11 months into the project. However indicators have been developed that will measure improvements in gender based bias in attitudes among stakeholders and women entrepreneur's experiences.

Main results so far:

- Carried out appraisals and secondary and primary research into the situation of women entrepreneurs and their support institutions. This has provided a more coherent national

knowledge base where the research has been carried out it also has started social dialogue around the enabling environment for women entrepreneurs.

- Developed institutional frameworks for sustainability. The project has been developing agreements with partners and establishing advisory committees for the project and specific interventions such as MOWEA. Negotiating agreements for project implementation in countries has been challenging in Lesotho and Malawi however these agreements for implementation are now in place.
- Adapting, translating, piloting and training trainers in WEDGE approaches in tools. The project has trained partner organization in women's entrepreneurship development in Malawi and Mozambique which has led to a shift in mindset in their organizations. Training of trainers in certain WEDGE tools has occurred in Malawi, Mozambique, and South Africa. This is establishing capacity to sustain project benefits and improve service delivery to women entrepreneurs and strengthen women entrepreneur associations and employers organisations.

Outlook

As the project has been technically in operation for 11 months, it is difficult to categorically confirm the project will meet its all its development objectives. However, there currently no reason why this will not be the case.

Principal challenges

A. Implementation	
Problem/Issues	Proposed solutions and action(s) taken or to be taken
The project is facing resource constraints which will make achieving the original depth and breadth of some outcomes in the original project proposal more challenging.	• The NPC's with the guidance of the CTA will consolidate project outcomes where possible. • The CTA and NPCs will continue to try and secure funding from project partners • The CTA will carry out a budget revision to bolster activity budgets from other over-budgeted items in March 2010.
Differences in the country situational analysis suggest that different strategies than those stated in the project document are necessary to achieve project objectives.	The CTA and NPCs will adapt tools and methodologies to achieve project objectives.
B. Stakeholders, partners & implementing agencies	
Problem/Issues	Proposed solutions and action(s) taken or to be taken
Effective engagement of key stakeholders has been challenging in countries where the project is not yet consistently visible.	The CTA will prioritise the Lesotho and Malawi projects in 2010 to bring them in line with Mozambique and South Africa.
Engaging with trade unions in each of the four countries has been challenging. Although they are involved in project, with its current objectives, it is difficult to make the project relevant to them.	The CTA and NPCs will continue to engage with trade unions and try to establish common platforms for action.

**Réunion de partage d'information
pour CTP & CNP**
Nairobi, 15-17 février 201

Titre du projet:

***Projet d'appui au développement de
l'entrepreneuriat et de l'emploi en zone
rurale***

Code du projet: SEN0601MSEN

Pays couvert(s): Sénégal

Partenaires gouvernementaux: Directions nationales (PME, Artisanat, Entrepreneuriat féminin, apprentissage), Organisations patronales du secteur formel (CNP, CNES, UNACOIS), unions des chambres de métiers et chambres de commerces, Agence nationale emploi des jeunes, collectivités locales (Agences régionales de développement : ARD)

Lien avec les objectifs pays du Programme pays pour le Travail décent: SEN103 - Un mécanisme favorisant la création d'emploi décent et l'insertion des jeunes par des entreprises durables en zones rurale et urbaine est élaboré et/ou intégré dans les plans nationaux et locaux de développement.

Lien avec l'Agenda du travail décent en Afrique 2007-2015: Appui à la réalisation des actions suivantes : Appui à une amélioration propice au développement des entreprises (rurales), Appui à la mise en place d'un travail décent pour les jeunes, Elaboration d'approches intégrées pour moderniser l'économie informelle.

Lien avec le Programme & Budget 2010/2011: Résultat 3 / Indicateurs 3.2 et 3.3

Lien avec le Pacte mondial pour l'emploi: Promotion d'une politique renforcée et d'un environnement réglementaire pour un Soutien et appui à la professionnalisation de MPE rurales ainsi qu'à leurs associations/OP, Renforcement du dispositif de services de développement des entreprises rurales, Appui à la mise à niveau de l'informel.

Date de début du projet: 14/09/2006

Date de fin du projet: 31/12/2010

Pays donateur(s): FIDA

Budget du projet: 691,773 US



Personnel du projet:

Noms	Titres
Nteba Soumano	Coordonnateur
Ana Andrade	Assistante administrative
El hadji Gueye	Chauffeur

Objectifs du projet:

A la demande du gouvernement sénégalais et du FIDA, apporter un appui méthodologique dans la mise en place d'un mécanisme durable visant le développement de l'entrepreneuriat et de l'emploi en zone rurale (Appui à l'amélioration de l'environnement politique, législatif et institutionnel en faveur des MPE rurales, appui à la structuration des secteurs/ filières clés, appui à la professionnalisation et renforcement de capacités des prestataires clés (chambres consulaires, organisations professionnelles/associations de MPE, conseillers d'entreprises) et appui à la mise en place d'un mécanisme visant une insertion active des jeunes ruraux (apprentis, jeunes ruraux déscolarisés et/ou au chômage).

Principaux résultats à ce jour: Contribution du projet dans:

- Contribution dans l'élaboration de la Lettre de politique sectorielle PME (LPS PME) validée en Mai 2009 : Amélioration de l'environnement des MPEs rurales à travers une prise en compte de leurs spécificités et contraintes,
- Adaptation de la méthodologie GERME au contexte rural et renforcement de capacités des réseaux GERME (notamment celui du Sénégal) dans la mise en place d'un appui visant le développement économique local,
- Mise en place d'une stratégie permettant (1) une collaboration active des projets CT dans l'appui aux MPE (IPEC/STEP/WIND/WED/ISFP) et (2) un meilleur positionnement du BIT via une action commune à travers ses outils et programmes

Principaux défis:

1. Mise en œuvre des plans d'actions LPS PME, Artisanat : Consolidation de la stratégie de professionnalisation des acteurs ciblés par le projet: responsable d'organisations professionnelles et de chambres consulaires, prestataires GERME.
2. Consolidation de la collaboration entre les projets CT en vue de la visualisation de l'impact des actions du BIT en tant qu'agence d'exécution, (3) Appui à l'élaboration de la Lettre de Politique Sectorielle Entrepreneuriat Féminin avec une prise en compte de la dimension relatives aux contraintes des MPE féminines en zone rurale.

Perspectives: Avant fin 2010

- Contribution des organisations d'employeurs dans le développement des MPE rurales : Facilitation de l'accès des organisations professionnelles aux marchés et à l'information via des contrats de sous traitances avec les organisations d'employeurs (CNP, CNES, UNACOIS),
- Mise en place de cadres de concertations visant l'amélioration des services/dialogue public-privé en zone rurale, au bénéfice des MPE rurales,
- Contribution du sous groupe de travail PME des bailleurs en vue d'un appui harmonisé sur les cibles (rurales) et une prise en compte de la dimension « emplois décents /Pacte mondial de l'emploi »,
- Appui à la réforme de l'enseignement technique professionnelle via la mise en place d'un mécanisme d'insertion active de jeune ruraux à travers l'entrepreneuriat.

CTA-NPC knowledge sharing Meeting
Nairobi, 15 – 17 February 2010

Project Title:

Sustaining Competitive and Responsible Enterprises (SCORE)

Project Code: SAF / 09 / 50M / SWI

Countries Covered: South Africa

Government Counterparts: Tourism Enterprise Program (a partnership between the Department of Tourism and the Business Trust)

Link to the South Africa Decent Work Country Program:

- ▶ **Outcome 5:** Sustainable and competitive enterprises create productive and decent jobs, especially among women, youth and persons with disabilities
- ▶ **Output 5.4:** Growth of rural-based small and medium-scaled businesses strengthened

Link to the Decent Work Agenda for Africa (2007 – 2015):

- ▶ **3.2:** Conducive environment for the development of African enterprises

Link to Program and Budget (2010 – 2011):

- ▶ **Outcome 3:** Sustainable enterprises create productive and decent job
- ▶ **Indicator 3.2:** Number of Member States that, with ILO support, implement entrepreneurship development policies and programmes for the creation of productive employment and decent work

Link to Global Jobs Pact:

Decent Work Responses: Accelerating Employment Creation, Jobs Recovery and Sustaining Enterprises

- ▶ **Response 3:** investing in workers' skills development, skills upgrading...to improve employability
- ▶ **Response 4:** limiting or avoiding job losses and supporting enterprises in retaining their workforce...
- ▶ **Response 6:** recognizing (and supporting) the contribution of SMEs to job creation...

Project Start Date: 01/09/2009

Project End Date: 31/08/2012

Project Budget: \$600,000

Project Donor: SECO



Project Staff:

Name	Title
Kule Chitepo	NPC
Busi Siyona	Administrative Assistant – 50%

Project Objective:

The objective of the SCORE South Africa project is ***to promote decent and sustainable employment opportunities in rural areas*** working with SMEs and their stakeholders in the wildlife tourism sector.

Project Brief Description:

The project works with managers and staff in wildlife lodges as well as government, private sector and communities surrounding the Madikwe and the Amakhala Game Reserves. The expected end result of this project is a replicable model to achieve the following situation:

- ▶ Wildlife lodges providing excellent services based on motivated and skilled staff
- ▶ A long term vision of the lodges shared by both the lodge operators and surrounding communities
- ▶ Enterprises in the surrounding communities providing goods and services to the lodges
- ▶ A better understanding of the social, environmental and economic benefits of sustainable wildlife tourism among national industry stakeholders

Main Results So Far:

The project has developed a baseline assessment tool, and has carried out capacity assessments at the selected clusters of lodges. The reports on these capacity assessments have identified areas of possible technical capacity support that SCORE can provide to the lodges and surrounding communities through a “virtual college” of training and capacity development interventions. The curriculum and modules for this are currently being developed.

Principal Challenges:

The project has not faced any major challenges, except for some delays in finding the detailed information on the businesses that is required for the completion of the capacity assessments.

Outlook:

The project has received significant support from all relevant stakeholders, and is looking to replicate its geographical focus to other parts of South Africa, as well as into the Southern African region.

CTA-NPC knowledge sharing Meeting
Nairobi, 15 – 17 February 2010

Project title:

**Cooperative Facility for Africa
(COOPAfrica)**

Project code: RAF/06/53M/UKM

Countries covered: Botswana, Ethiopia, Kenya, Lesotho, Rwanda, Swaziland, Uganda, United Republic of Tanzania and Zambia (+ Benin, Cameroon, Mozambique (SIDA funded))

Gov't counterpart(s): Ministries of Labour; Ministres responsible for cooperative development

Link to the Decent Work Country Programme of country objectives: Direct contribution to DWCP priorities of countries where COOPAfrica operates and where DWCPs have been defined¹

Link to the Decent Work Agenda for Africa (2007-2015): Full and productive employment and enterprise development /3.2. Conducive environment for the development of African enterprises

Link to Programme & Budget 2010/11:
Outcome 3 : Sustainable enterprises create productive and decent jobs

Link to the Global Jobs Pact: Accelerating Employment Creation, Jobs, Recovery and Sustaining Enterprises/ (7)recognizing that cooperatives provide jobs in our communities from very small businesses to large multinationals and tailoring support for them according to their needs

Project starting date: October 2007

Project end date: December 2010

Donors(s): UK (DFID)

Project budget/ budget du projet:
9,339,192US\$ (with further financial



contributions from AGFUND, Finland, ILO/AIDS, SIDA, ONE UN)

Project staff:

Name	Title
Fereshi Abdallah	
Francis Kilapilo	
Wailee Kui	
Eva Majurin	
Tulanoga Matimbwii	
Sam Mshiu	
Elizabeth Mwakalinga	
Guy Tchami	
Carlien Van Empel	
Philippe Vanhuynegem	

Project objectives:

Coop^{AFRICA} pursues the overarching goal of contributing to the achievement of the MDGs (in particular MDG 1) in Africa by promoting self-help initiatives, mutual assistance in local communities, and cross-border exchanges through the cooperative approach. This is to be achieved through the following three outcomes:

1. The governance, performance and efficiency of **local cooperatives** significantly improved.
2. Cooperative **support institutions** have improved their capacity.
3. National cooperative **apex organizations** have acquired greater technical capacity and political influence.

¹ Ethiopia: CPP 1: Poverty Reduction through creating decent employment opportunities for men and women (Output 3.2: Decent jobs created through SMEs and cooperatives); cross cutting priorities.
Kenya: Priority area 1: Youth empowerment, youth employment and the elimination of child labour, particularly in its worst form; Priority area 2 – Fight against HIV/AIDS at the work place and Expansion of social protection; cross cutting priorities.
Lesotho: Priority area i) Increase employment creation for poverty alleviation
Tanzania: Priority area 1 - Poverty reduction through creation of decent work opportunities with a focus on young women and men; Priority area 2 – Incidence of child labour and its worst forms reduced; Priority area 3 – Socio-economic impact of HIV/AIDS at the workplace mitigated; cross cutting priorities.
Uganda: Priority area 1 Poverty reduction through increased opportunities for youth employment and productivity; Priority area 3 Incidence of child labour and its worst forms reduced; Priority area 4 Socio-economic impact of HIV/AIDS at the workplace mitigated; cross cutting priorities.
Zambia: Priority area I. More and better employment for the youth, women and people with disabilities, supported by enhanced labour market information (LMI) systems; Priority area II. Responding to HIV and AIDS challenges in the world of work; Priority area III Eliminating child labour, particularly in its worst forms; cross cutting priorities.

Brief description (including workers/employers involvement at different stages & potential/actual contribution to the recovery process):

Summary - The objective of Coop^{AFRICA} is to advance the decent work agenda and progress the MDGs through the cooperative approach, to ensure that the potential of member-based organizations is recognised and used to facilitate inclusive development. Coop^{AFRICA} is built on a mandated supply-driven approach, providing services, policy and technical advice, and a demand-driven approach by running a Challenge Fund mechanism.

The key elements of its approach are:

- ▶ Establishing an enabling legal and policy environment;
- ▶ Support services through centres of competence;
- ▶ Promotion of effective co-ordinating structures;
- ▶ Establishing Challenge mechanism which allocates grants through a competitive process

Coop^{AFRICA} is a regional programme with a focus on nine countries in Sub-Saharan Africa (with DFID funding), including Botswana, Ethiopia, Kenya, Lesotho, Rwanda, Swaziland, Tanzania, Zanzibar, Uganda and Zambia.²

Workers and employers involvement - At the international level, Coop^{AFRICA} works in partnership with the International Trade Union Confederation (ITUC-Africa), the International Organization of Employers (IOE) and its member the Pan African Employers Organisation (PEC), which are part of the Coop^{AFRICA} Steering Committee in addition to other organizations.³ For implementation at the country-level, the programme relies on National Advisory Groups composed of key cooperative stakeholders; in most of 8 countries where a NAG has been established, its members include representatives of workers and employers organisations, which are therefore at the core of the programme.

Moreover, the programme has developed targeted regional initiatives on cooperatives and workers' organisations (e.g. organization, in collaboration with ITUC-Africa, of a two-day workshop for trade union leaders from nine countries, which resulted, among others, in the design of a project proposal – UNICOOP – on trade unions and cooperatives⁴) as well as cooperatives and

employers' organisations (Sub-Regional Workshop on Employers' Organizations and Cooperatives to be held in Nairobi from 15th -16th February 2010). In addition, it supports, via the Challenge Fund, projects implemented by workers' organisations in two countries (TUCTA, Tanzania, and NOTU, Uganda) and two projects implemented by employers' organisations are likely to be awarded grants subject to availability of funding in the coming months.

Contribution to Recovery – Clear evidence shows that the cooperative model (particularly cooperative banks) is more resilient in times of crisis and mitigates the impact of crisis for members and their communities.

Coop^{AFRICA} has been directly involved in the ILO's efforts to respond to the crisis, notably by:

- ▶ commissioning a paper that draws focus on cooperative financial institutions and agricultural cooperatives, particularly those concerned with export markets in Africa.
- ▶ further understanding the role of cooperatives and other organizations from the social economy, supporting the ILO's Africa Regional Office in launching a major initiative on "The Social Economy – Africa response to the Global Crisis" as a direct contribution to the implementation of the Decent Work Country Programmes in times of crisis
- ▶ participating in a number of other key events relating to the crisis and recovery, including the Decent Work Symposium (Ouagadougou, November 2010), ICA's seminars on cooperatives and the crisis as well as gender and the crisis organized in the context of the 9th African Ministerial Conference (October 2009) and General Assembly (November 2010)
- ▶ Supporting the implementation of challenge fund projects targeting sectors particularly hard-hit by the crisis.

Main results so far:

COOP^{AFRICA} has facilitated a greater visibility of apexes and the cooperative approach in national policy making processes such as PRSPs and cooperative policy design as well as in international events such as the ILO conference on the Social Economy and the ILO symposium on the Global Jobs Pact in Africa.

² Other countries are covered with additional funding, in particular from the Swedish International Development Agency (SIDA), namely Benin, Cameroon and Mozambique.

³ Other members of the Steering Committee are: the International Co-operative Alliance (ICA), the UK Co-operative College, the Committee for the Promotion and Advancement of Cooperatives (COPAC), and the African Union Secretariat

⁴ The proposal aims at strengthening the relations between both movements, helping constituents to improve their services to their individual members and organizing the informal economy workers using the cooperative model. It has been developed jointly with ITUC-Africa, EATUC, ACTRAV, EMP/COOP and Coop^{AFRICA}.

14 countries⁵ have benefited from COOP^{AFRICA} cooperative policy and legal reform. Notably in Lesotho, Uganda and Zanzibar this has resulted in defining new draft cooperative policies. COOP^{AFRICA} is also directly strengthening the implementation of existing DWCPs focusing on youth employment, prevention and mitigation of HIV/AIDS and the fight against child labour in agriculture. COOP^{AFRICA} also contributed to the design of the ILO's Decent Work Country Programmes (DWCPs) in Namibia, Malawi, Swaziland and Togo amongst others.

Cooperative support organizations (e.g. cooperative colleges, cooperative federations and unions, workers and employers' organizations, consultancy firms, NGOs, etc.) have received support via the Programme to provide services to cooperatives. Over 120 service providers went through an organizational capacity assessment and 44 have been recognized as Centres of Competence (CoCs). Nine cooperative colleges have benefited of technical assistance of the UK Cooperative College.

Through over 60 projects across 8 countries, local cooperatives have also benefited from governance and management support through the Challenge Fund and engaged in innovative ventures. For instance, the Dunduliza network in Tanzania has received a grant to improve their IT system among their SACCO members and the Ambo College is implementing a feasibility study to set up the first health cooperatives in Ethiopia.

COOP^{AFRICA} has partnered with other cooperative support organizations (e.g. Agriterra, DGRV, FAO, ICA, ITC/ILO) in the development of tools such as a training package on the management of agricultural cooperatives and a guide on cooperative audit, in addition to producing a range of advocacy materials.

Coop^{AFRICA} has developed a gender strategy to ensure enhanced equality for men and women in the cooperative movement. In partnership with ICA and local stakeholders the Programme has designed a project aiming at empowering women through the cooperative approach.

The programme is part of 3 out of the 4 'ONE UN' pilot countries in Africa (Mozambique, Tanzania and Rwanda).

Key results, as compared to targets, are highlighted below:

Indicators	Targets (PFA) up to 2009	Estimate up to 2009
Countries towards a conducive environment for cooperatives (inst. setting, policies and/or laws)	6	7
Local cooperatives supported	600	1150 ⁶
Self-employment opportunities have been more productive	110,000	124,852 ⁷
Turnover of cooperatives increased	20%	36.4% ⁸
Number of direct jobs created	700	3,954 ⁹
% Income of members increased	20%	23.7% ¹⁰
% of coop members of women (W) and youth (Y) reached	30%	46% W 40% Y ¹¹
Countries where cooperatives raise awareness about HIV-AIDS	4	7
Countries where the cooperative approach is incorporated into DWCP, UNDAFs, PRSP	4	5

Principal challenges:

- ▶ Limited capacity of partners and weakness of the cooperative movement in some national contexts reduces ability to have an impact
- ▶ Timeframe is limited for achieving effective and sustainable impact in areas – such as policy and law reform and institutional capacity building - where achieving progress is inevitably a slow process
- ▶ More demand from Challenge Fund beneficiaries than what can be funded with current resources
- ▶ Limited human resources to run a programme of this scale
- ▶ Specific Substantive Challenges:
 - Support to cooperatives has to address multiple issues /challenges as market operator (market failures) which should be addressed
 - Strong and quality service providers (Centre of Competence - CoC) can support

⁵ The Comoros, Ethiopia, Kenya, Lesotho, Madagascar, Malawi, Mauritius, Mozambique, Uganda, South Sudan, Swaziland, Tanzania (Zanzibar), Zambia, Zimbabwe

⁶ Sample: 24 projects (33.8% of projects selected for funding)

⁷ Sample: 26 projects (36.6% of projects selected for funding)

⁸ Sample: 13 projects (18.3% of projects selected for funding)

⁹ Sample: 25 projects (35.2% of projects selected for funding)

¹⁰ Sample: 19 projects (26.7% of projects selected for funding)

¹¹ Sample: 40 projects (56.3% of projects selected for funding)

cooperatives to increase opportunities and abilities to perform successful businesses but strength is capacity is limited

- Policy and legislation can remove market constraints for cooperatives if enforcement of policy and laws can be supported but enforcement remains weak
- Youth are key in reviving and modernising cooperative development but this can be achieved only if success of business can be demonstrated
- Women's participation in the movement remains low

Outlook:

Based on the challenges identified above and lessons learnt, key focus areas of work should include, in particular, the strengthening of the capacity of support structures, linkages of primary cooperatives to the latter, the strengthening the implementation of cooperative policies and laws, as well as enhancing the integration youth and women as beneficiaries and contributors to the movement.

CTA-NPC knowledge sharing Meeting
Nairobi, 15 – 17 February 2010

Project title:

Social Entrepreneurship Targeting Youth in South Africa (SETYSA)

Project code: SAF/07/51M/FLA

Countries covered: South Africa

Gov't counterparts: Departments of Trade & Industry, Social Development, and Labour; Small Enterprise Development Agency; National Youth Development Agency

Link to the Decent Work Country Programme of country objectives:

- ▶ Outcome 5: Sustainable and competitive enterprises create productive and decent jobs, especially among women, youth and persons with disabilities, in particular:
- ▶ Output 5.2: Social Economy Enterprises.

Link to the Decent Work Agenda for Africa (2007-2015):

- ▶ 3.1 Mainstreaming policies for employment-rich growth and sustainable enterprises in development strategies
- ▶ 3.2 Conducive environment for the development of African enterprises
- ▶ 3.3 Decent work for young people

Link to Programme & Budget 2010/11:

- ▶ Outcome 3: Sustainable enterprises create productive and decent jobs; in particular:
- ▶ Indicator 3.2: Number of member States that, with ILO support, implement entrepreneurship development policies and programmes for the creation of productive employment and decent work

Link to the Global Jobs Pact:

- ▶ 11. Accelerating employment creation, jobs recovery and sustaining enterprises, in particular:
 - (2iii) implementing vocational and entrepreneurial skills programmes for paid and self-employment;
 - (6) recognizing the contribution of SMMEs to job creation, and promoting measures, including affordable credit, that would ensure a favourable environment for their development;
 - (7) recognizing that cooperatives provide jobs in our communities from very small businesses to large multinationals and tailoring support for them according to their needs;



- (9) implementing a supportive regulatory environment conducive to job creation through sustainable enterprise creation and development.

Project starting date: 01/01/2009 Project end date: 31/01/2011

Donor: Government of Flanders Project budget: US\$ 1.25m

Project staff:

Name	Title
Tom Fox	CTA
Andile Ntiyana	NPC
Busie Siyona	Admin Assistant

Project objectives:

The project seeks to support the ILO's constituents and partners in their efforts to promote social enterprise development in South Africa, supporting progress towards a conducive enabling environment and the development of appropriate business development service products for potential social entrepreneurs, with a particular but not exclusive focus on youth entrepreneurs.

Brief description:

The project facilitates informed policy dialogue, strengthens the capacity of business development service institutions to serve social enterprises, stimulates awareness of and demand for such services, and creates synergies between existing initiatives. Representatives of workers and employers have been involved in the policy dialogue; workers representatives are involved in the development of tools for social enterprise development. The project has the potential to boost employment opportunities and access to social services for youth and provide models for those interested in the social economy in the wake of the economic crisis.

Main results so far:

The project has changed the mindset among selected representatives of government, workers and employers in favour of social enterprise development, and increased their capacity to conceptualise social enterprise. It has engaged selected traditional business development service providers at national and local level, supported their capacity to produce and disseminate information on social enterprise, and piloted new approaches and products, notably a social business plan competition.

Principal challenges:

Delayed recruitment of project staff; need to extend focus beyond youth given lack of overall national policy on social enterprise.

Outlook:

2010 focus on consolidation of policy dialogue and development and rollout of social business development tools. The project is a pilot and offers significant scope for replication across the Africa region.

CTA-NPC knowledge sharing Meeting
Nairobi, 15 – 17 February 2010

Project title:

Unleashing African Entrepreneurship - Youth Entrepreneurship Facility

Project code: INT/10/50M/DAN

Countries covered: Kenya, Tanzania and Uganda

Government counterpart(s): Ministries of Labour and Youth

Link to the Decent Work Country Programme of country objectives:

- ▶ KEN126 Creation of employment opportunities for youth
- ▶ KEN130 Young women's and men's entrepreneurial skills for self employment and SME activities enhanced/ increased
- ▶ TZA100 Poverty reduction through creation of decent work opportunities for young women and men
- ▶ TZA101 Employment and particularly youth employment issues are at the centre of national development policies
- ▶ TZA102 Young women's and men's entrepreneurial and SME activities enhanced
- ▶ TZA103 Young men's and women's entrepreneurship skills for self employment increased
- ▶ UGA125 Poverty reduction through increased opportunities for youth employment and productivity
- ▶ UGA126 Employment and particularly youth employment issues are at the centre of national development policies
- ▶ UGA126 Employment and particularly youth employment issues are at the centre of national development policies

Link to the Decent Work Agenda for Africa (2007-2015):

Conducive environment for the development of African enterprises and Decent work for young people

Link to Programme & Budget 2010/11:

- ▶ **Outcome 1:** Employment Promotion: More women and men have access to productive employment, decent work and income opportunities
- ▶ **Outcome 2:** Skills Development: Skills development increases the employability of workers, the competitiveness of enterprises, and the inclusiveness of growth



- ▶ **Outcome 3:** Sustainable Enterprises: Sustainable enterprises create productive and decent jobs

Link to the Global Jobs Pact:

provide vocational and technical training and entrepreneurial skills development especially for unemployed youth

Project starting date: 1 January 2010

Project end date: 31 December 2014

Donors: Africa Commission (Denmark)

Project budget: US\$24 million

Project staff:

In the process of recruiting international and national staff (18 staff in total)

Project objectives:

Development objective:

- ▶ To contribute to the creation of decent work for young Africans, both as a means of self-employment and as job creation for others

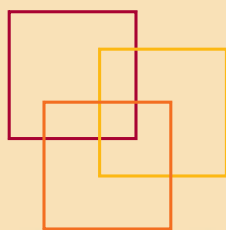
Immediate objectives/outcomes:

1. Attitudes towards entrepreneurship among young women and men improved
2. In-school youth have increased access to entrepreneurship education
3. Out-of-school youth have increased access to business development services
4. Out-of-school youth have increased access to affordable financial services
5. Youth more actively contribute to national development strategies in order to increase peer income and employment creation
6. Youth employment policy makers and promoter in a better position to make evidence based decisions in order to improve resource allocation and programme design

The project is just starting up so it is too early to report on results, challenges and perspectives so far.

JDC, 11/02/10

Enhance the coverage and effectiveness of social protection for all



CTA-NPC knowledge sharing Meeting
Nairobi, 15 – 17 February 2010

Project title:

Informal Economy Support and Technical Assistance Project on Social exclusion and the effects of HIV/AIDS

Project code: GHA/09/ M/01

Countries covered: Ghana

Gov't counterpart(s): Ministry of Labour / Ministry of Local Government

Link to the Decent Work Country Programme of country objectives:

This project links to the Ghana DWCP

(2006-2009) priority 3: Risk and vulnerability among the poorest (informal workers, children at risk from child labour, persons with disabilities and people living with HIV/AIDS) reduced and their rights protected

National policy objective:

- ▶ Links to the National Strategic Framework on HIV
- ▶ The Country's Growth and Poverty Reduction Strategy (GPRS II)

Link to the Decent Work Agenda for Africa

(2007-2015): The project deals **with** 1 of the 3 key challenges to Africa's development (Social exclusion and the effects of HIV/AIDS) and contributes to achieving the objective "*Effective policies in place at national, sectoral and enterprise level to combat HIV/AIDS through the world of work.*"

Link to Programme & Budget 2010/11:

The Ghana Project links to the Strategic **Objective No3: Enhance the coverage and effectiveness of social protection for all** as well as the United Nations Development Assistance Framework (UNDAF) for Ghana 2006 - 2010, **UNDAF Outcome 4:** By 2010, national responses to HIV/AIDS strengthened

Link to the Global Jobs Pact: - Workplace Programmes on HIV and AIDS

Project starting date: 01/01/2010

Project end date: 31/12/2012

Donors(s): Global Fund

Project budget: 882, 969 US-\$



Project staff:

Name	Title
Akua Ofori-Asumadu	Project Coordinator
National Program Officer	(To be recruited)
Research, Monitoring and Evaluation Officer	(To be recruited)
Josephine Dadzie	Admin Finance Assistant)

Project objectives:

Strategic Objective No3: Enhance the coverage and effectiveness of social protection for all

1. Reduced level of employment-related stigma and discrimination against persons living with HIV/AIDS.
2. Reduced HIV/AIDS risk behaviours among targeted workers.
3. Increased level of sustained employment by workers living with HIV/AIDS from the targeted enterprises

Brief description (including workers/employers involvement at different stages & potential/actual contribution to the recovery process):

This projects outcomes rest on collaboration with the national partners (the Ghana AIDS Commission, The Tripartite Partners, the Informal Economy players and associations of Persons Living with AIDS as well as NGO trained under previous Workplace Programmes). One of its main strategies will be to ensure that the legal and policy framework is conducive to HIV/AIDS workplace prevention and protection of workers' rights. Collaboration with management and labour to formulate enterprise-level policies and launch effective and sustainable programs within the workplace following the key ILO principles

Main results so far:

This project is a scale up of the previous, which had led to improved attitudes, increased knowledge of policies and increased use of programs by labour and management at the workplace as well as increased access to treatment and care support at the workplace and in the target communities.

Specifically ILO provided technical support through: facilitation i.e. : drawing up programmes, workshop content/timetables, handouts, presentations at the workshops, supervising group assignment, disseminating policies; development and drafting or reviewing of policies, district HIV plans and strategic plans. In all a total of 69 district policies and 100 districts strategic and HIV plans were reviewed. Coordination and provision of resource materials; evaluation of workshops for re-strategizing and re engineering of programmes were all activities covered under the collaboration.

Principal challenges:

One key problem was lack of funds for implementing the plans developed. In addition workplace focal persons are seldom fulltime leading to lack of attention and detail to workplace programmes. Their work done on HIV

is not appraisable as it does not form an integral part of the job description of the worker identified as part time or voluntary Focal Persons.

Outlook:

A new National Strategic Frameworks development process is in progress and ILO as a UNAIDS Co sponsor is involved in the process and so can firm up the Human rights approach as well as contribute to the institutionalisation of the peripheral activities necessary for conducive policy implementation. In this way **Improving Ghana's implementation of policies and programmes that address the HIV/AIDS epidemic in the world of work and within the framework of the promotion of decent work.**

The ILO's involvement with the Country's Global fund programme affords the Private Sector an opportunity to push forward the agenda of **General Workplace Education Programme in collaboration with the Informal Sector thus reducing the risk and vulnerability to HIV/AIDS among the most vulnerable groups (informal workers, children, PWDs and PLWHA) and ensuring their basic rights are protected, especially in the informal sector, among young people, women & children.**

CTA-NPC knowledge sharing Meeting
Nairobi, 15 – 17 February 2010

Project title:

ILO project on HIVAIDS and the World of Work (UN joint programme of support on AIDS for Uganda)

Project code: UG/08/01M/UND

Countries covered: UGANDA

Gov't counterpart(s): Ministry of Gender Labour and Social Development

Link to the Decent Work Country Programme of country objectives: Socio-Economic Impact Of HIVAIDS At Workplace Mitigated (Priority 4)

Link to the Decent Work Agenda for Africa (2007-2015): Enhance the Coverage and Effectiveness of Social Protection for All

Link to Programme & Budget 2010/11: #####

Link to the Global Jobs Pact: ####

Project starting date: 01/01/2010
(Annual Funding from Joint Programme - UNDP)

Project end date: 31/12/2010

Donors(s): IRISH AID & DFID

Project budget: 100,000 US-\$

Project staff:

Name	Title
David Mawejje	National Proct Coordinator, ILO HIIV/AIDS JUNTA

Project objectives:

1. Plans and Programmes on HIVAIDS at the Workplace Improved and Implemented for Behaviour Change



2. Sector Policies and Laws Adopted in Line With the ILO Code of Practice on HIVAIDS and The World of Work
3. Enterprise HIVAIDS Policies at the Workplace Developed and Implemented

Brief description (including workers/employers involvement at different stages & potential/actual contribution to the recovery process):

Main results so far:

1. Finalised a National Plan of Action on the National Policy on HAIVADS and the World of Work
2. Established a Partnership Forum of HIVAIDS and the World of Work

Principal challenges:

1. Absence of Longterm Funding Commitment
2. Limited Capacity and Conceptualization of Implemetation / Mainstreaming of HIVAIDS World of Work among Social Partners
3. Poor Priortization & Integration HIVAIDS Workplace in the Overall National Budget Funding Framework
4. Lack of Comprehensive Baseline Data to Assess Coverage of HIVAIDS World of Work Interventions & Sectors

Outlook:

1. Enhance Dialogue with Government Partners
2. Undertake Resource Mobilization for Implementing the National Plan Of Action

CTA-NPC knowledge sharing Meeting

Nairobi, 15 – 17 February 2010

Project title:

Joint UN Programme and Maternal and Newborn Mortality Reduction

Project code: M25008159004

Countries covered: Tanzania mainland

Gov't counterpart(s): Ministry of Labour, Employment and Youth Development, Association of Tanzanian Employers, Trade Union Congress Tanzania, , Occupational Safety and Health Authority

Link to the Decent Work Country Programme of country objectives: Expanding the influence of Ministries of Labour, social partners, social dialogue and tripartism

Link to the Decent Work Agenda for Africa (2007-2015): Social protection for all / promoting better, safer and healthier working conditions

Link to Programme & Budget 2010/11: Outcome 5

Link to the Global Jobs Pact

Project starting date: 01/01/2008

Project end date: 31/12/2010

Donors(s): One UN Donor Trust Fund

Project budget: 642 000 US-\$

Project staff:

Name	Title
Maxi Ussar	Programme Analyst

Project objectives:

1. Health workers are aware of their rights as well as harmful and protective behaviour at the workplace
2. Health worker representatives engage actively in improving working conditions of health workers
3. More social security funds provide maternity benefits, also to women in the informal sector
4. Laws on maternity protection are better known and adequately enforced



Brief description (including workers/employers involvement at different stages & potential/actual contribution to the recovery process):

Decent work deficits are very wide-spread in Tanzania and cut across most sectors. Research conducted in Tanzania indicated particular challenges in the health sector relating to working time, exposure to violence at work, limited access to various forms of leave, low wages, limited access to maternity protection, etc. The fact that Tanzania is experiencing a 63% shortage of health care workers illustrates the difficult, often hazardous, working conditions in this sector, resulting in a severely under-staffed and badly-performing sector. Interventions to improve working conditions of health care workers will focus on a two-pronged approach. Firstly, there is a need for up-stream interventions to improve the effectiveness of health worker representation in decision-making on working conditions in Tanzania. This will be done by working through the Trade Union Confederation for Tanzania to bring together the various organisations representing different groups of health care workers to develop a joint strategy for more effective representation. Secondly, down-stream interventions are planned in Dodoma Region. Specifically, ILO WISE+ training materials will be adapted to the health sector in Tanzania and a pilot training will be held.

Another serious decent-work deficit in Tanzania is limited access to maternity protection. This is an important contributing factor to the very high maternal and newborn mortality rate in Tanzania and a serious violation of national labour laws and women's and children's human rights. To address this challenge, preliminary research was undertaken in 2008 / 2009. The research indicated the need for more awareness on maternity protection, improved access to childcare, more information on options to increase access to maternity benefits, improved data collection on maternity protection especially by the Ministry of Employment, Labour and Youth Development. Efforts will be undertaken to stimulate ratification of Convention 183.

The social partners and the Ministry of Labour, Employment and Youth Development are closely involved in the implementation of the whole programme through monthly tripartite meetings. Moreover, they all implement certain components of the programme.

Main results so far:

1. Knowledge-base on working conditions challenges for health workers in public and private health facilities increased
2. Awareness of importance of working conditions amongst hospital supervisors, Ministry of Health Officials, improved
3. Labour inspection form strengthened regarding maternity protection
4. Understanding of importance of maternity protection amongst Members of Parliament increased
5. Awareness raising materials on maternity protection laws increased through production and publication of a cartoon on maternity protection rights

Principal challenges/ principaux défis:

1. Capacity / lack of prioritization of maternity protection by the Ministry of Labour, Employment and Youth Development
2. Limited understanding of UN Agencies participating in the Joint Programme on the importance / relevance of workplace issues and tripartism in maternal and newborn mortality reduction.
3. Late / unreliable disbursement of funds from the One UN Donor Trust Fund

Outlook:

This phase of the Joint Programme is ending in 2010 and it is unclear if the Joint Programme will continue in its current form. This is particularly so, as Tanzania is in the process of developing a new UNDAP in 2010 which will be the framework for the next generation of Joint Programmes. It is not clear, at this stage, if maternal health will continue to be a priority area.

**Réunion de partage d'information
pour CTP & CNP**
Nairobi, 15-17 février 201

Titre du projet:

***Stratégies et Techniques d'extension de la
Protection Sociale (STEP)***

Code du projet: RAF/08/55MOBEL

Pays couvert(s): Senegal, BurkinaFaso, Benin,
Togo, République Démocratique du Congo,
Rwanda

Partenaire(s) gouvernemental(aux):

Ministères de l'Emploi du Travail et de la
Prévoyance sociale, Ministères de la santé,
Ministères des Affaires sociales (les ministères
ayant en charge la protection sociale).

**Lien avec les objectifs pays du Programme pays
pour le Travail décent:**

**Le projet s'inscrit dans les priorités des PPTD
suivants:**

Bénin:

BEN150 - La consolidation et l'extension de la
protection sociale »

Ben151 – Mise en œuvre progressive d'un socle
de protection sociale à travers l'appui au Régime
d'Assurance Maladie Universelle (RAMU)

Burkina Faso:

BFA125 - Le renforcement et l'extension de la
protection sociale

BFA126 – SPF(1) Le processus de construction
du socle de protection sociale est lancé et
intégré dans la SCADD

BFA127 – SPF(2) Le comité de pilotage et les
décideurs disposent des outils pour développer
un plan d'action en protection sociale

BFA128 – SPF(3) Dialogue national et
actualisation des politiques nationales (SCADD)
en lien avec le GJP

Côte d'Ivoire:

CIV100 - Promotion d'emplois décents pour les
jeunes filles et garçons dans une perspective de
sortie de crise et de développement durable

CIV103 – Les mandants tripartites élaborent et
mettent en œuvre un système national
d'assurance maladie universelle (AMU) et des
stratégies de lutte contre le VIH/SIDA



Togo:

TG0125 - Le renforcement et l'extension de la
protection sociale pour tous

TG0126 – Des politiques de la protection sociale
pour tous sont formulées et mises en œuvre par
des mandants et acteurs clés dont les capacités
sont renforcées.

Sénégal:

SEN125 - Consolider et étendre la protection
sociale, améliorer le cadre de sa gouvernance
tripartite et la gestion des migrations

SEN126 - Les mandants tripartites formulent et
mettent en œuvre des programmes d'extension
de la protection sociale

République Démocratique du Congo:

COD201 - La protection de travailleurs, y
compris ceux de l'économie informelle, est
renforcée grâce à une politique inclusive de
protection sociale

Rwanda:

RWA .. – Appui technique aux mutuelles de
santé dans le cadre de la stratégie de protection
sociale

**Link to the Decent Work Agenda for Africa
(2007-2015)/ lien avec l'Agenda du travail
décent en Afrique 2007-2015:**

Eléments clés de la stratégie de reprise en
Afrique:

- ▶ Mettre en place un socle de protection sociale
- ▶ L'OIT et les partenaires des Nations Unies ont
pour mandat de soutenir tous les Etats
membres disposés à mettre en œuvre un socle
de protection sociale, notamment en
entreprenant l'examen nécessaire de
l'efficacité des systèmes nationaux de
protection sociale, l'identification des lacunes
dans la protection et le développement des
stratégies de financement.
- ▶ Maintenir les systèmes de sécurité sociale.

La protection sociale, en particulier pour les
femmes et les jeunes, atténue la pauvreté et les

dures réalités de la crise mondiale. Les systèmes de sécurité sociale devraient être renforcés à travers :

- Une protection sociale progressive offerte et étendue à l'économie formelle ; Des systèmes de gestion améliorés et renforcés, Une gouvernance tripartite renforcée pour améliorer la transparence, la responsabilisation et l'efficacité des prestations.

Lien avec le Programme & Budget 2010/2011:

- (Idem liens avec PPTD)

Lien avec le Pacte mondial pour l'emploi

- Renforcer les systèmes de protection sociale et protéger les personnes.
- Le Pacte encourage les mesures pour maintenir les travailleurs dans leur emploi, soutenir les entreprises et accélérer la création d'emplois et la reprise du marché du travail, en combinaison avec les systèmes de protection sociale en particulier pour les plus vulnérables en intégrant les questions relatives à l'égalité des sexes.
- Les systèmes de protection sociale durables visant à aider les personnes vulnérables peuvent empêcher une aggravation de la pauvreté, remédier aux difficultés sociales tout en aidant à stabiliser l'économie et à maintenir et promouvoir l'employabilité.
- Dans les pays en développement, les systèmes de protection sociale peuvent aussi atténuer la pauvreté et contribuer au développement économique et social au niveau national. Dans une situation de crise, l'adoption de mesures à court terme pour aider les personnes les plus vulnérables peut être appropriée.

Date de début du projet: 01/01/2008 (Phase III)

Date de fin du projet: (31/12/2011)

Pays donateur(s): Belgique

Budget du projet:

(10.800.000 US-\$

(STEP Genève et STEP Afrique))

A partir 2010 (STEP Afrique)

RBSA 292.523 \$

(01/01 au 31/03/2010)

Personnel du projet:

Noms	Titres
Bocksal Christine	Coordinatrice STEP Afrique
Andre Bernard	Coordinateur STEP Afrique Centrale
Louis-Dit Guerin Olivier	Coordinateur STEP Afrique de l'Ouest
Mambombe Anne Marie	Coordinatrice nationale RDC
Muckinyi Germain	Expert national RDC
Lurhakumbira Placide	Assistant administratif Afrique centrale
De Laminne de Bex Astrid	Coordinatrice STEP Rwanda
Tohi Mercy	Coordinatrice STEP Bénin
Batchbi Dramane	Expert national Bénin
Traore Moussa	Coordonateur STEP Burkina Faso
Timera Youssouf	Expert informatique
Gnigue Papa Senghane	Coordonateur STEP Sénégal
Seck Gora	Assistant administratif Afrique de l'Ouest

Objectifs du projet:

Objectif général:

La protection sociale, en priorité en matière de santé (mais non exclusivement), se développe au bénéfice des populations exclues dans les pays en développement, en particulier en Afrique sub-saharienne.

Les deux premiers **objectifs immédiats** constituent le volet « Afrique » du projet.

Il s'agit, en Afrique de l'ouest et en Afrique centrale, de:

1. Développer un environnement politique et institutionnel favorable à l'extension de la protection sociale, par l'appui à la conception et à la mise en œuvre de stratégies et de plans d'action nationaux d'extension de la sécurité sociale (ASSAPs, comme parties intégrantes des PRSPs, UNDAFs et DWCPs)
2. Renforcer concrètement les systèmes de protection sociale par l'appui à la conception et la mise en œuvre en particulier de **systèmes nationaux articulés d'assurance maladie et de systèmes de micro-assurance novateurs et d'envergure**

Les objectifs immédiats 3 et 4 constituent le volet « global » du projet.

3. Le développement et l'animation de la nouvelle plate-forme technique mondiale d'intelligence collaborative (web 2.0) GIMI/GESS sur la micro assurance et l'extension de la sécurité sociale.
4. Le plaidoyer et la mise en réseaux des acteurs, ainsi que la mobilisation de ressources pour l'extension de la protection sociale : animation de l'ensemble des réseaux de concertation : « la Concertation en Afrique », AMIN en Asie, ACYM en Amériques, « Alliance internationale » au niveau global et « Consortium ».

Brief description (including workers/employers involvement at different stages & potential/actual contribution to the recovery process) / brève description (y compris l'implication des partenaires sociaux dans les différents étapes & la contribution actuelle et potentielle au processus de reprise économique):

Principaux résultats à date:

- ▶ Technicité de la protection sociale diffusée.
- ▶ Outils de gestion, contenus de formation, manuels et guides formatés et diffusés.

- ▶ Compétences techniques nationales formées.
- ▶ Plusieurs centaines de milliers de mutualistes bénéficient d'une couverture en soins de santé accessible.
- ▶ Base de données disponibles.
- ▶ Etudes de cas et analyse techniques disponibles et diffusées.
- ▶ Prise en compte de l'extension de la problématique de protection sociale dans les politiques nationales.

Principaux défis:

- ▶ Le niveau réduit des ressources budgétaires nationales et la faiblesse des revenus des populations

Perspective:

- ▶ Développement en cours de systèmes d'assurance santé d'envergure nationale au Bénin, Togo, Burkina faso, RDC, Rwanda.
- ▶ Amélioration significative de l'accessibilité financière aux soins de santé de la population (secteur formel et informel)
- ▶ Diffusion de l'utilisation de l'outil "Social budgeting" au niveau des pays comme outil d'aide à la décision de la mise en oeuvre d'un socle de protection sociale adapté aux différents contextes nationaux.

CTA-NPC knowledge sharing Meeting
Nairobi, 15 – 17 February 2010

Project title:

Ghana- Luxembourg Social Trust Project

Project code: GHA/09/02/OGBL

Countries covered: Ghana

Gov't counterpart(s): The government of Ghana, Ministry of Employment and Social Welfare and the government of Luxembourg

Link to the Decent Work Country Programme of country objectives: (Draft document, June 2006) Outcomes 3.1 and 3.2, identify the extension of social protection as a priority and outcome. 3.1 Highlights the extension of health insurance protection.

Link to the Decent Work Agenda for Africa (2007-2015): All African countries adopt coherent national social security strategies, including for the introduction or extension of basic social security package that includes essential health care, maternity protection, child support for school-age children, disability protection and minimum pension.

Link to Programme & Budget 2010/11:

The project will contribute to indicator 4.2 “with ILO support, develop policies improving social security coverage, notably of excluded groups”, as through the testing of the implementation of the conditional cash benefit the project will provide an administratively and financially feasible, tried and tested model and will establish concrete procedures for supporting a vulnerable group of the population and will make the case that the cash transfer for pregnant women should become a nation wide social security policy. It will thus help the government to design the appropriate instruments for an extension of this programme nationwide.

Link to the Global Jobs Pact

Project starting date: September, 2009

Project end date: May, 2014

Donors(s): Luxembourg Trade Union, OGBL, through its NGO Solidarite Syndicale

Project budget: US-\$ 413,540



Project staff

Name	Title
Mortey Vava Ama	National Project Coordinator
Ernest Boakye	Driver

Project objectives:

To collect evidence about the impact on maternal and child health status of cash transfer, that is conditioned on the recipient taking up certain number of reproductive and child related services.

Brief description (including workers/employers involvement at different stages & potential/actual contribution to the recovery process):

Main results so far:

The programme has registered 849 poor pregnant women in the Dangme West District of Ghana, out of which 700 of them are being selected based on the poverty ranking of the department of social welfare upon which beneficiaries will be given the conditional cash benefit. There has been an increase in the number of pregnant women who have registered for antenatal care services at the various health centres in the district.

Principal challenges:

Although the stakeholders have put in more effort, some are also causing undue delays of the programme activities.

Outlook:

The programme will increase attendance at antenatal and child welfare clinics and improve the nutritional status of all children in households of beneficiaries.

CTA-NPC knowledge sharing Meeting

Nairobi, 15 – 17 February 2010

Project title:

QUATRIN AFRICA (Social Security Quantitative Training for Africa)

Project code: A.250.01.106.601 (ROAF)
A.250.03.100.603 (SECSOC)

Countries covered: Burundi, Cameroon, Guinea, Lesotho, Madagascar, Mozambique, Namibia, Nigeria, Rwanda, Senegal, Sierra Leone, Zambia

Gov't counterpart: Ministries of Labour and Social Security

Link to the Decent Work Agenda for Africa (2007-2015):

- ▶ Extended coverage and improved quality of social security schemes and programmes
- ▶ Link to Programme & Budget 2010/11:
- ▶ Outcome 3a: More people have access to better managed social security benefits'
- ▶ Immediate Outcome 3a.1: Increase member State capacities to develop policies focussed on improving social security systems,
- ▶ Immediate Outcome 3a.2: Improve member State capacity to manage social security schemes and to implement policies focussed on improving social security systems

Link to the Global Jobs Pact:

- ▶ Building adequate social protection for all

Project starting date: 1 July 2008

Project end date: 31 July 2011 (to be confirmed)

Donors(s): Federal Republic of Germany

Project budget: USD 3,950,000 (estimated)



Project staff:

Name	Title
Ed Tamagno	CTA
Andrew Allieu	Project Implementation Officer

Project objectives:

Strengthen governance of social protection schemes in Africa.

Brief description:

Establishment of an Executive Master of Science in Social Protection Financing at the University of Mauritius; Seminars for Governors (decision-makers, tripartite members of boards of directors of social security institutions); workshops and training courses for managers and financial specialists

Main results so far:

Agreement signed with the University of Mauritius; four Seminars for Governors held; Guide for social security governors in Africa printed.

Principal challenges:

RBSA framework not readily applicable for a project that is Technical cooperation

CTA-NPC knowledge sharing Meeting
Nairobi, 15 – 17 February 2010

Project title:

Microinsurance

Project code: not available

Countries covered: Ethiopia, Zambia, Kenya, Tanzania, Uganda, Nigeria, Ghana, South Africa

Gov't counterpart(s):

Link to the Decent Work Country Programme of country objectives:

Link to the Decent Work Agenda for Africa (2007-2015):

Link to Programme & Budget 2010/11/ lien avec le Programme & Budget 2010/2011:

Link to the Global Jobs Pact

Project starting date: 11/05/2009

Project end date: not available

Donors(s):

Project budget: 200,000 US-\$

Project staff:

Project objectives:

1. Develop Insurers' MI capacity
2. Education & Awareness for MFIs, Coops and Labour Unions
3. Regulatory capacity building and MI regulation



Brief description (including workers/employers involvement at different stages & potential/actual contribution to the recovery process):

Main results so far:

Ethiopia: Good progress in establishing capable insurance industry; expanded knowledge base for MFIs and Coops; work beginning with organised labour

Principal challenges:

Regulation not yet fully implemented; a huge COOP base, not easy to reach in a short time,

Outlook:

Good microinsurance network and take off within 2 – 3 years.

MI = Microinsurance

CTA-NPC knowledge sharing Meeting

Nairobi, 15 – 17 February 2010

Project title:

Creating the enabling environment to establish models for child labour free areas in Kenya: Support to the implementation of the National Action Plan for the Elimination of the Worst Forms of Child Labour with special focus on agriculture and older children

Project code: KEN/09/50P/USA

Countries covered: KENYA

Gov't counterpart(s): Ministry of Labour

Link to the Decent Work Country Programme of country objectives:

- Contributes to Kenya DWCP (2007-2012) outcome area on youth employment and elimination of child labour

Link to the Decent Work Agenda for Africa (2007-2015):

- Africa's children must go to school not work (elimination of child labour)
- Decent work for young people
- Skills development and employability

Link to Programme & Budget 2010/11:

- Outcome 16 : Child labour is eliminated with priority to worst forms of child labour
- Outcome 1: More women and men have access to productive employment, decent work, and income opportunities

Link to the Global Jobs Pact:

- Protect persons and families affected by the crisis, in particular the most vulnerable
- Implementation and monitoring of international labour standards (related to elimination of child labour)

Project starting date: February 1, 2010

Project end date: June 2014

Donors(s): United States Department of Labour (USDOL)

Project budget: 4,600,000 US-\$



Project staff:

Name	Title
Wangui Irimu	National Project Manager

Project objectives:

1. At the end of the project, relevant national policies, programmes and legislation harmonized with the national Action Plan to eliminate child Labour and enforced
2. At the end of the project, the capacity of national and local authorities and social partners is enhanced to support the effective implementation of the National Action Plan
3. By the end of the project, effective models for establishing child labour free areas are tested in three (3) Districts with documented processes and experiences

Brief description (including workers/employers involvement at different stages & potential/actual contribution to the recovery process):

- ILO constituents will be involved through the National steering committee which provides leadership in the implementation of the project.
- They will also be expected to implement action programmes on prevention of child labour

Main results so far:

The project implementation started in February 2010, there are no results as yet

Principal challenges:

Outlook:

The outlook for Kenya is mixed, while there are signs of recovery from the crisis the country is still experiencing governance problems associated with 2008 post election crisis. There is good prospect for the implementation of the project.

CTA-NPC knowledge sharing Meeting
Nairobi, 15 – 17 February 2010

Project title:

Project of support for the preparatory phase of the Uganda National Action Plan for the elimination of child labour (SNAP)

Project code: P.250.08.162.050

Countries covered: Uganda

Gov't counterpart(s): Ministry of Gender, Labour and Social Development (MGLSD), Ministry of Education and Sports (MoES), Ministry of Local Government (MoLG) and the District administrative offices

Link to the Decent Work Country Programme of country objectives: To contribute to the elimination of the worst forms of child labour

Link to the Decent Work Agenda for Africa (2007-2015): To end the worst forms of child labour by 2015.

Link to Programme & Budget 2010/11: Funded through TC, not budget support

Link to the Global Jobs Pact: With regards to child labour the broadening of social protection, integrating gender concerns and minimum wages contribute directly to reducing child labour

Project starting date: 30/09/2008

Project end date: 31/05/2012

Donors(s): US Department of Labor

Project budget: 4,791,000 US-\$

Project staff:

Name	Title
Ms. Margaret Kabasiita	FAA (Finance and Administrative Assistant)
Mr. Vincent Karamagi	driver/clerk
Mr. Julius Gizamba	DPA, Mbale (District Programme Assistant)
Ms. Proscovia Biira	DPA, Rakai
Mr. Bernard Byagageire	DPA, Wakiso
Ms. Jackie Banya	SPO (Senior Programme Officer)
Mr. Basil Mugengi	M&E Officer
Ms. Akky de Kort	CTA (Chief Technical Advisor)



Project objectives:

- By the end of the project, social and economic policies and legal and regulatory frameworks that form the foundation for actions to combat the WFCL will be reinforced.
- By the end of the project, people and institutions at all levels of Ugandan society will be supported to mobilize against child labour through heightened awareness of its negative consequences and increased knowledge of the ways and means to combat the problem.
- By the end of the project, a multidisciplinary and integrated area-based model of intervention laying the foundation for the establishment of “child labour free zones” at the district level will be created and available for replication throughout the country.

The selected three districts are: Wakiso, Mbale and Rakai.

Brief description (including workers/employers involvement at different stages & potential/actual contribution to the recovery process):

The SNAP project is supporting the Government of Uganda (GOU) to finalize the NAP and to conduct an awareness raising campaign with strong involvement of the social partners and other stakeholders. Further the project works in the 3 districts directly with NGOs in order to prevent and withdraw children from the WFCL with an integrated area based approach. The NGOs are working in close collaborations with the District authorities and the workers' and employers' representatives in their districts of operation.

Main results so far:

- Baseline survey conducted in the 3 operating districts;
- Awareness raising preparations in the form of a communication audit in the 3 districts and development of concept notes for potential partners;
- Development and implementation of 10 action programmes with NGOs in the 3 operating districts;

- ▶ Process of leadership by the MGLSD to lead the NAP development;
- ▶ Several workshops and activities took place and are ongoing.

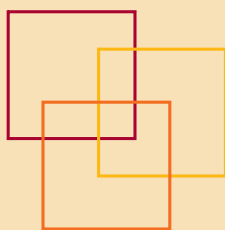
Principal challenges:

- ▶ Time frame of 44 months is too limited;
- ▶ The coverage of 3 Districts only for direct action is too limited;
- ▶ Economic/job crisis has an impact on combating child labour;
- ▶ Cultural and traditional beliefs and practices are deeply embedded and are giving challenges;
- ▶ Poor “quality” education system;

Outlook:

- ▶ Good collaboration between social partners and other child labour initiatives (IRC/AVSI-LEAP, ECLT, OVC, PLA, etc.);
- ▶ Strong partnership and willingness to build synergies and work closely together between child labour and Orphans and other Vulnerable Children (OVC) programmes and initiatives;
- ▶ ILO-IPEC being a member of the Education Development Partners, gives IPEC a chance to engage in education and strongly advocate for “quality” education and child centered and child participatory methodologies.

Policies and programmes focused on the protection of the rights of migrant workers



CTA-NPC knowledge sharing Meeting
Nairobi, 15 – 17 February 2010

Project title:

RBSA Programme “Improving institutional capacity to govern labour migration in North and West Africa”

Project code: A.250.03.100.601

Countries covered: Algeria, Mali, Mauritania, Morocco, Senegal and Tunisia

Gov't counterpart(s):

Different Ministries dealing with labour migration issues, for example:

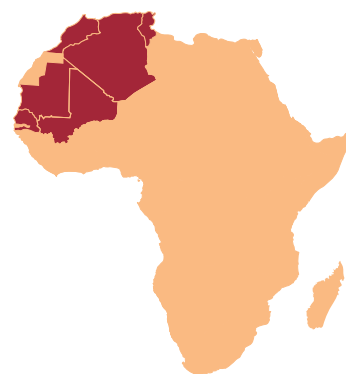
- ▶ For Algeria: Ministère du Travail and Ministère des Affaires étrangères
- ▶ For Mali: Ministère du Travail, de la Fonction Publique et de la Réforme de l'Etat; Ministère des Maliens de l'Extérieur et de l'Intégration Africaine and Ministère de l'Emploi et de la Formation Professionnelle
- ▶ For Mauritania: Ministère de l'Emploi et de la Formation Professionnelle and Ministère de la Fonction publique et du Travail
- ▶ For Morocco: Ministère de l'Emploi et de la Formation Professionnelle and Ministère chargé de la Communauté Marocaine Résidant à l'Etranger
- ▶ For Senegal: Ministère de la Fonction Publique, du Travail, de l'Emploi et des Organisations Professionnelles and Ministère des Sénégalais de l'Extérieur
- ▶ For Tunisia: Ministère de l'Emploi et de l'Insertion Professionnelle des Jeunes and Ministère des Affaires Sociales, de la Solidarité et des Tunisiens à l'étranger

Link to the Decent Work Country Programme of country objectives: RAF 154 – Enhance capacities of regional institutions and member States to develop policies or programmes to protect rights of migrant workers

Link to the Decent Work Agenda for Africa (2007-2015):

Link with the objective of a rights-based approach to governance of international migration within and from Africa.

Labour migration is a key priority for Africa as reflected in the DWAA target that *“Three-quarters of all African States have policies to ensure that migrant workers have regular, authorized status and are fully protected by the labour legislation of the host country by 2015.”*



Link to Programme & Budget 2010/11/ lien avec le Programme & Budget 2010/2011:

This Programme was contributing to P&B 2008/2009 immediate outcome 3c.1: Increase member States capacity to develop policies or programmes focussed on the protection of migrant workers.

The Programme contributes to P&B 2010/2011 Outcome 7: More migrant workers are protected and more migrant workers have access to productive employment and decent work.

Link to the Global Jobs Pact: Strengthening respect for international labour standards:

A number of international labour Conventions and Recommendations, in addition to the fundamental Conventions, are relevant. These include ILO instruments concerning migrant workers.

The Programme aims to improving the protection of migrant workers in and from North and West Africa, in conformity with the ILO Conventions on migrant workers and other relevant international instruments and by disseminating these instruments to constituents.

Project starting date: September 2008

Project end date: 31/03/2010

Donors(s): Spain

Project budget: 3.473.685 US-\$ (of which 1.000.000 US \$ is allocated to INSTITUTE)

Project staff:

Name	Title
Ms. Patricia Isimat-Mirin	Senior International Migration Specialist, CTA of the Programme
Ms. Marie-Josée Da Silva Ribeiro	International Migration Project Officer
Ms. Louise Mbabazi-Kamina	Administrative and secretarial support staff
Ms. Fatoumata Abdourhamane Dicko	NAO Bamako, Mali

Project objectives:

The Programme aims to enhance the labour migration capacities of governments and national partners in a regional approach, to maximize labour migration benefits and to contribute to the development of both countries of origin and destination, and to protect migrant workers by focusing on the following specific objectives:

1. Enhance institutional capacity to formulate effective and coherent labour migration policies and improve governance and administration of labour migration and in line with ILO Conventions on migrant workers and other relevant international instruments;
2. Improve protection of migrant workers from North and West Africa, in convergence with the ILO Conventions on migrant workers and other relevant international instruments.

Brief description (including workers/employers involvement at different stages & potential/actual contribution to the recovery process):

Following the RBSA delivery in Africa Meeting in April 2009 in Dakar, the Programme organized two major training workshops related to the reintegration and reinsertion of migrant workers to respond to the context of crisis and the return of migrants in origin countries. These workshops concerned the ECOWAS countries and the Maghreb region and took place respectively in Dakar (26-30 October 2009) and Tunis (23-27 November 2009), with the support of the ITC ILO Turin.

Moreover, workers' and employers' organizations of the six countries covered by the Programme are involved in all activities implemented and at all different stages of decisions.

Main results so far:

In the six countries of North and West Africa, the Programme manages to raise awareness for migrants' rights and the importance of better governance of labour migration among persons involved in and responsible for labour migration. Institutional capacity of member states and tripartite partners to formulate effective and coherent labour migration policies and improve governance and administration of labour migration is strengthened.

This was notably done via regional and national training courses:

- ▶ Financing of 5 participants to the Turin Training course "International labour migration" held in Turin (8-18 September 2008).
- ▶ National workshops held in Mali¹ and Mauritania (gender issue highlighted) (May 2009).
- ▶ Training workshop held in Rabat (6-10 July 2009) on "Labour administration and institutions dealing with labour migration in North and West African countries", with the support of the ITC ILO Turin; 20 labour administrators trained.
- ▶ National workshop on coordinating bodies on labour migration in Dakar² (22 July 2009).
- ▶ National training workshop held in Tunisia³ (28-29 July 2009) for labour attachés; 30 labour attachés trained.
- ▶ Training workshop held in Lomé⁴ (17-21 August 2009) on "Migrant Workers' Rights", with the support of the ITC ILO Turin and ACTRAV Turin; 13 workers' representatives trained.
- ▶ Financing of 12 tripartite constituents to participate to the Turin Training course "International labour migration" held in Turin (5-16 October 2009).
- ▶ Training course held in Dakar on "Fostering the social and professional reintegration of return migrants workers in ECOWAS countries" (26-30 October 2009), with the support of the ITC ILO Turin.
- ▶ Training course held in Tunis on "Fostering the social and professional reintegration for return migrants workers in Maghreb countries" (23-27 November 2009), with the support of the ITC ILO Turin.
- ▶ Establishment of a coordinating body on labour migration in Mali.
- ▶ National workshop on coordinating bodies on labour migration in Dakar⁵ (held 3-4 November 2009).
- ▶ National workshops held in Mali and Mauritania (November 2009) on women and migration.
- ▶ Sub-regional workshop on the Role of employers dealing with labour migration issues held in Algiers (7-9 December 2009).

Improve protection of migrant workers from North and West Africa, in convergence with the ILO Conventions on migrant workers and other relevant international instruments.

¹ National workshop in Mali with the participation of the MIGSEC project and the Project "Good governance of labour migration and its links with development", based in Dakar.

² National workshop organized together with the Project "Good governance of labour migration and its links with development", based in Dakar.

³ National workshop with the participation of NORMES.

⁴ With the participation of EMP/SFP (Social Finance Programme, Employment Sector).

⁵ National workshop organized together with the Project "Good governance of labour migration and its links with development", based in Dakar.

- ▶ Support new legislation on labour migration in Mali and Mauritania.
- ▶ Promotion of the ILO Conventions on migrant workers and dissemination of the ILO Multilateral Framework on Labour Migration in all activities.

Comprehensive information and knowledge base on labour migration in the region and selected countries:

- ▶ Study on women migrant workers in Mauritania.
- ▶ Statistical research on labour migration in Mauritania, together with STAT (work in progress).
- ▶ Statistical research on labour migration in Mali (work in progress).
- ▶ Printing of the Multilateral Framework on Labour Migration in Arabic.
- ▶ Translation and printing of the ACTRAV Manual for trade unionists on Migrant Workers' Rights in French and Arabic.⁶
- ▶ Translation of further documents to come.
- ▶ Support of the creation of a "Veille juridique" in Morocco (work in progress).

Launching of the RBSA Spain website: all information concerning activities to be available to constituents (available on ILO ROAF and MIGRANT internet pages):

<http://www.ilo.org/public/french/protection/migrant/afrique/index.htm>

Principal challenges:

To finalize activities in statistics in progress and activities actually implemented before the end of the Programme (31st March 2010).

The statistics enquiry in Mali will be presented on 24-25 February in Bamako.

The Agreement between trade unions of Senegal, Mali and Mauritania will be signed the 23 February in Bamako (Mali).

The statistic enquiry in Mauritania is in progress, in collaboration with STAT department and the ILO Office in Dakar.

To maintain sustainability in all activities implemented during the Programme and the network constituted between all actors involved in labour migration of the six countries covered by the Programme.

Outlook:

Final Workshop of the Programme, to be held on 19-20 April 2010 in Casablanca, Morocco.

Document project for a second phase of the Programme to be presented to constituents and discussed with the concerned parties in the view to be submitted to donors.

⁶ With the participation and financing of ACTRAV.

CTA-NPC knowledge sharing Meeting

Nairobi, 15 – 17 February 2010

Project title:

MIGSEC (Strategies for Extending Social Security for Migrant Workers and Their Families from and within Africa)

Project code: A.250.01.100.603

Countries covered: Burundi, Ethiopia, Ghana, Kenya, Mali, Mauritania, Mauritius, Rwanda, Senegal, South Africa, Tanzania, Uganda, and Zambia

Gov't counterpart: Ministries of Labour and Social Security, ministries for expatriates abroad

Link to the Decent Work Agenda for Africa (2007-2015):

- ▶ Extended coverage and improved quality of social security schemes and programmes
- ▶ Link to Programme & Budget 2010/11:
- ▶ Intermediate Outcome 3c: Labour migration is managed to foster protection and decent employment of migrant workers
- ▶ Immediate Outcome 3c.1: Increase member State capacity to develop policies and programmes focused on the protection of migrant workers
- ▶ Outcome 7: More migrant workers are protected and more migrant workers have access to productive employment and decent work

Link to the Global Jobs Pact:

- ▶ Building adequate social protection for all

Project starting date: 1 October 2008

Project end date: 31 December 2011
(to be confirmed)

Donors(s): Federal Republic of Germany

Project budget: USD 3,330,000 (estimated)



Project staff:

Name	Title
Ed Tamagno	CTA
Aly Cissé	International Migration Officer (ROAF)
Samia Kazi Aoul	International Migration Officer (MIGRANT)

Project objectives:

Extend and strengthen social security rights of African migrant workers and their families

Brief description:

Training courses on social security coordination; facilitation of bilateral and multilateral social security agreements among African countries and between African countries and countries of destination outside Africa

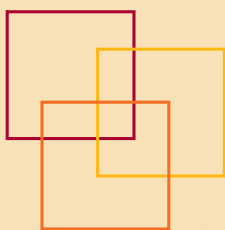
Main results so far:

Various background studies completed; experts training held; work initiated on a multilateral agreement in the East African Community; model agreement prepared for Mauritius; feasibility study of community-based initiative in Senegal and Mali launched

Principal challenges:

RBSA framework not readily applicable for a project that is Technical cooperation

The world of work responds effectively to HIV/AIDS



CTA-NPC knowledge sharing Meeting
Nairobi, 15 – 17 February 2010

Project title:

ILO/USDOL HIV/AIDS Workplace Education Programme

Project code: 100956

Countries covered: Swaziland

Gov't counterpart(s)/: Federation of Swaziland Employers, The Swaziland Federation of Trade Unions, The Swaziland Federation of Labour and the Swaziland Network of People Living with HIV/AIDS

Link to the Decent Work Country Programme of country objectives décent:

- ▶ The project is linked to Outcome 4 The world of work responds effectively to the HIV/AIDS epidemic

Link to the Decent Work Agenda for Africa (2007-2015):

- ▶ Tackling the HIV/AIDS crisis through workplace actions

Link to Programme & Budget 2010/11:

- ▶ The world of work responds effectively to the HIV/AIDS epidemic

Link to the Global Jobs Pact:

- ▶ The project contributes to achieving decent work response on building social protection systems and protecting people through the ILO's action on workplace programmes on HIV/AIDS

Project starting date: May 2004

Project end date: September 2011

Donors(s): USDOL/PEPFAR

Project budget:

150 000US\$ PEPFAR

200 000US\$ PEPFAR

280 000US\$ PEPFAR

Project staff:

Name	Title
Thelma Khombi Nkonde	NPC
Edwin Simelane	PO
Musa Magagula	Driver

Project objectives:

1. To reduce high risk behaviors of workers
2. To reduce stigma and discrimination at the workplace



3. To build the capacity of ILO's constituents to design, implement, monitor and evaluate HIV/AIDS workplace programmes and policies.

Brief description (including workers/employers involvement at different stages & potential/actual contribution to the recovery process):

- ▶ The workers organization, employers organization and the ministry of labour in Swaziland were involved during the design and setting the ground for project implementation. This includes the formation of the Project Advisory Board which is a committee responsible for steering the policy direction of the project. The constituents were also actively involved during the development of the Performance Monitoring Plan and the sustainability plan. The work-plan is adopted by the PAB before implementation is executed. The results of the baseline surveys and impact assessment is shared with the tripartite constituents and other relevant stakeholders including people living with HIV/AIDS. The project's contribution is at national level, at the level of the constituencies and at the level of enterprises.

Main results so far:

- ▶ At least 34 enterprises signed a Memorandum of Cooperation with the project. These enterprises have all appointed HIV/AIDS focal Point to coordinate HIV/AIDS workplace Programmes. HIV/AIDS Committees were set up in all partner enterprises. The Committees have developed HIV/AIDS workplace Programmes and Policies. Peer educators have been trained. Sensitization workshops for workers organizations and employers organizations have been conducted. Training of HIV/AIDS Focal points has been done. A behaviour Communication strategy was developed and condoms are distributed to all partner enterprises. A tripartite declaration to combat HIV/AIDS in the workplace was developed, signed and launched. The ILO Code of Practice on HIV/AIDS and the world of work was translated to the local Siswati language.

Principal challenges:

- The economic downturn has resulted in some partner enterprises closing due to insolvency

Outlook:

- The project is benefitting the ILO's constituents and is contributing towards reducing the spread of HIV in a high prevalence country. There is still a need however to include HIV/AIDS provisions in the laws of the country that govern the workplace.

CTA-NPC knowledge sharing Meeting
Nairobi, 15 – 17 February 2010

Project title:

Scaling up HIV and AIDS Responses among Employers and Workers and their Organisations in Zimbabwe

Project code: ZIM/07/01M

Countries covered: Zimbabwe

Gov't counterpart(s): Employers & Workers Organisations

Link to the Decent Work Country Programme of country objectives: Reduced incidence of HIV and AIDS infection and improved protection of infected and affected people through non-discriminatory policies

Link to the Decent Work Agenda for Africa (2007-2015):

Link to Programme & Budget 2010/11:
P&B Immediate Outcome Link: 310325 – Outcome 08 – HIV/AIDS: The world of work responds effectively to the HIV/AIDS epidemic

Link to the Global Jobs Pact:

Project starting date: 01/07/07

Project end date: 31/03/10

Donors(s): Sida

Project budget: US\$ 744,525

Project staff:

Name	Title
Ida Tsitsi Chimedza	Project Manager
2 NPCs	1 each employed by EMCOZ & ZCTU

Project objectives:

1. To strengthen the capacity of employers' and workers' organizations to develop sector specific, union level and enterprise level HIV and AIDS policies and programmes consistent with national policies and legislation;
2. To strengthen the institutional capacity of the employers' and workers' organizations to coordinate workplace actions, lobby for action and leverage resources for comprehensive programme responses;
3. To conduct knowledge, attitudes, beliefs and practice surveys (KABPs), and assess the economic impact of HIV/ AIDS among workers and employers and their organizations;



4. To support initiatives that increase access to ARVs treatment, care and support for workforce and their families through both the public and private sector systems;
5. To reduce employment-related stigma and discrimination against PLWHA.

Brief description (including workers/employers involvement at different stages & potential/actual contribution to the recovery process):

The ILO partnered with the Employers' Confederation of Zimbabwe (EMCOZ) and the Zimbabwe Congress of Trade Union (ZCTU) in this project. The social partners are the implementers, with the ILO providing project management. The Ministry of Labour and Social Welfare chairs the Project Advisory Committee for this project. The goal of the project is to contribute to the reduction of the incidence of HIV and AIDS in the world of work, including promoting the development and implementation of workplace policies and programmes that reduce the high risk sexual behaviours, facilitate universal access, and reduce the impact of HIV and AIDS at the individual, family and enterprise level. The primary beneficiaries of the project is the private sector workers and their organizations; the employers and their organizations; whilst the secondary beneficiaries are the spouses and families members and others coming in contact with workforce.

Main results so far:

- ▶ 6 sector policies developed with NEC participation. 3 finalised and printed and launched
- ▶ A training manual developed to support the peer education programmes at enterprise level
- ▶ KABP study done, results shows the gaps and level of knowledge for programme development
- ▶ Impact assessment report available of HIV and AIDS in workplaces from a survey of over 100 companies and 2,000 workers with and those without workplace programmes
- ▶ A monitoring tool developed to track project
- ▶ 1,180 workers and 200+ businesses reached in education and awareness

- ▶ Translation of ILO Code into Shona (a vernacular language)
- ▶ Drop-in centres for workers established at the ZCTU's 6 regional offices across the country. These are equipped with computers and internet connection to access up-to-date information on HIV/AIDS. 10 Counsellors trained to run and coordinate the Drop-in centres

Principal challenges:

- ▶ The key issues of private sector co-ordination, leadership, monitoring and evaluation, are yet to be been fully addressed though efforts have been started, with ILO support.

- ▶ Capacity and resources are a major bottleneck hence the need to intensify resource leveraging through the private sector.
- ▶ Companies have been affected by the harsh economic conditions prevailing in Zimbabwe to an extent where they are unable to finance comprehensive HIV and AIDS programmes.

Outlook:

- ▶ Negotiations with donor are in progress regarding further support. However, the new phase of the project will have some changes on the structure, particularly the institutional framework, drawing from the lessons learnt in the first phase of the project.

Fact Sheet – Kenya

HIV/AIDS Workplace Programmes and Policies (KEN/06/50/OPEC)

Countries covered: Kenya

Phase 1 Duration: July 2008 – Aug 2009

Phase 2 Duration: Sept 2009 – Aug 2011

Financial backing (Donor): Organization of Petroleum Exporting Countries (OPEC)

Project objectives:

- ▶ **Objective 1:** To strengthen the capacity of ILO constituents to manage the response to HIV and AIDS in the world work and to scale up existing HIV and AIDS initiatives in Kenya
- ▶ **Objective 2:** To enable workers and employers to develop and implement workplace policies and programmes in identified vulnerable sectors

Link to the Decent Work Country Programme (DWCP) of country objectives:

The activities and outcomes within the HIV project are linked to the DWCP outcomes in Kenya and are tailored for sector-specific actions. One of the priority areas in Kenya's Decent Work Country Programme (DWCP) is *Fight against HIV/AIDS at the work place and expansion of social protection*.

The HIV project contributes to the achievement of the DWCP HIV/AIDS related outcomes by enhancing the capacity of the ILO constituents in Kenya to plan and implement HIV/AIDS workplace policies and programmes in the key sectors highlighted in the DWCP.

Link to UNADF, Kenya 2009-2013 and Vision 2030:

One of the priority areas of **Vision 2030** social pillar is to reduce the spread of HIV, improve the quality of life of those infected and affected and mitigate the socio-economic impact of the epidemic in Kenya. In relation to this priority, **UNDAF, Kenya 2009-2013**, addresses the following outcome: Evidence-informed and harmonized National HIV Response is delivering sustained reduction in new infections, scaled up treatment, care, support and effective impact mitigation.

In this context, the HIV project assists in the implementation of revised or adjusted priority areas through a continuous consultation with relevant stakeholders involved in the planning process (UN-Kenya Joint Programme of Support



on HIV and AIDS, Ministry of Labour, other line ministries including Ministry of Finance and Planning, FKE and COTU).

The project contributes to poverty reduction through strengthening the capacities of the national partners to integrate HIV/AIDS into socio-economic programmes, aiming at women empowerment, employment creation, and business development as part of the overall HIV/AIDS prevention and risk reduction strategy.

Link to Kenya National AIDS Strategic Plan (KNASPIII 2009/10 – 2012/13):

In January 2010, Kenya launched KNASP III which runs from 2009/10 – 2012/13. The HIV project was involved in the development of the Strategic Plan and provided key input on HIV issues related to the workplace. The development of the KNASP III is an opportunity to take a new approach to strategic planning for HIV in Kenya. One key strategic priority of the KNASP is to ensure that long term programmes address both the root causes and effects of HIV and are mainstreamed into the key sectors of the economy.

This will enable the Public and Private Sectors to address the causes and effects of HIV and AIDS in an effective and sustainable manner through their normal functions and within their workplaces. Hence the sectors will analyze how HIV and AIDS impacts on their functions now and in the future from programmatic, policy, governance and mitigation perspectives, and tailor their interventions to fit. The HIV project is providing support to workplaces to achieve this goal.

Outputs/Outcomes achieved:

- ▶ National workplace policy on HIV/AIDS developed
- ▶ HIV and AIDS provisions in the Kenyan legislation popularised
- ▶ Enterprise level workplace policies and programmes developed
- ▶ Labour Inspectors able to apply HIV and AIDS relevant regulations during their regulatory functions and advisory services

- ▶ Small and large enterprises enabled to develop and implement a comprehensive approach to HIV and AIDS management at the workplace
- ▶ Employers' organizations' and workers' organizations' members enabled to lead the implementation of workplace policies and programmes
- ▶ Representatives of SMEs and plantations sensitized on HIV and AIDS and provided with counselling and testing services

How the ILO constituents are involved & participate in implementation (including governance structures):

The HIV project implements activities in collaboration with the ILO constituents; Ministry of Labour (MOL), Central Organization of Trade Union (COTU) and Federation of Kenya Employers (FKE). These partners are also actively engaged in the process of forming and implementing new partnership frameworks with other organisations involved in Workplace HIV programming.

The HIV project supports Kenya in developing comprehensive programmes to address high risk populations, vulnerable workers and their families. The ultimate beneficiaries that directly gain from the project, and hence reduce their risk to HIV infection, are workers and employers in Kenya, including their families. In order to achieve this goal, the project builds the capacity of ILO constituents, national institutions and organizations to respond to HIV/AIDS and supports these actors to build networks and structures to channel this response to the ultimate beneficiaries.

The project also utilizes the capacity and the networks developed through existing programmes, namely the UN-Kenya Joint Programme of Support on HIV and AIDS, National AIDS Control Council (NACC) and Private Sector Partners Against AIDS (PSPA).

CTA-NPC knowledge sharing Meeting
Nairobi, 15 – 17 February 2010

Project title:

HIV/AIDS Prevention and Impact Mitigation in the World of Work in Tanzania

Project code: M.250.08.159.830

Countries covered: Tanzania

Gov't counterpart(s): Tanzania Federation of Cooperative, Ministry of Labour Employment and Youth Development, Ministry of Agriculture, Food Security and Cooperative Development

Link to the Decent Work Country Programme of country objectives: The project contributes to the achieving third priority of the Tanzania DWCP that is “socio-economic impact of HIV and AIDS at workplace mitigated”.

Link to the Decent Work Agenda for Africa (2007-2015): The project is linked to the priority area of “tackling the HIV/AIDS crisis through workplace actions”

Link to Programme & Budget 2010/11: The project is linked to the outcome 8 of that aim at address the HIV/AIDS epidemic i.e. The World of work respond effectively to the HIV/AIDS epidemic

Link to the Global Jobs Pact: The project has a clear link to the global jobs pact as it contributes to achieving the decent work response on “building social protection systems and protecting people” through the ILO action on “workplace programmes on HIV and AIDS”.

Project starting date: 16/06/2008

Project end date: 31/12/2010

Donors(s): Swedish International Development Agency (SIDA)

Project budget: 450,000 US-\$

Project staff:

Name	Title
Tulanoga Matimbwi	National Project Coordinator

Project objectives:

- The ultimate goal of the project is to improve conditions and status of women and men that are living with and affected by HIV and AIDS who work in targeted areas of the informal economy.



Expected achievements are:

1. Increased number of cooperatives developing and implementing activities that address HIV and AIDS in rural and urban areas;
2. Small businesses are established and sustained that mitigate the impact of HIV and AIDS;
3. Improved support services and access to health care services through micro and small enterprises including cooperative apex bodies.

Brief description (including workers/employers involvement at different stages & potential/actual contribution to the recovery process):

The project “HIV/AIDS Prevention and Impact Mitigation in the World of Work in Tanzania” aims at mobilizing cooperatives, Community Based Organizations (CBOs) and Small and Medium Enterprises (SMEs) in responding to HIV and AIDS. It seeks to contribute to improved conditions and status of infected and affected women and men working in the targeted sectors of the informal economy. Currently the project works in three regions which are Kilimanjaro (Rombo and Hai districts); Coast (Kibaha District and town council) and Iringa (Iringa municipality).

The project anticipates to Increase number of cooperatives developing and implementing programmes on HIV/AIDS in rural and urban areas; and Improve support services and people's access to health care services through cooperatives apex and community based organizations and through micro and small businesses and informal sector associations.

The project focuses on building capacities and facilitating national and sub-national cooperative organizations as centres of competence on issues related to HIV/AIDS. The centres of competencies will generate and disseminate relevant required information and knowledge and assist primary cooperative societies in rural and urban areas to actively engage in the fight against HIV/AIDS epidemic.

Through capacity strengthening, cooperatives would be able to play both roles, as a channel of

HIV and AIDS prevention initiatives and a tool for impact mitigation. To contribute to the prevention of HIV and AIDS, cooperative societies could generate and disseminate relevant information and knowledge and actively engage in the provision of prevention services. On the other hand, cooperative societies could contribute to impact mitigation by ensuring strengthened economic base of its members through access to entrepreneurship skills and income generating activities. Cooperatives could also play a vital role of facilitating its infected and affected members to access proper HIV and AIDS health services.

Workers and employers organisations participate in the steering committee of the project that oversees the implementation of the project.

Main results so far:

1. Policy and Advocacy
 - “Development and endorsement of the HIV and AIDS Policy for Cooperatives Movement in Tanzania”
 - UN Joint programme on HIV/AIDS recognition of TFC.
 - Presentation of the project approach to TACAIDS.
2. Strengthening the capacity of cooperative societies to mainstream HIV and AIDS at workplace and routine activities:
 - The project supported 37 cooperatives and 4 CBOs to define appropriate approaches for integrating and/or mainstreaming of HIV and AIDS at work places and in their routine activities. It facilitated the learning of new tools and methods, and strengthened the partner's network to provide mutual support and guidance.
3. Support HIV/AIDS Community education
 - Trained 30 master trainers on PE
 - 103 Peer educators
4. Support development of policy and HIV/AIDS programmes
 - 91 Coop leaders Sensitized on their Role in the Response to HIV/AIDS
 - 37 cooperatives societies developed policies and programmes on HIV/AIDS
5. Strengthening Capacity of National Cooperative Support Organizations
 - Support to Moshi University College of Cooperatives and Business Studies (MUCCoBS)
 - Inclusion of Ministry of Agriculture and Cooperative Development (MAFC), District Cooperative departments, Tanzania Federation of Cooperatives (TFC) & Saving

and Credit Cooperative League of Tanzania (SCCULT)

6. Entrepreneurship Development and Business Management Skills for the Members of the Cooperative Societies
 - Trained 84 SIYB trainers
 - Supported the rolling out of the SIYB training and HIV/AIDS Education
7. Link cooperative members to Health Facilities that provide HIV/AIDS services through peer Educators
 - Promote the VCT concept during the International Cooperative Day
 - Introduction of Health cooperatives (in progress).
8. Monitoring & Evaluation
 - Established baseline information on the involvement of cooperatives in the fight against HIV/AIDS.
9. Information, Education and Communication
 - The project fact sheet
 - Case Study: “The Kilimanjaro Native Cooperative Union Scholarship Programme for Orphans and Vulnerable Children”
 - Factors Subscribing to HIV & TNA
 - Dissemination of STI/HIV/AIDS information from the National AIDS Control programme (NACP)

Principal challenges:

- ▶ Limited resources to reach out many cooperatives
- ▶ The duration of the project is very short to bring about long term change in cooperatives in respect to mainstreaming HIV/AIDS.
- ▶ Capacity of the Tanzania Federation of Cooperatives (TFC) to mobilize and solicit support from other DPs

Outlook:

The ILO Sida HIV/AIDS COOP project in Tanzania is within the context of Tanzania efforts towards addressing the impact of the HIV/AIDS epidemic to the Tanzanian population. The project contributes to the improved quality of life and social wellbeing as articulated in the **National Strategy for Growth and Reduction of Poverty (NSGRP); National Multi-Sectoral Strategic Framework on HIV and AIDS** and it is part and parcel of ILO measures to manage HIV/AIDS in the world of work.

The project is practically linked to the **Decent Work Country Programme (DWCP)** its focus on addressing HIV and AIDS in the World of Work which is directly linked to the NSGRP. In this regards, the project offers technical expertise on

strategic methods of mobilising workers in the informal economy through cooperatives organizations in capacity building and awareness raising which targets training and advocacy materials and arrangements to enable ILO constituents and other stakeholders to better understand and be able to implement more effectively HIV/AIDS workplace interventions.

The project has been integrated within the CoopAfrica programme secretariat which is based

in the country. Through the CooPAfrica programme that makes it easier to interact with different national and international Cooperative stakeholders.

The ILO Sida HIV/AIDS COOP project has established linkages with the UN Joint Programme on HIV/AIDS where the project expects to make an important contribution to the HIV/AIDS national response with specific focus of scaling up workplace interventions.

CTA-NPC knowledge sharing Meeting

Nairobi, 15 – 17 February 2010

Project Title:

HIV Prevention and Impact Mitigation in the Transport Sector

Project Code: RAF/05/058/SID

Countries covered: Malawi, Mozambique, South Africa and Zimbabwe

Gov't Counterpart(s): Ministry of Transport, Ministry of Labour

Link to the Decent Work Country Programme of country objectives: Southern Africa remains the epicentre of the HIV/AIDS epidemic. All four project countries are located within this region and have identified HIV/AIDS as one of the key priorities of their Decent Work Country Programmes. Project activities at the national levels are therefore implemented in the context of the various DWCPs.

Link to the Decent Work Agenda for Africa (2007-2015): The Decent Work Agenda for Africa highlights the fight against HIV as a key priority for the continent. Project strategy has been designed to contribute towards stemming the high rate of HIV infection in the sub-region and for mitigating the impact of the epidemic amongst the highly vulnerable transport sector participants.

Link to Programme & Budget 2010/11: Project specifically contributes to Outcome 8 of the P&B: The world of work responds effectively to the HIV/AIDS epidemics thus promoting universal access and providing economic empowerment to reduce HIV vulnerabilities and negative economic impact of AIDS.

Link to the Global Jobs Pact: Project contributes to promotion of ILO Action in the field of HIV and AIDS workplace programmes (paragraph 26 of GJP)

Project starting date: May 2006

Project end date: December 2010

Donor(s): SIDA

Project budget: US\$2,115,826.00



Project Staff

Name	Title
Joseph Ajakaye	Regional Coordinator/CTA
Patrick Makondesa	National Project Coordinator (Malawi)
Alfredo Munguambe	National Project Coordinator (Mozambique)
Letsholo Mojanaga	National Project Coordinator (South Africa)
Colly Masuku	National Project Coordinator (Zimbabwe)

Project objectives:

Development Objective: To reduce the impact of HIV/AIDS in Sub Saharan Africa by addressing the world of work vulnerabilities and strengthening the application of the policy and legal frameworks for the protection of infected and affected men and women workers.

Immediate Objective: Increased knowledge on HIV/AIDS and more responsible attitudes to risky behaviours of men and women workers and their families, help limit the spread of HIV/AIDS.

Brief description (including workers/employers involvement at different stages & potential/actual contribution to the recovery process):

This project was designed to support the constituents in the participating countries to develop their national strategies and policies to address the problem of HIV and AIDS in the transport sector. The project aimed at improving know-how of the constituents and strengthening existing structures through training and other interventions to build the capacity of the constituents for sustained interventions in the HIV landscape. The primary beneficiaries of the project are men and women workers of the transport sector including road, rail, water and air transport in the four participating countries. This group of beneficiaries also includes spouses

and families of transport workers, private sector enterprises, trade unions and government agencies in the transport sector. The project had as objective to increase their awareness of the impact of HIV/AIDS on enterprises and enhancing their capacity to implement policies and programmes at workplace level.

Main results so far:

Capacity Building for Beneficiaries

- ▶ Training of Trainers programmes implemented for Ministries of Transport, Labour, Employers and Workers organisations in the transport sector as well as major transport sector companies.
- ▶ Over 25,000 Workers reached through Know Your Status and HIV Prevention/Sensitization campaigns.
- ▶ Ministries of Transport in Mozambique, Zimbabwe and South Africa strengthened to upscale their responses to the epidemic.
- ▶ Data base system developed in Mozambique and computers supplied for the processing of HIV information by provincial coordinators.
- ▶ Over 2,000 employees from government and the private sector trained in HIV/AIDS programme planning and management including M&E

Institutional Support Activities

- ▶ Direct support provided to establish and/or strengthen HIV/AIDS Units in over 25 transport sector institutions and enterprises
- ▶ Supported workplace policy development and training for the following number of institutions in the sector:
 - Malawi – 12 institutions and enterprises
 - Mozambique – 5 institutions and enterprises
 - South Africa – 6 institutions and enterprises
 - Zimbabwe – 3 institutions and enterprises
- ▶ Revision of Labour regulations and Labour inspection systems and tools supported in Zimbabwe and Malawi to take account of HIV issues.
- ▶ Labour inspectors trained to carry out inspections around HIV policies and programmes.

Direct Interventions at Enterprise Level

- ▶ Over 1,200 peer educators and counselors trained.
- ▶ Counseling and referral system established in four major establishments in Zimbabwe and Mozambique.
- ▶ About 50 enterprises and institutions supported to conduct training in the development of workplace policies and programmes.
- ▶ Training of Trainers also organized

Workplace Policy Development

- ▶ HIV/AIDS Policy for the Transport Sector finalized and launched in Malawi and Mozambique in 2008.
- ▶ HIV/AIDS Strategic Framework finalized and launched in South Africa in 2008.
- ▶ Project supported development of workplace policies for at least ten major enterprises in four participating countries.
- ▶ Supported development of national policy framework for the transport sector in South Africa.

Corridor and Cross Border Programme

- ▶ Formation of Cross border HIV/AIDS Committee in Beitbridge
- ▶ Training of commercial sex workers and sensitization programmes implemented for other service providers to transport sector.
- ▶ About 1,500 workers reached with HIV/AIDS messages in Mwanza border in Malawi.
- ▶ Awareness activities implemented for over 6,000 workers and community dwellers at cross border and hot spots in Mozambique.

Sustainability Elements Established

- ▶ Tripartite+ structures established at national levels to motivate and provide direction for and monitor project implementation in the transport sector.
- ▶ Partners motivated to mainstream HIV and AIDS issues into their operational plans.
- ▶ Over 100 Partners' focal persons trained.

Programme Integration (UN, ILO and Others)

- ▶ Project fully integrated into activities of the UN Joint Team on HIV and AIDS
- ▶ Linkage with other ILO HIV/AIDS project established at technical levels.
- ▶ Collaboration with established with other relevant UN Bodies (UNAIDS, IOM, WFP, FAO, etc.)
- ▶ Collaboration established with SADC through participation in Partnership Forum

M & E System Development

- ▶ Monitoring system revised and updated in 2009 to facilitate collection of comprehensive data on project implementation.
- ▶ Mozambique implemented training for provincial coordinators data base management for HIV and AIDS programming.
- ▶ Technical assistance offered for the development of M&E tools for the transport sector in South Africa

Other Areas

- ▶ A Framework for BCC Strategy for the Transport Sector was developed and finalized in 2008.

- Project provided assistance to other sectors in the development of HIV and AIDS Policies (SME Sector in Zimbabwe, Agricultural Sector in South Africa and Malawi)

Principal challenges:

On the part of the implementing partners, there is capacity limitation for implementation and monitoring of workplace activities.

Lack of adequate resources (including administrative support) to support project implementation at regional and country levels.

There is constant and delayed release of resources by UNDP in ILO non-resident countries.

Duplication of sectoral interventions by other agencies without adequate consultations

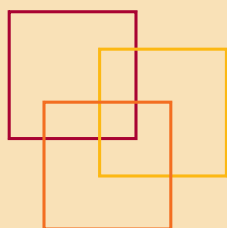
Outlook:

For the future, there will be need to continuously focus attention on the expressed needs of the constituents in particular for the development of workplace policies at the enterprise level while at the national level; effort needs to be made to focus attention on impact mitigation of the

pandemic. Considerable attention will continue to be paid to consistently supporting capacity building for ILO constituents and other strategic partners in the transport sector so that they are able to translate their plans into actions that can generate adequate impact on the HIV and AIDS landscape.

Opportunities exist to expand interventions in the sector to generate wider reach in particular to target vulnerable groups along national and cross border corridors and hot stop points. This can be done through implementation of activities directed at promoting economic resilience for both the infected and affected and vulnerable groups of women and entrepreneurs engaged in commercial activities along the corridors. For such direction, activities would need to be focussed on impact mitigation activities linked to poverty reduction for vulnerable groups operating in the informal economy. This opportunity is predicated on the premise that poverty is a factor of vulnerability and every effort directed at ensuring increase in income will go a long way in addressing the impact of the epidemic. These focussed areas can be addressed within the context of the various Decent Work Country programmes.

Promotion of social dialogue



**Réunion de partage d'information
pour CTP & CNP**
Nairobi, 15-17 février 201

Titre du projet:

Programme de promotion du dialogue social en Afrique (PRODIAF)

Code du projet: RAF/08/12M/BEL (phase III)

Pays couvert(s): Bénin, Burkina Faso, Burundi, Cameroun, Côte D'ivoire, Congo, Gabon, Guinée (Conakry), Mali, Niger, République Démocratique du Congo, République Centrafricaine, Rwanda, Sénégal, Tchad, Togo

Partenaire(s): Ministères du travail, Centrales syndicales, organisations patronales

Date de début du projet: Avril 2008 « Révisée » Phase III

Date de fin du projet: Avril 2012

Pays donateur(s): Belgique

Budget du projet: 800 000 euros par an; soit 2 400 000 euros

Personnel du projet:

Noms	Titres
Ibrahima Barry	CTP (ai) PRODIAF
Françoise Diatta	Secrétaire Principale

Cellule formation

Chérif Sidy Kane	Expert national
Cheikhoumar Faye	Expert national

Cellule Suivi, évaluation et capitalisation

Eva Verwilt	Experte associée
Silèye Coulibaly	Assistant de Programme chargé des finances
Marie Pauline Dembele	Assistant en édition
Martine Cisse	Assistante administrative
Basile Ndong	Chauffeur

Lien avec les objectifs pays du Programme pays pour le Travail décent: Tous les pays couverts par PRODIAF n'ont pas encore formulé de PPTD. Pour ceux qui en disposent, les liens avec le Programme se situent:

- COTE D'IVOIRE: Réalisation CIV 903: Renforcement du tripartisme et du dialogue social contribue à la consolidation de la démocratie, à l'instauration de la paix civile, à l'amélioration de la bonne gouvernance et au développement économique et social
- BENIN: PPTD en formulation: Priorité: renforcement du dialogue social, BEN126 - Une charte sur le dialogue sociale est adoptée et mise en œuvre, prenant en compte les questions d'égalité Hommes/Femmes
- BURKINA FASO: PPTD en formulation: BFA903/BFA900 - Réalisation: Un document de référence portant sur le dialogue social, prenant en compte les questions d'égalité hommes/femmes est adopté et son organe de gestion mis en place.
- GUINEE CONAKRY: PPTD en formulation : Mise en place d'un organe de dialogue social qui appuierait le dialogue national inclusif.
- MALI: PPTD en formulation: renforcement des organes de dialogue social et formation des acteurs à la négociation collective
- SENEGAL: PPTD en formulation. SEN803 PPTD) – Accroître la capacité des acteurs du dialogue social à participer dans la formulation et la mise en œuvre des politiques nationales.
- TOGO: TGO803 - Increased capacities of employers' and workers' organisations to participate effectively in the development of social and labour policy
- NIGER: NER104 - Formation des acteurs principaux de dialogue social sur l'importance et les enjeux de dialogue social, les négociations collective et les orientations sur le contenu du Pacte.
- RDC: le dialogue social constitue une stratégie transversale de mise en œuvre des objectifs en matière d'emploi et de protection sociale. Dans le cadre du PPTD, le dialogue social favorisera la formulation des politiques sociales et de travail tenant comptes des NIT
- CAMEROUN: Des emplois décents pour les jeunes, les femmes et les groupes vulnérables dans un climat de dialogue social; les mandants tripartites participent activement aux différents mécanismes de gouvernance à travers le dialogue social et le renforcement des capacités de l'administration de travail
- BURUNDI: Priorité 3: Des mandants forts, influençant les politiques économiques, sociales et de gouvernance; réalisation 3.1: Les capacités institutionnelles des organisations d'employeurs et de travailleurs sont renforcées pour l'exercice du dialogue social



Lien avec l'Agenda du travail décent en Afrique 2007-2015:

L'Agenda du travail décent en Afrique, une place prépondérante est accordée à la promotion d'un tripartisme et d'un dialogue social efficaces. L'objectif reste le renforcement des institutions tripartites qui est le gage d'un dialogue social efficace à l'échelle nationale et régionale. La promotion du dialogue social en Afrique nécessite que:

- Les pouvoirs publics créent des institutions tripartites et bipartites, ou renforcent celles qui existent. En outre, trois domaines d'action sont indissociables et essentiels pour promouvoir le dialogue social et une bonne gouvernance socioéconomique en Afrique: une participation efficace au moyen du dialogue social, un cadre juridique équitable et une administration du travail solide.
- Le tripartisme et le dialogue social devraient être promus non seulement dans le cadre traditionnel des relations professionnelles, mais aussi la création de concertation ou d'entités analogues capables d'examiner les questions sociales et d'en formuler des avis.

On s'attache à renforcer la capacité des organisations d'employeurs et de travailleurs et celle des ministères du travail de définir, au moyen du dialogue social, des politiques sociales et du travail adaptées.

Lien avec le Programme & Budget 2010/2011:

R12: Le tripartisme et une gouvernance renforcée du marché du travail contribuent à un dialogue social efficace et à des bonnes relations professionnelles

Indicateurs

Indicateur 12.1. Nombre d'Etats Membres qui, avec l'appui du BIT, renforcent les institutions et les mécanismes de dialogue social en conformité avec les normes internationales du travail

Indicateur 12.2. Nombre d'Etats Membres qui, avec l'appui du BIT, renforcent les dispositifs de négociation collective et de règlement des conflits du travail conformément aux normes internationales du travail et en consultation avec les partenaires sociaux

Lien avec le Pacte mondial pour l'emploi:

La situation économique mondiale caractérisée par la crise financière et ses conséquences sociales dont celles sur l'emploi et les économies nationales. Toutes solutions aux problèmes posés par la crise passeraient nécessairement par la concertation, la consultation, la négociation d'alternatives pour lesquelles chaque acteur doit souscrire. Le Pacte mondial pour l'Emploi serait donc une opportunité pour le dialogue social de

démontrer la pertinence de son objet et sa capacité de faire concilier différents intérêts et favoriser la cohérence des options.

Objectifs du projet:

Objectif de développement

Le renforcement du tripartisme et du dialogue social contribue à la consolidation de la démocratie, à l'amélioration de la bonne gouvernance et au développement économique et social

Objectif immédiat N°1:

1. Le dialogue social est institutionnalisé au niveau national
2. Le dialogue social est institutionnalisé au niveau sous régional
3. Les partenaires sociaux participent efficacement à la formulation et à la mise en œuvre des politiques socio-économiques nationales et sous régionales.
4. L'expérience de PRODIAP est pérennisée à travers la capitalisation et la diffusion de ses acquis

Brève description (y compris l'implication des partenaires sociaux dans les différentes étapes & la contribution actuelle et potentielle au processus de reprise économique):

L'évolution de l'environnement politique et économique ainsi que les options de développement en Afrique ont été très rapides au cours des dix dernières années. Outre les mutations qu'elles entraînent, elles interviennent dans un contexte particulier, caractérisé par la libéralisation des économies, la mondialisation, de crises sociales liées au déficit de travail décent et l'émergence de nouveaux acteurs sociaux. Dans un tel contexte, la concertation tripartite se déroule de plus en plus dans un cadre où les efforts de développement portent sur des secteurs et des domaines spécifiques dans lesquels les structures formelles sont encore faibles.

Or l'avènement de la démocratisation dans le domaine politique, la libéralisation économique, la crise financière se sont accompagnés d'une transformation du paysage social dans lequel les acteurs économiques et sociaux aspirent à une meilleure participation ; ils doivent, par conséquent, jouer un rôle plus important et réclament à cet effet, des espaces d'expression et des prérogatives de plus en plus grandes. Dès lors, le renforcement des capacités des partenaires sociaux dans la maîtrise des mécanismes de concertation, de négociation et leur capacité de les développer en outils de renforcement institutionnel de leur structure, constituent un enjeu majeur pour les organisations professionnelles et les administrations du travail des pays africains.

Dans ce cadre, PRODIAF contribuera à la consolidation du processus de démocratisation de la vie publique à travers une bonne gouvernance et la promotion de méthodes validées de dialogue social, de prévention et de gestion des conflits. Les domaines d'action de PRODIAF répondront par conséquent aux besoins formulés en matière de consolidation des acquis au niveau des pays, d'appui aux nouvelles formes d'accords collectifs, de renforcements des capacités des mandants dans la formulation des politiques économiques et sociales et de contribution et d'appui à la mise en place de structures de dialogue social au niveau sous-régional.

À cet effet, les domaines d'intervention s'articulent autour de quatre principaux axes:

Le premier domaine d'action porte sur le niveau national: Cet axe se situe au niveau de la consolidation des acquis de la phase II et de la promotion des cadres de concertation nationaux. Ce niveau permet de mieux impliquer les partenaires sociaux dans la définition des politiques nationales et - via une dynamique instaurée - d'influencer le renouvellement des conventions, la renégociation de nouveaux accords et l'adoption de critères opérationnels de représentativité et de leur mise en œuvre.

Pour certains pays, notamment les pays qui ont déjà - par l'action de PRODIAF - adopté et mis en œuvre des chartes sociales, une commission nationale de dialogue social ou des programmes nationaux de dialogue social, il s'impose une période de consolidation. Cette période permet d'atteindre le niveau de viabilité technique le plus élevé de ces structures ; de transférer les acquis du programme, d'assurer la collaboration avec d'autres structures et de répondre aux besoins des organisations professionnelles en matière de formation, d'impulsion de dynamiques, d'orientation et d'anticipation.

D'autres pays sont encore au niveau de la promotion du concept. Pour ces pays il convient d'appuyer les structures nouvelles afin de créer les conditions d'échanges d'expérience entre les pays et de promouvoir une dynamique globale, capable de faire de ces cadres de concertation et de leurs organes de gestions, des structures viables participant à la vie et au débat national. À terme, l'appui de PRODIAF phase III permet aux structures en charge de la gestion et de l'animation des cadres de concertation, de s'approprier la méthodologie accumulée au cours des différentes phases du programme, de l'enrichir, de la développer à partir de ses ressources propres et de la diversifier.

Le deuxième domaine d'action se rattache au niveau sous-régional: Celui-ci se situe au niveau de l'institutionnalisation du dialogue social dans les organisations d'intégration Economiques sous régionales (UEMOA, CEMAC et CEPGL). Ces actions permettent de créer des organes de dialogue social dont la mise en place et le fonctionnement seront appuyés par l'action de PRODIAF. À cet effet, une attention spécifique sera accordée à la formation des partenaires et des interlocuteurs et à l'établissement de liens entre le niveau national et le niveau sous régional du dialogue social. Ceci permettra de recentrer l'action du programme sur les priorités du BIT en Afrique notamment l'appui au renforcement de l'intégration sous-régionale.

Le troisième domaine d'action concerne la capitalisation des expériences et pratiques et l'élaboration d'un système de mesure d'impacts du dialogue social:

Ce domaine se traduit par une intense production des études comparatives, de manuels de formation et d'outils méthodologiques qui seront des indicateurs et des outils d'inventaire permettant de «mesurer le dialogue social».

Cet axe revêt dans les objectifs du programme un caractère particulièrement important parce qu'il formalise les acquis méthodologiques de PRODIAF accumulés au cours des différentes phases et il constitue la mémoire institutionnelle du programme. Il servira donc d'instruments de mise en œuvre du dialogue social et une base de données des Réseaux des experts qui faciliteront la démultiplication des productions et acquis de PRODIAF et la mise en place d'un dispositif de désengagement. La pertinence de l'action de PRODIAF réside dans sa capacité de produire des outils et méthodes adaptés au déficit de qualification de ses partenaires et ses structures. Par conséquent, le renforcement des capacités des acteurs du dialogue social constitue un besoin essentiel dans la valorisation des organisations professionnelles et de leurs membres.

Le quatrième domaine d'action est consacré à la diffusion des impacts du programme à travers de nouvelles initiatives de développement local:

PRODIAF a produit au cours de ses phases précédentes, des méthodes de formation participatives novatrices validées dans le cadre des actions de terrain. Ces méthodes se sont progressivement enrichies et font l'objet en ce moment d'utilisation tant par les partenaires que par des projets du BIT. L'accumulation de ces productions et bien d'autres non encore formalisées constitue actuellement un capital de

savoir faire qu'il est indispensable de partager. Cet axe d'intervention se traduit par la diffusion des outils méthodologiques par le biais des publications, des ateliers de formation, des voyages d'études et des missions d'appui, de formulation et de suivi de projets ; par la promotion de nouveaux projets dans les secteurs d'activités (cf. Le secteur des mines Katanga RDC) et par l'adoption et la validation du processus de dialogue social dans les situations de crise (cas Libéria, Sierra Leone).

On retient que, les domaines d'action que voilà, permettront de démultiplier l'impact de l'action de PRODIAF et d'assurer la pérennisation de son intervention. Ainsi, dans leur mise en œuvre, ils répondent à la nécessité d'établir une articulation et une cohérence entre les activités des deux premières phases et celles de la troisième d'une part et d'autre part, des passerelles avec les objectifs du BIT en Afrique, ses autres Programmes sur le terrain et les perspectives du Travail Décent.

Principaux résultats à date:

Au niveau national:

- ▶ Adoption d'un charte/pacte/ accord et Création d'organe de Dialogue Social dans 5 pays: Sénégal, Togo, Côte d'Ivoire, RDC, Niger, RCA
- ▶ Demande d'appui pour la création de cadre de dialogue social dans 9 pays: Mali, Tchad Congo, Burkina Faso, Bénin, Guinée, Gabon, Burundi, Rwanda

Au niveau sous régional:

- ▶ UEMOA et CEMAC: Actes adoptés et structure de Dialogue Social en cours de mise en place

Principaux défis:

- ▶ Renforcer le Dialogue Social dans les branches d'activités et les entreprises;
- ▶ Développer des initiatives capables d'influencer la représentativité (élections sociales et le renouvellement des conventions collectives);
- ▶ Développer des stratégies visant à faire du dialogue social un outil de mise en œuvre des politiques nationales portant sur l'administration du travail, l'emploi, la formation professionnelle, la protection sociale, etc... ;
- ▶ Faire du dialogue social, un instrument favorisant la cohérence entre les politiques.
- ▶ Production d'outils de formation sur:
 - les concepts économiques,
 - la représentativité,
 - le dialogue social et le genre,
 - démarche méthodologique de création de cadre de concertation pour la mise en place d'un dialogue social dynamique, performant et durable.

Les perspectives:

- ▶ Adoption de pacte de stabilité et de croissance économique
- ▶ Dialogue social et responsabilité sociale des entreprises
- ▶ CEDEAO & SADC (extension de l'expérience aux pays membres – pays Anglophones)

CTA-NPC knowledge sharing Meeting
Nairobi, 15 – 17 February 2010

Project title:

Capacity Building for Institutional Human Resource Development. (CABIHRD)

Project code: SUD/07/07/USA

Countries covered: Southern Sudan

Gov't counterpart(s): Ministry of Labour, Public Service and HRD Government of Southern Sudan.

Link to the Decent Work Country Programme of country objectives:

Link to the Decent Work Agenda for Africa (2007-2015):

- ▶ Support to strength institutional capacity of workers' institutions.
- ▶ Capacity-building of Labour officials on general labour issues

Link to Programme & Budget 2010/11:

Link to the Global Jobs Pact

Project starting date: 15/06/2007

Project end date: 30th/04/ 2010
(with possible no cost extension)

Donors(s): Multi Donors Trust Fund

Project budget: 1.617.030 US-\$

Project staff:

Name	Title
Job Wani	NPC
Martin Night	Driver

Project objectives:

To contribute to enabling the socio-economic environment for creating sustainable employment opportunities and productive livelihoods, promotion of standards, fundamental principles and rights at work, vocational skills training

1. To develop and strengthen individual capacity of labour officers in delivering services to the people of Southern Sudan.
2. To contribute to creating an enabling socio-economic environment for sustainable employment opportunities and enhancing the employability of the South Sudanese population in accordance with the CPA's goals and the Joint Assessment Mission [JAM] proposals, in particular cluster 1 and 7.



Brief description (including workers/employers involvement at different stages & potential/actual contribution to the recovery process):

Since the signing of the Comprehensive Peace agreement in 2005 the institutional existence of the workers/employers were dissolved coupled with political as well as individual interest on of the above do exist at the moment.

Main results so far:

- ▶ Renovation and reactivation of labour offices; three labour offices in Wau, Juba and Malakal were fully renovated, reactivated and handed over to GoSS.
- ▶ Equipping of labour offices in the five states with desktops, laptops, printers (3 in 1), furniture (Desks, cabins and chairs).
- ▶ Descent and habitable offices for labour officers reactivated and labour officers now spend long time at work unlike before the project
- ▶ Trained 40 labour staff in the three LO and MoLPS&HRD on labour Administration systems both locally and abroad in Harare and Kenya and Turin.
- ▶ Procurement of mobility equipments to the three LO; three Toyota land cruisers and six off-road Suzuki motorcycles.
- ▶ Enhanced the capacity of the labour officers in inspection, employee-employer conflict arbitration
- ▶ Establishment of three ESC in the three LOs of Malakal, Juba and Wau where job seekers and vacancies are registered and matched for placement.
- ▶ Improved recording keeping through data base training and data maintenance at the LOs
- ▶ Revisions of the Southern Sudan labour Bill through a series of consultative workshops.
- ▶ Developed the Southern Sudan Vocational training Policy, analytical background and implementation strategy.
- ▶ Formation of Southern Sudan vocational Training curriculum harmonization working group.

Principal challenges:

- ▶ Employment Service Centres are a very recent new task for the Labour offices and the Country being dominantly informal economy job providers prefer to employ there own people.
- ▶ Weak government institutions and human resource capacities to train.

Outlook:

The long civil war, political and socio - economical hardship in Sudan, the project is targeted to spread good practices on labour standards and gathering of labour market information system in fostering decent jobs for Sudanese and work place safety.

