



Canadian International Development Agency
Human Resources and Skills Development Canada
Canadian International Development Research Centre



International
Labour
Organization

ILO - CANADA

COOPERATION RESULTS OVERVIEW



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Contents

1. Introduction.....	2
2. Overview of Canada's Contribution to the Decent Work AgendaError! Bookmark not defined.	
3. 2008 – 2011: Projects and progress	5
3.1. Employment	5
Decent jobs for Egypt's young people	5
Youth at work: partnership for employment of young women and men in Morocco	6
Supporting Public Employment Services in Lebanon.....	7
Strengthening Information and Access to Employment for Palestinian Refugees in Lebanon	8
Entrepreneurship Education: Broader Middle East and North Africa Region	9
Research and development of ICT-based training methodologies for small and medium enterprises in Latin America	10
3.2. Social Protection	12
Tripartite Action to Protect Migrants from Labour Exploitation (ASEAN TRIANGLE).....	12
3.3. Social dialogue	13
Strengthening labour inspection in Honduras.....	13
Internal Working Regulations in Costa Rica.....	13
Promotion of Fundamental Principles and Rights at Work in the Aqaba Special Economic Zone	14
Strengthening of Social Dialogue through the National Commission on Wage and Labour Policies in Colombia	15
Construction Decent Work Agendas at local and regional level in Colombia	15
Promoting Fundamental Principles and Rights at Work through Social Dialogue and Gender Equality..	16
Competitiveness of the Sugar Sector – Dominican Republic, Honduras and El Salvador	16
Supporting the reform of Haiti's labour administration and the revision of its national labour code within the framework of the Better Work Haiti programme	17
Training Support to Improve Compliance under Better Work Jordan.....	18
Improving Collective Bargaining and Labour Law Compliance in Ukraine	19
3.4. Standards.....	21
Labour Rights: Preventing Trafficking for Labour Exploitation in China	21
Reducing Vulnerability to Bondage in India through Promotion of Decent Work	21
Decentralization of the National Strategy for the Elimination of the Worst Forms of Child Labour in Tolima, Colombia	23
Promoting Gender Equality for Decent Employment in Pakistan	24
Dissemination Strategy: Gender Equality and Workers' Rights in the Informal Economies of Arab StateS25	

1. INTRODUCTION

The International Labour Organization (ILO) is the lead institution responsible for drawing up and overseeing international labour standards worldwide. The ILO is the only tripartite United Nations agency that brings together representatives of governments, employers and workers to jointly shape policies and programmes promoting Decent Work for all. Its main aims are to promote rights at work, encourage decent employment opportunities, enhance social protection and strengthen dialogue on work-related issues. This is embodied in the concept of 'decent work'. In addition to providing income, decent work is the best route to broader social and economic advancement, strengthening individuals, their families and communities.

The ILO's role, mandate, and added value in promoting decent work capitalizes on three unique institutional advantages –

- Its **tripartite constituency** – consisting of governments and employers' and workers' organizations – allows the ILO to bring together key actors in the real economy: labour and social affairs ministries, the private sector, and trade unions.
- The ILO's body of **international labour standards** provides world recognized normative instruments for dealing with all areas of social policy. The ILO's supervisory system keeps track of the implementation of ratified Conventions and brings good practices and violations to the attention of Member States.
- The ILO works through the **workplace**, which is an effective location to deliver development assistance to both the formal and informal economy.



Putting the Decent Work Agenda into practice is achieved through the implementation of the ILO's four strategic objectives, with gender equality as a cross-cutting objective, organized around 19 Outcomes –

Creating jobs – building economies that generate opportunities for investment, entrepreneurship, skills development, job creation and sustainable livelihoods;

Extending social protection – promoting both inclusion and productivity by ensuring that women and men enjoy working conditions that are safe, allow adequate free time and rest, take into account family and social values, provide for adequate compensation in the event of lost or reduced income, and permit access to adequate social security;

Promoting social dialogue – building efficient labour market and social protection institutions and strong and independent employers' and workers' organizations, enabling engagement from all sides in increasing productivity, managing labour relations, and building cohesive societies;

Guaranteeing rights at work – ensuring that economic development goes hand in hand with social development and respect for the rights of all working women and men, and in particular those who are disadvantaged or poor.

Decent work

ILO STRATEGIC OBJECTIVES

Employment promotion

Social protection

Social dialogue

Standards

19 ILO P&B OUTCOMES

1. Employment policy
2. Skills development
3. Sustainable enterprises
4. Social security
5. Working conditions
6. Occupational safety and health
7. Labour migration
8. HIV/AIDS
9. Employers' organizations
10. Workers' organizations
11. Labour administration
12. Social dialogue
13. Economic sectors
14. Freedom of association and collective bargaining
15. Forced labour
16. Child labour
17. Discrimination at work
18. International labour standards
19. Mainstreaming decent work

Managing for results

ILO applies [results-based management](#) (RBM) in all its business processes. The programmatic focus is on 19 global outcomes, captured in the biennial [Programme and Budget](#) (P&B) containing specific indicators, milestones and targets for each outcome. The ILO has results strategies for all its management services, striving to deliver value for money.

At the country level, the ILO's work is guided by Decent Work Country Programmes (DWCPs), developed jointly with the government and employers' and workers' organizations. The DWCPs build on the national development priorities and set out the ILO's contribution to overall United Nations assistance to a country.

The ILO and the UN system

The ILO is committed to a more coherent United Nations system, both in terms of policies and through operational activities in the field. The ILO has played a critical role in discussions in the Chief Executives Board for Coordination – which brings together over 35 agencies of the UN system – on a number of Joint Crisis Initiatives, including a special focus on the Global Jobs Pact, the Social Protection Floor and the Green Economy. The ILO is active in discussions on the post-2015 development framework process, focusing on the social aspects of the Rio+20 outcome.

Decent work is now regarded as a central element of all major multilateral development frameworks. At country level, more than 75 United Nations Development Assistance Frameworks (UNDAF) recognize decent work as a development priority, with a focus on employment and social protection and with the voice of both employers and workers being taken into account.

CANADA AND THE ILO

Canada is a founding Member of the ILO. It has been an active member of the Organization throughout its existence, providing it with a temporary home during the Second World War. Canada is a key partner in the pursuit of decent work for all, including through its voluntary contribution to the ILO's technical cooperation programme. Canada has also promoted the adoption of Results-Based Management (RBM) in the ILO in a variety of ways, contributing Canada's own early experience with RBM.

These voluntary contributions from Canada are mainly channelled through the Human Resource and Skills Development Canada (**HRSDC**) and the Canadian International Development Agency (**CIDA**). Occasional research-based cooperation takes place with the Canadian International Development Research Centre (**IDRC**).



HRSDC

Through HRSDC's international cooperation, the Government of Canada addresses the social, and particularly the labour dimensions of international trade and economic integration. Promoting fundamental labour rights at the international level directly supports the equitable distribution of the fruits of globalization and social stability in developing countries, and contributes to reducing the growing global divide between rich and poor.

In this context, HRSDC has entered into a number of international and intergovernmental agreements, arrangements and treaties, such as Labour Cooperation Agreements (LCA). Through LCAs technical assistance is provided in developing partner countries to help them build the capacity they need to effectively apply and enforce their labour laws and thereby meet their obligations under labour agreements. HRSDC has been funding ILO projects on an ongoing basis.



CIDA

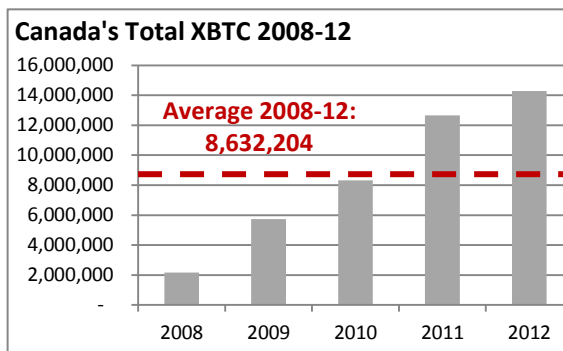
CIDA has a comprehensive development cooperation programme. The main objectives for Canada are increasing food security, securing the future of children and youth and stimulating sustainable economic growth, which provides a number of entry-points for working with the ILO. CIDA and ILO have substantially increased their cooperation, with recent large new programmes on youth employment in North Africa (Egypt, Morocco) and on trafficking in South East Asia.

While CIDA funding to the ILO has increased, cooperation is largely based on ad-hoc contacts established between respective field offices or between thematic teams. CIDA has at present a limited number of UN partner organisations, but it would be worth while exploring how a future CIDA/ILO partnership could be established.

2. OVERVIEW OF CANADA'S CONTRIBUTION TO THE DECENT WORK AGENDA

The results and achievements of the ILO are financed through –

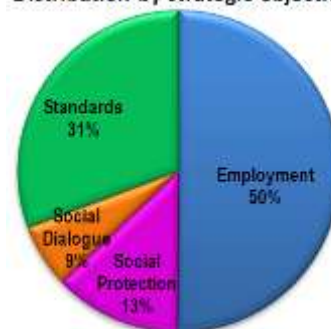
- Assessed contributions from Member States towards the ILO's regular budget (**RB**): contributions to the ILO's Regular Budget are provided by all ILO Member States. Canada is a major contributor to such core funding, with an annual assessed contribution of approximately US\$ 13.8 million in 2012.
- Voluntary contributions to the ILO's technical cooperation programme, either earmarked for specific projects and programmes or non-earmarked core funding (**XBTC**). The ILO's technical cooperation programme supports Member States in achieving the results agreed by its constituents in Decent Work Country Programmes (DWCP).



DWCPs are based on national development priorities and are aligned with UN assistance frameworks in a country such as UNDAFs, to which the ILO actively contributes. ILO's work in countries typically aims to boost the quality and quantity of jobs, improve employment policies, entrepreneurship and skills development, support strong labour administration systems, enhance social dialogue, expand the coverage of social protection, and improve the application of international labour standards, with the ultimate objective of achieving balanced and socially just development

As a donor of voluntary contributions, Canada has been one of the top ten ILO donors over the past five years.

Distribution by strategic objective

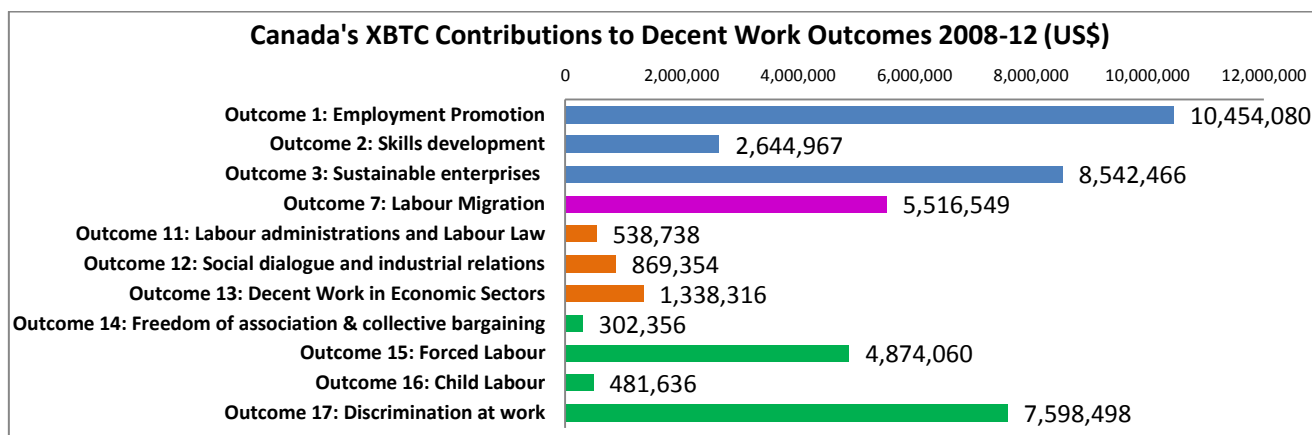


Employment
21,641,513
Social Protection
5,516,549
Social Dialogue
2,746,408
Standards
13,256,550

Canada has typically supported the ILO by funding specific programmes and projects, with a clear timeline and pre-defined geographic and thematic focus. In the period 2008-12 Canada provided approximately US\$ 43.1 million:

- CIDA has provided USD 38.6 million, divided over 8 funding arrangements
- HRSDS has provides USD 4 million, covering a portfolio of 11 country-specific projects and a regional project for Central America.

This portfolio is distributed across the ILO's strategic framework as follows:



3. 2008 – 2011: PROJECTS AND PROGRESS

3.1. EMPLOYMENT

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

Decent jobs for Egypt's young people – US\$ 9,737,098

One of the most important factors driving the political agenda today in Egypt is youth unemployment and underemployment. High rates of unemployment and lack of decent work opportunities for people aged 15 to 29 represent the greatest threat to Egypt's economic, social and political progress.

The project aims at increasing employment opportunities for young people by strengthening government capacity to implement the National Action Plan for Youth Employment, developing and implementing employment policies, and improving understanding of the labour market. The project will also build the capacity of governorates and key players to develop participatory regional action plans to improve young people's likelihood of finding a decent job.

The project also enhances training institutions' capacities, training delivery and apprenticeship programmes, benefitting up to 23,000 young people. Throughout all interventions, special emphasis will be placed on green jobs, social economy approaches, gender equality and local economic development approaches.

At the launch event a young beneficiary of the enhanced capacities of the employment services project said: "The support I received changed my life. I now know that I have a future ahead and that there are competent people who can help me in case I struggle".



In the photo: the Minister of Higher Education, the Minister of Local Development, and the Minister of Manpower and Migration together with the Canadian Ambassador to Egypt and the Director of the ILO Office in Cairo – 250 people participated in the project launch event.

The main achievements so far include –

- A study on Labour Market Developments in Egypt was published by the project in English and Arabic (November 2011)
- A nationwide campaign mapping civil society organizations working in the field of youth employment has been developed and shared, in the form of a directory, with all stakeholders and partners; the SFD,¹ Cabinet IDSC² and Microsoft have expressed interest in participating in this endeavour
- The project took the lead, along with nine UN agencies, in organizing the launch of the UN World Youth Report entitled “Youth employment: Youth perspectives on the pursuit of decent work in changing times”
- A protocol of cooperation was signed between the Pathways to Higher Education Programme and the ILO in April 2012, in the area of entrepreneurship training for university students. As a result, 103 professors from universities across Egypt have trained 320 students in 16 classes on Know About Business curricula.



Skills development in manufacturing



Youth at work: Partnership for employment of young women and men in Morocco – US\$ 8,307,849

Despite a relatively positive economic performance, Morocco faces important employment and labour market challenges. The youth unemployment rate is very high – 18%, compared to the adult unemployment rate of 10% – and the gender gap, particularly the low labour force participation rate of women, is a major concern. Without specific interventions for these two important groups in the Moroccan labour market, youth and women will continue to be excluded from the country's economic and social progress.

Youth@work aims to improve employment opportunities for youth and women in Morocco. It tackles key constraints on the demand side of the labour market by strengthening weak demand through entrepreneurship education and training, as well as problems concerning the matchmaking function of the labour market (by improving the relatively weak services of local public employment offices). The project focuses on both the national and regional levels, and works on improving the evidence on what works in terms of active labour market programmes for youth and women in the country.

Overall, the project will provide the following results –

At the national level – Entrepreneurship education for 20,000 young women and men in school, increasing their employability by equipping them with entrepreneurial skills and business awareness.

At the regional level – Support matching services for 8,000 out-of-school young women and men through local employment offices, achieving a placement rate of 50%.

Entrepreneurship training and support (financial and non-financial) to 20,000 out-of-school young women and men leading to additional job creation (3,495 new jobs) in existing enterprises as well as through new start-ups.

¹ Social Fund for Development.

² Information and Decision Support Centre.

Foster and promote evidence-based advocacy among youth and women entrepreneurs' civil society organizations

While the project is in its launch phase, key outputs implemented are –

- A national task force is developed to provide priority recommendations to stakeholders and decision-makers
- A mass media campaign for the promotion of women's entrepreneurship is carried out to increase public awareness, and new Know About Business material is being integrated in vocational centres and universities
- A youth-based community of practice and youth-to-youth fund will be created, as well as a referral system for young women and men in targeted regions.

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

Supporting Public Employment Services in Lebanon – US\$ 2,186,021

In Lebanon the economic and fiscal recovery has been slow on account of increasing public debt and a wave of external shocks from the financial crisis and from high international oil and food prices. Studies and figures indicate that rates of unemployment and informal economy workers have increased in the three years preceding the start of the project.

The project aimed at strengthening the capacity of the National Employment Office through enhanced institutional capacity for the provision of public employment services; improved access for stakeholders to a general network of employment-related information, such as labour market information and occupational classification systems; and the promotion of self-employment opportunities.

The project, funded initially for three years, was extended until June 2012. In its final phase, the project undertook an assessment of the National Employment Office (NEO) to develop a roadmap to chart the way forward. The conclusion was that there was a need to reorganize the National Employment Office with a focus on three major functions, such as labour market research and statistics, oversight and coordination of commercial and non-commercial employment services providers in Lebanon, and enhanced service delivery through the newly established and upgraded electronic labour exchange.



Following the economic crisis, the most destitute rely on odd jobs to survive.

The main achievements over the period December 2008–June 2012 are –

National Employment Offices and employment counsellors have been trained to deliver employment services. As a follow-up, a team of trainers was formed, specializing in the field of labour market information, providing counselling based on the Canadian model on youth employment, and self-employment for rural women.

Employment offices in Beirut, Tripoli and Saida have been equipped with the necessary tools and systems so that employment officers are able to perform their duties and serve their clients better. As a result, an electronic labour exchange system and a new website, guides for counsellors' trainers and self-

instructional materials for jobseekers and employers were developed to provide better access to information on job opportunities.

An improved environment for employment services staff from the Ministry of Labour and NEOs has led to improvements in service delivery and better outreach to other potential partners and stakeholders. As a result, the Lebanese Government is launching a programme for first-time jobseekers to improve their employability. This initiative, funded by the World Bank, is expected to be launched in late 2012 and will be managed by the National Employment Office under the supervision of the Ministry of Labour. The ILO's support under this project has been extended by CIDA to June 2013, and interventions will focus on (1) strengthening the public-private network of employment service providers; (2) supporting the development of a national occupational information material; and (3) enhancing skills in the design of competency-based training.

Strengthening Information and Access to Employment for Palestinian Refugees in Lebanon – US\$ 485,461

Palestinians refugees in Lebanon live in stark conditions and poverty. The main factor responsible is the lack of employment, deriving in part from legal restrictions imposed on Palestinian refugee employment. Against this background, the project aimed to assist the Lebanese Ministry of Labour and its National Employment Authority by identifying strategies in the area of employability development programmes and interventions for the productive employment and re-employment of workers displaced by conflict. In addition, the project concentrated on reducing skills gaps on the labour supply side and identifying niches in which Palestinians can find decent work and income opportunities.

Main achievements

The project provided support to more than 800 job seekers and helped to improve access to employment opportunities for Palestinian refugees in targeted areas in Lebanon and to enhance their skills through the provision of skills development opportunities targeting vulnerable groups, particularly young people and school drop-outs.

The project has succeeded in laying down an adequate infrastructure of collaboration which will enable it to go well beyond its initial scope. The continuing support and collaboration between UNRWA and ILO on the issue of Palestinian employability can be considered in itself a success.

Outcome 3: Sustainable enterprises create productive and decent jobs

Entrepreneurship Education: Broader Middle East and North Africa Region – US\$ 2,040,661

Worldwide some 500 million young people (15 to 24 years) will enter the workforce in the next decade. Today over 75 million young people are already unemployed.³ Research on youth employment indicates that potentially 20% of the youth population could become self-employed or start a micro-enterprise if they are well prepared for this career option.

The purpose of the project was to develop entrepreneurial skills and prepare students and trainees to establish their own businesses, and to enable them to work productively in small and medium enterprises (SMEs). The project was based on the KAB (Know About Business) entrepreneurship education programme which adapted and translated a set of training and teaching materials for entrepreneurship, vocational, secondary and higher education.

The immediate objectives of the KAB programme are (1) to develop positive attitudes and create awareness of enterprise and self-employment as a career option for trainees; (2) provide knowledge and practice of the required attributes and challenges for starting and operating a successful enterprise; and (3) to prepare trainees to work productively in SMEs.

Main achievements

Egypt - The KAB programme is now integrated in the Ministry of Trade and Industry's curriculum of vocational education, in technical colleges under the Ministry of Higher Education, in training programmes for unemployed diploma holders under the Ministry of Manpower and Migration, and in 10 secondary schools.

Tunisia - The KAB programme will be a part of the vocational education initiative under the Ministère de la Formation Professionnelle et de l'Emploi, and will be provided to other universities as a distance learning programme by the Open University of Tunis. The programme will also be discussed, during the education reform, as a new subject for secondary vocational education.



Training of instructors in Tunisia



Training of trainers for the Ministry of Education, Egypt

Overall achievements

- 92 schools, 360 technical and vocational education and training (TVET) centres and 14 universities in the three countries tested KAB;
- 68 trainers in the three countries were accredited as KAB National Key Facilitators;
- 158 teachers were trained in KAB; in turn these used KAB to reach out to 5,419 students and trainees;
- 3 business plan competitions were carried out;
- 140 participants, including policy-makers, university and TVET representatives, students and international experts drafted a set of recommendations on entrepreneurship education.

³ According to the ILO: *Global Employment Trends for Youth*, October 2011.

Morocco - The KAB programme is now part of the vocational education programme under the Ministry of Labour, and will be presented as a distance learning programme by the Campus Virtuel Marocain attached to each university. Consequently, teachers have been trained across all vocational training institutions and pilot high schools.

Competencies for Central American SMEs in the Knowledge-Based Economy - US\$ 116,322

The ILO has called attention to a very serious problem in labour markets in Latin America and the Caribbean, which is that product per worker, or work productivity, has stagnated at the same level for the past 20 years.

Work productivity is an important transmission mechanism between the world of production and the labour market, and the fact that it has not risen also explains why current rates of poverty in the region are quite similar to the rates prevailing at the start of the 1980s. Micro-, small and medium enterprises (MSMEs) are very important indeed in the labour market of the region, as they account for high productivity rates and are present in both cities and rural areas. In spite of the interest that governments and other social partners take in this sector, MSMEs have difficulties in that they are uncompetitive and have low productivity.

As a response, the project's main objectives are the identification of skills that enable entrepreneurs to succeed in the knowledge and innovation economy, as well as the development of software capable of familiarizing MSMEs with productivity measurement and skills development.



Progress so far –

ILO/CINTERFOR is working on the software development based on an extensive systematization of the best practices and experiences of the System for Integrated Measurement and Improvement of Productivity (SYMAPRO) in MSMEs and supported by teaching materials currently being developed. Work with focus groups is also under way on the identification of skills for knowledge and the innovation economy.

Research and development of ICT-based training methodologies for small and medium enterprises in Latin America – US\$ 280,203

Micro-, small and medium enterprises (MSMEs) account for between 90% and 98% of all productive units in Latin America and the Caribbean, and generate around 63% of total employment. Unfortunately, the digital gap in information and communication technologies (ICT) and internet access in the region hinders innovation and limits the management capacities of MSMEs.

Knowledge sharing and collective construction

- Through the use of virtual practice communities and in-person workshops, the teams participated in a blended training program, allowing them to develop new skills and build the methodology on MSMEs. This led to greater ownership of the project's products.
- Vocational training institutions share learning materials (>12,000) in a knowledge management platform and exchange experience in ICT-based training, leading to new projects and training services beyond the project objectives.
- Entrepreneurs' and workers' testimonies:
<http://www.youtube.com/user/oitcinterfor?feature=mhsn#p/c/73DDE354DC4DAB32/1/IqIfESWDpps>
- Activities' pictures: <https://picasaweb.google.com/106028806104494538077/ProyectoTICParaMIPYME>

The project aimed at conducting applied research to develop a strategic planning methodology for ICT-based training on MSMEs, taking into account the pedagogical, technological and socio-economic dimensions, and capable of responding to the training needs of entrepreneurs and workers in MSMEs. The intervention was executed by the Inter-American Centre for Knowledge Development in Vocational Training (**ILO/CINTERFOR**) and was linked to employers' and workers' organizations, governments and other actors⁴ working with MSMEs.

Main achievements

- A methodological guide to designing innovative ICT-based training strategies for MSMEs⁵ is being applied in over 200 enterprises in different countries and sectors, including Brazil (furnishing and clothing), Colombia (design and 3D animation), Dominican Republic (basic metals), and Guatemala (hotels);
- 6 teams composed of enterprise representatives and VTI experts (35 participants) shared their experience, good practices and innovations using ICTs;
- VTI experts worked together with employers and workers to identify their training needs and address them through ICT-based training strategies;
- Research studies were carried out on workplace training good practices, ICT-based training good practices and an analysis of selected clusters to develop the methodological guide;
- A fifth country and two clusters in Brazil were integrated in the project's framework, which includes more experts' committee meetings and a technical meeting on ICT innovations for vocational training.



ICT training module at Kikorum Jeans Onda Enterprise



Two years after the project's end, participating institutions are still using the methodology. INTECAP/Guatemala trained more than 100 SMEs in innovation management and foresees the creation of a distance-learning unit in charge of the design of training materials using ICTs and the project methodology. INTECAP also trained migrants in the United States using this methodology. In addition, the National Industry Confederation (CNI) of Brazil requested ILO/CINTERFOR's technical assistance to apply the methodology in 300 SMEs. South-South cooperation will be an integral part of the action.

⁴ The network of vocational training institutions (VTIs) members of ILO/CINTERFOR covers all countries in Latin America, the Caribbean and Spain. See vocational training map : www.oitcinterfor.org

⁵ Access the guide: <http://www.oitcinterfor.org/general/tic-y-mipyme>

3.2. SOCIAL PROTECTION

Outcome 7: More migrant workers are protected and more migrant workers have access to productive employment and decent work

Tripartite Action to Protect Migrants from Labour Exploitation (ASEAN TRIANGLE) – US\$ 5,416,024

In recent years labour migration flows within and from Southeast Asia have grown in volume and complexity. The number of migrant workers leaving ASEAN countries each year is estimated to be over 14 million and the number of documented migrant workers in the region is close to 6 million (2010). For these reasons, labour mobility and labour migration have long been priorities in the ASEAN region.

As the number of women and men migrants within and from Southeast Asia grows, so do the opportunities for unscrupulous job brokers and employers to take advantage of them. Irregular migration thrives because of the various disincentives that make licensed recruitment channels unattractive to low skilled women and men migrants. The procedures are lengthy, complicated and not transparent, and the high cost involved can lead migrants into debt or debt bondage. Few aggrieved migrant workers complain about their brokers or employers because they are afraid to lose their jobs and their work permits.

In 2007 ASEAN Member States signed the Declaration on the Protection and Promotion of the Rights of Migrant Workers, and a committee was formed to implement it. The ASEAN TRIANGLE project aims to promote a regional approach to address shared concerns, make regionalism more effective and enhance the capacity of institutions in the region.

Its aim is (1) to strengthen the regional legal and policy framework to more effectively govern labour migration; (2) to enhance the capacity of governments to oversee the enforcement of labour and migration laws and regulations; and (3) to improve the capacity of social partners to influence migration policy and protect the rights of migrant workers.

Main achievements so far include –

Development of a detailed work plan – The ILO employers' and workers' specialists have had meetings with social partners in the region on the development of work plans in order to enhance their capacity so as to influence migration policy.

ASEAN Forum on Migration Labour (AFML) – The Forum will be held from 9 to 10 October 2012 in Siem Reap, Cambodia. AFML is an open platform for the review, discussion and exchange of best practices and ideas between governments, workers' and employers' organizations, and civil society stakeholders on key issues facing migrant workers in South East Asia, and to develop recommendations to advance the implementation of the principles of the ASEAN Declaration on the Protection and Promotion of the Rights of Migrant Workers.



Preparatory Meeting for the 5th ASEAN Forum on Migrant Labour - Vietnam, 25th September 2012.

Preparatory meetings for the ASEAN Forum on Migrant Labour – National preparatory meetings provided an opportunity for the governments, social partners and civil society to take stock of progress to date on the implementation of recommendations stemming from the 3rd and 4th ASEAN Forums. This will lead to increased information sharing among ASEAN countries.

ASEAN-level workshop on Decent Work for Migrant Workers, September 2012 – The objectives of this workshop were to share experiences and discuss the role and responsibilities of sending and receiving governments and social partners to promote decent work for migrant workers, as well as to discuss further actions to improve working conditions. As a result, members of the ASEAN Committee on Migrant Workers are currently drafting a regional instrument on the protection and promotion of the rights of migrant workers in ASEAN.

3.3. SOCIAL DIALOGUE

Outcome 11: Labour administrations apply up-to-date labour legislation and provide effective services

Strengthening labour inspection in Honduras – US\$ 228,322

Started on April 2011, the project's objectives are to promote the full application of Honduras's labour legislation and the enforcement of labour rights at the local level (San Pedro Sula, La Ceiba and Choluteca) by encouraging a more efficient use of resources and the effective implementation of new processes and procedures, such as a local labour inspection model developed to improve the quantity and coverage of inspections.

The project's aim is to effectively incorporate labour inspection processes and procedures through a decentralized approach in selected regional offices, as well as to increase regional offices' capacity to design and implement regional inspection plans according to the processes, procedures and management model developed nationwide.

Achievements so far include –

- Two training courses have been provided to all work inspectors of the four regional offices on strategic planning and decentralized processes. At the same time, they have been provided with full information material on such topics. As a result, regional offices have the capacity to incorporate labour inspection procedures through a decentralized approach
- A database has been developed on health and safety issues in the workplace and will be an essential part of the labour inspector's curriculum
- 48 inspectors have been trained in planning inspection activities in order to ensure compliance, while 46 inspectors have been trained in inspection criteria unification and the model of decentralized processes from the regional inspectorate.

Increasing the Use of Internal Working Regulations in Costa Rica – US\$ 101,000

The project aims to improve the efficiency and effectiveness of the Ministry of Labour of Costa Rica in approving Internal Working Regulations (IWRs). Its objectives are thus to promote the use of IWRs across the country, as a way to enhance sound industrial relations at the workplace level and achieve greater respect for labour rights. In this regard, workers and employers will benefit from increased clarity about the working conditions established in individual labour contracts.

Achievements so far include –

A new software package has been developed that allows for new procedures and working methods to be complemented in a more efficient way. This has made it possible for the IWR design and approval process to be simpler and expedite. Officials of the Directorate of Legal Affairs were trained in the

process and use of the new IWR's approval system.

In addition, materials for the promotion of the new IWR approval system were designed and published, while manuals and guidelines were developed and disseminated so as to promote the importance and the value of IWRs among social partners and corps of inspectors.

Promotion of Fundamental Principles and Rights at Work in the Aqaba Special Economic Zone Authority – US\$ 223,554

The project's main goal is to contribute to the socio-economic development of Jordan by promoting social justice and expanding decent work opportunities through better compliance with fundamental principles and rights at work and the enforcement of national labour legislation.

To this end, the project, started in April 2012, will provide technical assistance to reinvigorate the labour inspection system and promote collective bargaining and workplace cooperation in the Aqaba Zone. The project will work with the Ministry and the Aqaba Special Economic Zone Authority (ASEZA) to support the drafting of an action plan on labour inspection and to improve the quality, planning, monitoring and evaluation of the role of the labour inspectorate in increasing compliance with fundamental rights. The project will also develop a sustainable training strategy for labour inspectors.

As for collective bargaining, the project, with a duration of 18 months, will support the National Tripartite Labour Committee and the ASEZA to promote collective bargaining through a coherent policy, technical assistance, and new tools and services to advise and inform social partners on these topics. This work will be complemented by a bipartite training programme on workplace cooperation and collective bargaining for factories in the Aqaba Zone, which will aim to enable managers and workers' representatives to engage in meaningful cooperation and to effectively implement collective bargaining rights at the enterprise level. To implement project activities and support tripartite dialogue, the project will support the creation of an ad hoc tripartite task force on collective bargaining and workplace cooperation.

Progress –

- An action plan for promoting collective bargaining and enhancing labour inspection (LI) effectiveness, on the basis of the findings and recommendations of the conducted LI audit, was developed through tripartite consultation.
- A training course which targeted officials of the MOL and the ASEZA, in addition to social partners, was organized to review and update the national labour inspection policy and strategy.
- Regulations and tools have been revised to improve the quality, planning and evaluation of labour inspection activities. For instance, a training workshop on labour inspection and migrant workers management was organized, in addition to two workshops, to review and update national labour inspection policy and strategy and the national OSH profile.
- The ILO participated in the Ninth National OSH week in July and trained the national OSH team in the ILO methodology for preparing and updating National OSH Profiles. As follow-up, a workshop on OSH issues for migrant workers and labour inspection was organized in June 2012.

Outcome 12: Tripartism and strengthened labour market governance contribute to effective social dialogue and sound industrial relations

Strengthening of Social Dialogue through the National Commission on Wage and Labour Policies in Colombia – US\$ 264,325

The aim of the project is to strengthen the Permanent Commission on Wage and Labour Policies and the Departmental Sub-commissions by facilitating synergies between Government, employers and union organizations within the Tripartite Agreement to Promote Freedom of Association and Democracy. During the first phase, the project carried out a research on the Departmental Subcommittees and drafted a situation report identifying strategies to strengthen social dialogue while the second phase concentrated on –

Improving the knowledge of subcommittee members through training in the planning and management of social dialogue, the dissemination of useful practices for collective bargaining, as well as addressing regional or sectoral issues, such as social dialogue in mining, labour migration, and the social and labour situation in the departments bordering Venezuela;

Improving the information base to obtained information on the social and labour conditions of the sub-committees' local environment, replicable experiences and practices carried out in the country on the subject of social dialogue;

Institutional strengthening of departmental subcommittees by stimulating collaboration with the National Social Dialogue Commission, and involving the adoption of work plans.

Main achievements include –

The Project has promoted social dialogue in Colombia through capacity-building for tripartite representatives in the Departmental Sub-committees, the systematisation and dissemination of useful social dialogue practices at local level, the discussion and promotion of relevant topics at regional level, horizontal cooperation among the various Departmental Sub-committees, and by encouraging closer coordination with national level members.

In addition, the tripartite actors are better informed about the social and working conditions of its departments. This has facilitated the social dialogue on relevant topics in the context of the decent work approach.

Construction Decent Work Agendas at local and regional level in Colombia – US\$ 337,699

The purpose of the project was to strengthen the institutionalization of social dialogue in departmental sub-commissions in five departments and one region of Colombia, and to provide technical assistance to create decent work agendas at local level in selected municipalities. In order to achieve this, training, sensitization, research and promotion activities were developed aimed at improving the quality and relevance of social dialogue and at implementing activities to further agreement on identifying the areas of work relevant to the local Decent Work Agenda.

The project complements and continues the initiative supported by the Canadian Ministry of Labour (2009-2010), which made it possible to reactivate and/or strengthen the operation of departmental social dialogue sub-commissions throughout the country.

Main achievements include –

- Technical administrators from the departmental sub-commissions were trained in the elaboration of decent work indicators.
- A workshop with members from six subcommittees to share the experience of creating decent work plans and identifying needs was carried out with the participation of the Ministry of Employment of the Province of Santa Fe in Argentina. This province has developed highly relevant decent work processes in Latin America;
- Socio-occupational profiles identifying the main decent work gaps at local level will be finalized in 2011 and shared with selected municipalities for the preparation of next year's Decent Work Agenda;
- A diagnosis of labour relationships in the mining sector of the Cesar, Guajira and Magdalena municipalities has been prepared, and the working strategy for 2012 will be defined through a workshop with the subcommittees.

Promoting Fundamental Principles and Rights at Work through Social Dialogue and Gender Equality – US\$ 298,895

The project was conceived to reinforce the institutionalization of social dialogue in Morocco. With the first waves of the Arab Spring, Morocco adopted significant political and constitutional reforms. A social and economic council, Conseil Economique et Social (CES), was recently established to support dialogue between the social partners and civil society. In 2011, CES adopted a social charter that provides a favourable environment to adopt rights based on socio-economic policies and programmes, capable of tackling labour market challenges.

The project will allow ILO constituents to profit from such reforms and overcome new labour challenges. These include the need to review labour legislation, democratize labour governance, improve transparency and responsibility of labour institutions, and put in place effective social dialogue processes. Against this background, the project aims to improve capacities about fundamental labour rights, and support constituents so that they engage in effective social dialogue and collective bargaining that promote gender equality in the work place.

Achievements so far include –

- 36 trainees (11 males and 25 females) from gender committees representing the three main trade unions in Morocco trained by a joint team from Declaration and DWT-Cairo, September 2012. Government officials from the Ministry of Labour and Vocational Training and the Ministry of Public Servants also attended the workshop and gave presentations on the mid-term strategy for equality in view of the recent constitutional reforms. Training concentrated on the promotion of gender equality and women participation in the Trade Unions movement, labour market discrimination practices against women, and the ILO Declaration on Basic Rights and Principles at Work;
- Consultations with counterparts were conducted and specific suggestions were made by trade unions to widen the geographical coverage of the proposed training activities for women;
- Initial consultations were made to organize an ILS promotion day for parliamentarians (expected in November 2012).

Outcome 13: A sector-specific approach to decent work is applied

Competitiveness of the Sugar Sector – Dominican Republic, Honduras and El Salvador - US\$ 654,704

In Central America four out of ten jobs are currently based in rural areas, and agricultural exports represent 57.7 % of total exports in the region. Two common problems are low productivity and poor labour rights compliance. Consequently, wages are low, and poverty incidence is above the national average. Migration often becomes the exit strategy, particularly for young people, who account for 43% of the labour force. Self-employment is also widespread.

The main purpose of the project is to contribute to enhancing labour rights compliance and to upgrade the productivity of sugar mills. The project intends to create sound and productive labour relations in rural areas. To arrive at these results, the project will put in practice diverse approaches, such as reinforcing social dialogue and collaboration between employers and workers, as well as addressing labour rights compliance through the strengthening of the Ministry of Labour.



The project is based on the System for Integrated Measurement and Improvement of Productivity (SIMAPRO), a continuous, integral and comprehensive learning system, which measures productivity using indicators that capture the objectives of an organization. It has the purpose of improving efficiency, quality and working conditions in organizations through the involvement and commitment of the operational staff, and of middle and senior management.

Achievements so far include –

Dominican Republic – A presentation on the SIMAPRO methodology and activities under the project has been carried out for sugar union leaders.

Honduras – A visit to the Vocational Training Institute has been conducted to present the objective of SIMAPRO, after which the Teaching Technical Unit expressed willingness to provide it as part of their educational offering.

El Salvador – SIMAPRO was presented at a meeting of the Association of Sugar Producers Network in the region. The Sugar Mill "El Ángel" asked to participate in the project and express willingness to implement the methodology.

Overall – ILO/CINTERFOR offered technical assistance in the implementation of SIMAPRO in the three countries. Moreover, national vocational training institutions and members of ILO/CINTERFOR's network participated in several face-to-face and virtual workshops, following up on the lessons learned in the workshops to support implementation plans.

Supporting the reform of Haiti's labour administration and the revision of its national labour code within the framework of the Better Work Haiti programme – US\$ 234,223

With a population of 9.5 million, Haiti is the second most densely populated country in the western hemisphere, in addition to being the poorest. Some 78 per cent of the population live on less than US\$ 2 a day, underemployment is estimated at approximately 60 per cent, and the political situation is unstable.

To address these social, economic and political vulnerabilities and thus expand income generation opportunities for Haitians, the project, implemented under the framework of the Better Work Haiti programme, aims to improve both compliance with labour standards and competitiveness in global supply chains. It includes two components with the following objectives: (1) To advance the reform of Haiti's

labour code and prepare a first draft labour code by training a group of officials from the Ministry of Labour and Social Affairs (MoLSA) and by promoting social dialogue; and (2) to modernize and promote the dynamic functioning of Haiti's labour administration and inspection by developing the professional skills of staff and managers and by introducing a more efficient and effective organizational structure.

Main achievements so far include –

- Tripartite consultations on the labour code reform were launched in October 2011. The first draft will form the basis of workshops to identify the challenges and objectives of the reform for stakeholders, and to provide them with guidance on how to prepare a position paper on the reform.
- Stakeholders received training in the application of international labour standards and the principles of social dialogue, in the light of the labour law reform. This framework aims at ensuring that the social partners think through all the substantive issues that need to be addressed in the context of the reform.
- As a basis for the modernization of the MoLSA, a needs analysis was conducted and a strategic action plan was developed. Priorities identified included managerial reforms, legislative and regulatory reforms, the revitalization of social dialogue, and the development of effective control and management methods and tools.
- MoLSA officials have been trained in control and management methods for labour inspections and results-based managerial approaches to operationalize their labour policies.

Training Support to Improve Compliance under Better Work Jordan – US\$ 480,830

During the past few years, Jordan has been undergoing a period of reform, economic openness and global integration. It has experienced rapid growth in the apparel industry, which accounts for nearly 17% of total exports. The industry employs approximately 42,000 workers, well over two-thirds of whom are migrant workers from South and South-East Asia. The majority of migrant workers originate from India, Sri Lanka, and Bangladesh. Women represent approximately 60% of the labour force.

The emergence of the industry has presented challenges in ensuring the effective implementation of local labour laws and international labour standards. In response, the Government of Jordan has developed a broad programme of action to improve labour administration and compliance. The Better Work Programme has worked in collaboration with local and international stakeholders to design [*Better Work Jordan*](#) (BWJ). The programme aims at improving the competitiveness of the industry by enhancing economic performance at the enterprise level and by improving compliance with Jordanian labour law and the principles of the ILO Declaration on Fundamental Principles and Rights at Work.

In 2010 the Government of Jordan mandated that factories in the garment sector must participate in Better Work Jordan. Inspectors of the Ministry of Labour began active enforcement of factories' participation in July 2011. At present, 53 factories out of the 67 in the industry have joined Better Work Jordan. These factories employ over 85% of the labour force in the sector and account for over 90% of the sector's exports.

The project's aim was to develop comprehensive training programmes in the HR and OSH areas as a means of improving compliance by the industry with respect to ILO core standards and national labour law. The training delivery approach was participatory and practical, encouraging positive behaviour and social compliance. In effect, the project used these initial training programmes to encourage both international buyers and factories to pay for training as a BWJ service; this also served as a strategic component of the larger BWJ programme's cost recovery and sustainability plan.

Better Work Jordan has completed all activities under the Human Resources and Skills Development Canada (HRSDC) grant.

BWJ main accomplishments are summarized below –

- Implementation of a comprehensive mapping of HR systems in factories with the assistance of the Jordan Garments, Accessories and Textiles Exporters' Association (JGATE) to provide a baseline of OSH and HR practices in the industry;
- Delivery of HRM training programmes, attended by 75 HR managers and staff from 32 factories;
- Delivery of five OSH management-training programmes attended by 59 factory OSH managers in 28 factories;
- Delivery of over 60 two-hour OSH sessions directly by BWJ staff, attended by over 700 workers, and resulting in stronger communications and trust between BWJ Enterprise Advisors and migrant workers;
- Improvement in compliance effort in areas related to OSH and HR in participating factories in BWJ training programmes;
- Adoption of BWJ training programmes by the Better Work global programme to be replicated in other countries.



Improving Collective Bargaining and Labour Law Compliance in Ukraine – US\$ 302,355

Since its independence in 1991, Ukraine has taken steps to create a workable legislative and institutional foundation to facilitate labour relations. The country has worked with the ILO to deepen the democratization process by strengthening the social partners and promoting tripartism and collective bargaining. However, challenges persist in implementing bipartite collective bargaining, and problems with the legal framework of the labour inspection system hinder efficient labour law promotion and the enforcement of working conditions, industrial relations and collective bargaining.

The project focuses on the achievement of institutional reforms and civil society empowerment. Strong, transparent and accountable institutions and participatory processes are important for good governance and democracy. This includes dialogue structures that help provide stability and social cohesion. Thus, the project's aim is (a) to address the gaps in the fulfilment of the right to organize and bargain collectively by improving the capacity of stakeholders, strengthening the resolution and prevention of collective disputes, and improving understanding of labour laws and regulations; and (b) to assist Ukraine in its efforts to strengthen and modernize its labour inspection machinery.

Main achievements

Collective bargaining – Recommendations formulated by the project to address the identified shortcomings and to close the existing legal and institutional gaps were validated by the tripartite constituents and have been used as a guiding tool for ongoing collective bargaining at the national level. The new nationwide collective agreement is expected by the end of 2012.

A three-day training course “How can Government promote collective bargaining” has been conducted for 30 labour administration officers at central and regional levels, and two training sessions, one for workers’ and one for employers’ organizations, will be organized by the end of the project. These initiatives have significantly contributed to enhancing knowledge on the measures needed for ensuring the coherence and effectiveness of collective bargaining.

Legal compliance – The project has contributed to the national debate on labour inspection reform. A validated recommendation to the President of the Republic and the Government, on the practical measures to be taken so that Ukraine meets the requirements of international labour standards on labour inspection, is seen as a milestone for the future.

20 workers’ and 20 employers’ representatives have successfully completed training courses on the role of labour inspection in Ukraine.

An in-depth analysis of the available labour inspection’s national computerized registries was completed in 2011. The database will be produced using statistical indicators on labour inspection recommended by the ILO. Ukraine will be the first country to use these indicators, thus being in a position to be recognized as a good practice. Ongoing work to develop the database will be finalized by the end of 2012.

25 labour inspectors and five social partners followed a five-day training of trainers on “Building modern and effective labour inspection systems.” The training made an important step towards creating an internal capacity within the labour inspection services.

3.4. STANDARDS

Outcome 15: Forced labour is eliminated

Labour Rights: Preventing Trafficking for Labour Exploitation in China – US\$ 3,936,138

China's migrant workforce of 225 million represents the largest movement of people in modern history. Many migrants are young people who leave rural areas in search of a better life in the city. Most are middle school graduates with limited skills, little knowledge of their rights at work, and little awareness of the potential dangers that await them. Many are subjected to exploitative conditions, such as excessive working hours, delayed payment of wages, arbitrary deductions from wages, and confiscation of their identity documents.



Migrant children participated in World Day against Child Labour campaign

The project to Prevent Trafficking for Labour Exploitation in China (CP-TING) is a partnership between the ILO and the All-China Women's Federation (ACWF), in close collaboration with the Government of China and with financial support from CIDA. The project goal is to reduce trafficking for labour exploitation, particularly among children and young women. To achieve the goal, the project, implemented in 8 provinces, assists in improving the legal policy framework, builds institutional capacity, and raises public awareness of the issues, risks and mitigation strategies to prevent trafficking for labour exploitation.

Achievements so far include –

- Baseline survey research involving 6,600 respondents in six provinces resulted in greater awareness of young migrant workers' issues and the changing conditions of trafficking and labour exploitation. For instance, research conducted in the Jiangsu Province on the experiences of student workers, a group whose experiences had never before been researched in China, revealed considerable exploitation amongst this group. Regulations have since been passed to improve local labour regulation;
- Over 120 researchers and 180 decision-makers have been trained in international labour standards, youth employment, trafficking and the worst forms of child labour;
- Education offices in two provinces have integrated information on trafficking and labour exploitation into middle and vocational school curricula. Teachers from pilot schools have reported a noticeable change in students' behaviour. The student drop-out rate has been reduced, and in some cases teachers have persuaded drop-outs to return to school. So far some 2,200 teachers have been trained in the new participatory methods;
- 1,135,000 beneficiaries have been reached through public information campaigns, particularly at major railway hubs during peak travel periods for young migrant workers;
- 35,000 migrant women and children have been provided with services from women's homes and community service centres; successful experiences



Awareness raising campaign through railway networking

have been documented in a Women's Home Operation Manual for further promotion;

- A training package on Working with Youth has been distributed to 160 employers and their young migrant workers. Working conditions for minor workers in their factories are being checked and suggestions provided for improvement.

Reducing Vulnerability to Bondage in India through Promotion of Decent Work – US\$ 600,000

The project, initiated in January 2011, responds to a request from the Ministry of Labour and Employment (MoLE), Government of India. In India, the exploitative labour arrangements that prevail in certain sectors of the informal economy trap many women, men and children in poverty. The growing need for a cheap and continuous labour supply motivates unscrupulous labour agents and employers to engage in exploitative recruitment practices. These often include advance payment of wages or post-payment. Informal arrangements compel the workers to work until the amount due to them at the end of an agreed period is paid. As a result, the workers have very little or no freedom to change their employer. In some cases such practices may amount to forced or bonded labour.

The project aims to improve the conditions of such workers, especially those working in the brick kiln sector, by removing possible elements of bondage and coercion in the labour relationship and promoting decent work. The project also looks at inter-state coordination mechanisms for migrant workers, including workplace improvements, the organization and unionization of workers, linking them to social security schemes, and improving recruitment practices. The basis of this approach is to mobilize available resources to lift workers permanently out of the circle of poverty and indebtedness, ensuring in the process that government development programmes reach the right target group.



Brick kiln workers

To achieve these results, the project adopted the following four-pronged strategy, working in both the source and destination areas of intra-state migrant workers (please see chart).

The project is replicating the good practices of the ILO project in Tamil Nadu, which was implemented from 2008 to 2011. These interventions concentrated on the brick kiln and rice mill sectors, and showed that significant progress can be made towards promoting decent work with the participation of the government, trade unions, and employers.

Main achievements

Inter-state coordination – The first MoU (Memorandum of Understanding) was signed by all parties in June, 2012 between Odisha (sending state), Andhra Pradesh (receiving state) and MoLE. This is one of the most significant achievements of the project, as more states are being encouraged to evolve a similar mechanism for inter-state coordination. Discussions are on-going and the modalities are being worked out.

Central level migrant workers' cells – On July 2012, these have been established to look into the issues of inter-state migrants and to provide assistance to the states; offer a communication channel; and facilitate the resolution of grievances between the states.



Inter-State Coordination Meeting between Andhra Pradesh and Odisha

Bipartite committee code of conduct – A code of conduct has been developed for the employers in the brick kiln sector. Brick kiln owners have been oriented on the code of conduct and a government order has been issued to implement the code of conduct, including the maintenance and monitoring of records.

Outcome 16: Child labour is eliminated, with priority given to the worst forms

Decentralization of the National Strategy for the Elimination of the Worst Forms of Child Labour in Tolima, Colombia – US\$ 485,730

The purpose of the project is to contribute to preventing and eradicating the worst forms of child labour (WFCL) in 10 municipalities of Tolima, by addressing the need to restore the fundamental rights, participation and gender equality of 1,000 children in the WFCL, in particular in street trade, agriculture and commercial sexual exploitation. The project accomplishes this through the strengthening of the educational system, the delivery of services aimed at creative use of free time outside school, and family networking. The project strengthens the capacities of teachers, communities, and families (parents and tutors) to protect the rights of children and adolescents. It also provides protection and psychosocial care for children and adolescents.



Awareness raising
and drawing
workshop in
Tolima, Colombia



The main achievements by output include –

Output 1: 180 teachers strengthened through “Aula Viva,” 1,260 classroom projects developed with a focus on personal development with their students, including children and adolescents in WFCL.

- 1,312 working children identified, gained access to the educational system;
- 18 municipal officials were trained to diffuse the “Aula Viva” methodology at the municipal level;
- 27 educational institutions were involved in the process;
- Approximately 5,400 children benefit from a strengthened education.

Output 2: 153 young leaders, facilitators and professionals were strengthened through the SCREAM methodology (Supporting Children’s Rights through Education, the Arts and the Media) and 2,295 activities developed with children and adolescents, including children and adolescents in WFCL.

- 820 working children identified, who gained access to leisure activities from the programme;
- Approximately 3,200 children benefit from the SCREAM programme.

Output 3: 300 parents and guardians of children and adolescents at risk or involved in WFCL participated in workshops to strengthen parenting patterns and revenue generation.

- 1,563 children and adolescents in risk or involved in the WFCL identified;
- 18 professionals trained in the methodology for strengthening parenting patterns of families;
- 60 families received training and formulated business plans to strengthen productive units;
- 135 families developed improvement plans and built 18 family networks.

Output 4: 9 committees for the eradication of child labour and **50** employers were empowered and took into account the steps agreed in the National Strategy against WFCL

- **180** officials were appointed and trained in 9 municipalities to implement the Strategy for the Elimination of the WFCL;
- **9** efforts made by employers and employers' organizations to supplement the supply of services for the integral retention of children and young workers at risk;
- Beneficiary children and adolescents gain access to **3,435** quotas in education, health and leisure activities.

Outcome 17: Discrimination in employment and occupation is eliminated

Promoting Gender Equality for Decent Employment in Pakistan – US\$ 7,504,692

Despite several recent economic, social and legal gains, women in Pakistan still struggle to achieve equality. Gender inequalities are particularly strong in the labour market, as confirmed by the *Pakistan Employment Trends for Women Report, 2009*. More women are participating in the labour market than ever before, with women's unemployment rate registering single digits for the first time in 2005-2006 at 9.9%, compared to 17.3% in 1999-2000. However, it is significant that more than two-thirds of employment creation for women in the same period was as unpaid family workers. Women finding paid employment often have to accept low-skilled, low-paid, low-valued jobs, or work in less productive economic sectors, sometimes lacking in social protection and basic rights.



The project builds on the lessons learned in a previous ILO-CIDA project, “Women’s Employment Concerns and Working Conditions in Pakistan” (WEC-PK), which aimed to promote more and better jobs for women in several economic sectors through training, social dialogue and institutional development. Not unlike the previous intervention, this project’s main objectives focused on (1) strengthening national mechanisms to promote equal opportunities for women, (2) enhancing the skills and employability of poor women in rural and urban areas, and (3) strengthening the capacity of media to raise awareness on issues related to working women.

Main achievements include –

- Gender units established in five provinces’ Departments of Labour, both operational at federal and provincial level, to promote equal opportunities for women through the development of toolkits, resource centres, reference libraries, and provincial Home Based Workers’ policies
- 130 employers reached to date through various forums to raise awareness and commitment to gender equality, while 30 workers’ organizations are being strengthened to promote gender equality in their organizations and their workplaces
- 6,300 women and men (80% women) trained in skills for employment so as to enhance their capacity and employability, both in rural and urban areas



- 4 long-term skills development programmes under way, each with a specific focus on women's empowerment, have reached 3,000 participants (80% women) in sectors as diverse as IT and online earnings through partnerships with government-established IT labs, community businesses and micro-enterprises, employment in the textile sector, and competency-based courses in hospitality, beauty and fashion design;
- 1,000 journalists oriented on gender-sensitive reporting; in effect, media experts agree that this is the first of its kind, the largest initiative to train journalists on a certain theme. Several journalists have showed an increased focus on gender equality in their work.

Good practice story

In consultations with over 300 stakeholders to inform the design of GE4DE's skills development projects, it emerged that vocational training wasn't enough. Women and men needed to know about workers' rights, the laws from which they were derived, and how to invoke those laws when needed.

Supplementing technical and vocational skills with skills for empowerment makes it more likely that training can contribute to gender equality beyond mere numbers. The project developed a module that combines some of these aspects in a flexible package called *Skills Plus*, designed to supplement any training course.

The package can be supplemented with GE4DE's photographic posters depicting international labour standards promoting gender equality, and a motivational documentary, *Women of Courage*, which showcases the achievements of women from ordinary backgrounds who have achieved extraordinary success in conventional and unconventional professions, from driving to commando policing. *Skills Plus* has been particularly appreciated by partners and trainees; for many of whom, this is the first time they have considered the benefits of such supplemental aspects of training.



Dissemination Strategy: Gender Equality and Workers' Rights in the Informal Economies of Arab States – US\$ 25,761

The nature of employment is rapidly and dramatically changing around the world, including in Arab States. The increasing flexibility of labour markets at global and local levels has led to a rise in informal employment, self-employment and atypical forms of employment. In-formalization also has a gendered nature, with differential earnings, choices and locations of activities, level of competition, and time allocated to work, with significant implications for women, especially young women in the region.

The project aims to disseminate research findings to arrive at the following specific objectives –

- Advance knowledge of the gendered nature of informal employment in Arab States among researchers, development practitioners and donors, utilizing a workers' rights perspective
- Bring about a better understanding of the policy and programmatic responses needed among policy makers to end the deficits of protection of workers in the informal economies
- Reinforce the capacities of government agency staff responsible for the production of statistics and for the implementation of social protection programmes on informal employment

- Development of training activities and the production of reports, policy briefs, electronic newsletters, conference papers, networks, email list servers, and mailing lists.

The links between this research and other work by the ILO RO-Beirut gender team on social care provisions, migrant domestic workers, and women's entrepreneurship development, are together building a body of knowledge that is intended to contribute to the work on gender equality and workers' rights in the region.

Key dissemination initiatives included –

- "Situation of migrant domestic workers from ESCAP countries in the GCC, Jordan and Lebanon:" Interregional Workshop on Strengthening Dialogue to Make Migration Work for Development in the ESCAP and ESCWA Regions, Beirut (June 2011)
- "Decent Work for Domestic Workers in Arab States: Role of Trade Unions": Regional Workshop on the Role of Trade Unions in Promoting Decent Work for Domestic Workers in Arab Countries, Beirut (November 2010)
- Expert Consultation on Domestic Servitude for the Special Rapporteur on Slavery, OHCHR, Geneva, (June, 2010)
- Roundtable on Exploring a Regional Initiative for Legal Empowerment of the Poor, UNDP Regional Centre, Cairo, Egypt (December, 2010)
- Policy Round Table Discussion was held in Damascus on gender and employment in the informal economy of Syria
- Policy brief was produced on gender and employment in the informal economy of Syria
- Journal articles in English (*Al Raida* Magazine of the Lebanese American University on Family Responsibilities and Women's Employability) and in Arabic (Idafat Sociology Journal) on gender, employment and the informal economy;
- A dialogue and survey of producers and users of gender and labour statistics was undertaken by the ILO in the West Bank.