

Ireland-ILO Partnership

**OUTCOME-BASED PARTNERSHIP
PROGRAMME 2012–15**



International
Labour
Organization

 **Irish Aid**
Department of Foreign Affairs
An Roinn Gnóthaí Eachtracha

Results Report 2012–13



PARDEV
Partnerships
and Field
Support
Department

Table of Contents

1. Introduction	5
2. Financing and delivery of Decent Work	6
Country level	6
Global level	6
ILO biennial programming and reporting on results	7
Funding of ILO results	7
3. Ireland-ILO Partnership 2012-13 (phase I)	8
4. Results highlights	9
Outcomes 2&17: Decent work for disabled youth through skills development in Zambia	10
Outcome 3: Women's entrepreneurship development in Tanzania	12
Outcome 15: Combating forced labour in Brazil	14
Outcome 16: Eliminating the worst forms of child labour in Ghana	16
5. Detailed results by Outcome	18
Outcomes 2&17 (Disability)	19
Outcome 3 (Women's entrepreneurship)	26
Outcome 15 (Forced labour)	33
Outcome 16 (Child labour)	44

1 Introduction

The ILO is a unique United Nations agency in that each of its 185 member States is represented not only by its government, but also by its employers and workers. The ILO seeks to achieve full and productive employment, rights at work, extension of social protection and the promotion of social dialogue. This is embodied in the concept of **Decent Work**.

Decent work is central to everyone's well-being. In addition to providing income, 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** capitalize 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.

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**, an effective location to deliver development assistance to both the formal and informal economy.

Ireland is a long-standing partner and a generous donor to the ILO's development cooperation programme through Irish Aid. The **Ireland-ILO Partnership 2012-15** is based on objectives and principles shared between Ireland and the ILO, underpinned by a rights-based approach to development, by support for increased **development cooperation effectiveness and results-based management**, and by a common desire to promote **UN system-wide coherence** and coordination.

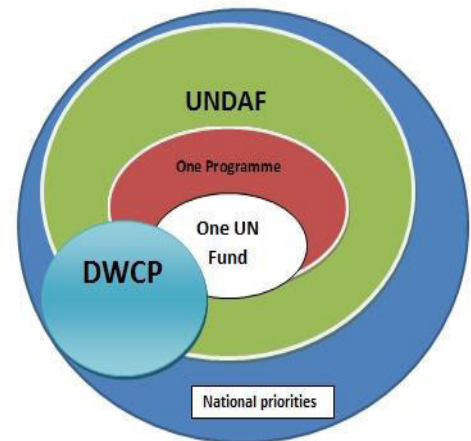
This report provides an overview of Ireland's support to the ILO in the **biennium 2012-13** and the results achieved by the ILO during this period, to which the Partnership Programme provided a significant contribution. In addition to the **detailed technical reporting** provided in section 5, section 4 provides highlights of results in the thematic areas addressed by the Partnership Programme.

2 Financing and delivery of Decent Work

Results Based Management (RBM) applies to all stages of the ILO's programming cycle, including programme planning, implementation, reporting and evaluation, and provides feedback to subsequent programming cycles.

Country level

Decent Work Country Programmes (DWCPs) are the main ILO instruments for setting priorities at the country level. They are underpinned by situation analysis and country-focused research drawing on ILO statistics, ILO standards and supervisory bodies, policy and legal analysis, and constituents' inputs. DWCPs are developed with the full participation of national governments and employers' and workers' organizations, ensuring that ILO action on the ground responds to defined needs. DWCPs form the key platform for the ILO's contribution to an integrated UN approach to poverty reduction, through UN Development Assistance Frameworks (UNDAF).

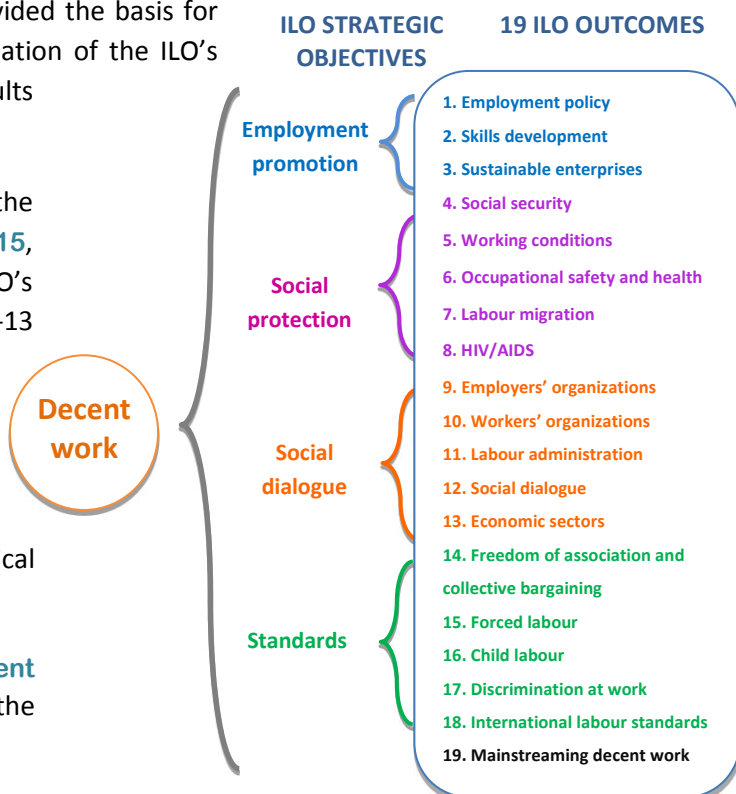


Global level

The **Decent Work Agenda** is structured around four objectives: **promotion of rights at work, employment, social protection and social dialogue**. These have provided the basis for nineteen concrete outcomes which are the foundation of the ILO's Programme and Budget and the ILO's results architecture.

The ILO's medium-term planning instrument is the **Strategic Policy Framework (SPF) 2010-15**, designed to span three biennia of the ILO's **Programme and Budget (P&B)**: 2010-11, 2012-13 and 2014-15. For each biennium the ILO's Governing Body sets targets and approves an integrated framework of resources to achieve them. A set of Global Products under each Decent Work Outcome allows the Office to develop global research and tools, and to consolidate technical expertise.

This programmatic framework forms a coherent basis for cooperation with ILO partners and for the design of ILO development assistance programmes.



ILO biennial programming and reporting on results

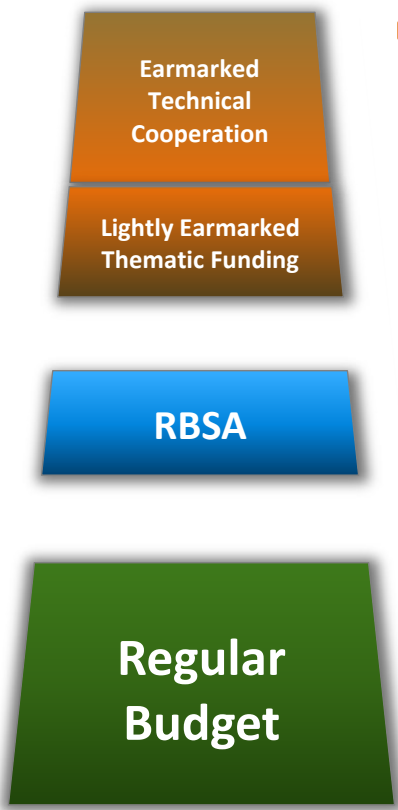
The objectives of the DWCPs go beyond the ILO biennial cycles of the ILO's Programme and Budget, and can be revised in order to match the evolving country-level situation and national goals. For the purposes of biennial planning and reporting, individual DWCP outcomes are linked to the global ILO framework of 19 Decent Work Outcomes.

The ILO prepares **Outcome-Based Workplans**, taking into account the biennial priorities, existing resources, and the estimated additional resources required. ILO's resource mobilization and programming of new voluntary contributions uses this system to ensure that donors' funding is fully aligned with country-level priorities and that it contributes to the achievement of the ILO's biennial objectives. The OBWs are regularly reviewed and adjusted in consultations between ILO field offices and headquarters.

At the end of each biennium progress towards Programme and Budget indicators is reviewed, and reported on through the **ILO Programme Implementation Report (PIR)**. The latest PIR, **covering 2012-13, was published in February 2014**.¹ In addition, an Annual Evaluation Report² and high-level evaluations of selected SPF outcomes and DWCPs, reported and discussed at the Governing Body level, complete ILO's integrated result-based approach.

Funding of ILO results

The ILO funding base consists of three integrated components, designed to support the delivery of ILO results:



Earmarked
Technical
Cooperation

Lightly Earmarked
Thematic Funding

RBSA

Regular
Budget

Earmarked voluntary contributions (technical cooperation) support specific global and national based programmes with a clear timeline and a pre-defined geographic and thematic focus. The total amount of XBTC received by the ILO during 2012-13 amounted to US\$ 497.8 million. This includes **Lightly Earmarked Thematic Funding**, provided at the level of ILO **Outcomes** and allocated in line with ILO's biennial priorities and goals. Sweden, Ireland and Norway support this modality.

Unearmarked voluntary contributions (Regular Budget Supplementary Account) provide a pool of flexible resources allocated to strategic areas, underfunded themes and new priorities. During 2012-13, the ILO received US\$ 36 million in the RBSA, from Norway, the Netherlands, Denmark, Belgium and Germany.

Regular budget contributions are provided by all ILO Member States by virtue of their membership. Countries' contributions are based on the United Nations allocations assessment. The total regular budget of the ILO in the biennium 2012-13 amounted to US\$ 861 million.

During **2012-13, Ireland assessed contribution to the ILO's core budget exceeded US\$ 4.2 million**. In addition, **Ireland provided over US\$ 9 million** in voluntary funding to the ILO's development cooperation programme, making **Ireland the thirteenth largest governmental donor to the ILO, in terms of voluntary funding**.

¹ <http://www.ilo.org/public/english/bureau/program/ir/2012-13.htm>

² http://www.ilo.org/wcmsp5/groups/public/---ed_norm/---relconf/documents/meetingdocument/wcms_222508.pdf

3 Partnership 2012-13 (Phase I)



The **Ireland-ILO Partnership Agreement** 2012-15 is fully based on the principles of aid effectiveness. **During 2012-13, the Partnership provided a contribution of € 6 million** through a combination of innovative funding modalities.

The Partnership provides thematic funding, lightly earmarked at the level of Outcomes from the ILO Programme and Budget. **The exact programming of funds relies on the ILO's Results Based Management systems** and the priorities flowing from Decent Work Country Programmes.

2012-13 (Phase I)				
Theme	P&B Outcome	€	US\$	Countries covered ³
Disability	Outcome 2: Skills Development; and (focus disability) Outcome 17: Non-Discrimination (focus disability)	2,100,000	2,663,091	Azerbaijan, Botswana , China, Ethiopia, Indonesia , Viet Nam , Zambia
Women's entrepreneurship	Outcome 3: Sustainable Enterprises (focus on women)	1,500,000	1,902,208	Kenya , Tanzania , Uganda
Forced labour	Outcome 15: Forced Labour is eliminated	1,800,000	2,282,649	Brazil , China, India , Jordan , Nepal , Malaysia, Mongolia, Thailand, Viet Nam, Zambia
Child labour	Outcome 16: Child Labour is eliminated	600,000	760,883	Benin , Chile , Fiji , Ghana , Zambia
TOTAL		6,000,000	7,608,831	

³ All countries in which the Partnership was active in 2012-13. Countries where the ILO reported an achieved result in [the Programme Implementation Report 2012-13](#) have been marked in **bold**.

4 Results highlights



One result has been highlighted for each thematic area supported by Ireland, aiming to illustrate the change the Partnership helps bring to the lives of working women and men around the world.

Outcomes 2&17

Zambia

Decent work for disabled youth through skills development

Challenge

Technical vocational education and training (TVET) plays a central role in opening career opportunities for people with disabilities by enabling them to acquire a craft and develop practical experience and problem-solving skills. Training enhances peoples' earning potential, career progression and employability, and helps school leavers and unemployed persons find ways of earning a livelihood, either through self-employment, setting up a business or getting a job. In Zambia, as in much of Africa, access to vocational skills training is not available to many women and men with disabilities. When training is provided, it is often in segregated settings and not of a standard comparable to that offered in general TVET centres. Negative attitudes and public perceptions about persons with disabilities combined with physical barriers and a lack of adapted curricula and training materials impede their access to opportunities for vocational training that are open to the general population. The systematic exclusion of young disabled persons from mainstream skills training exacerbates their poverty and limits opportunities in life.

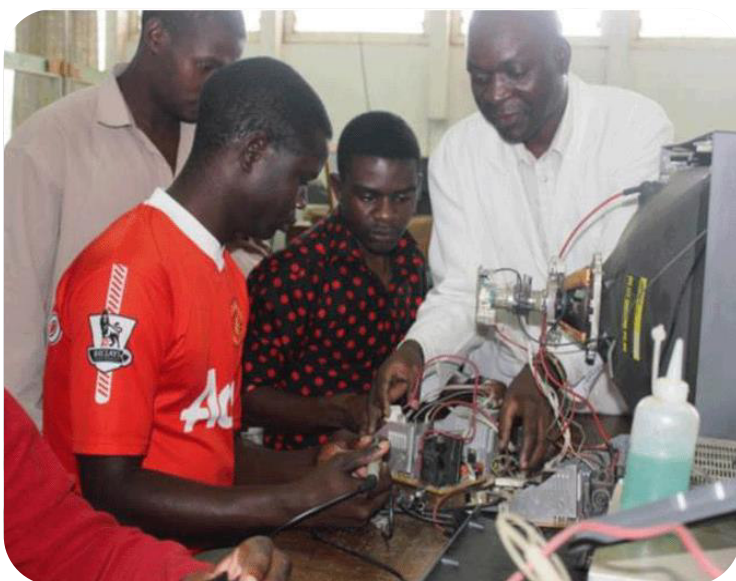
Response

During 2012-13, ILO work in Zambia has concentrated on cooperating with the Ministry of Education, Science, Vocational Training and Early Education, which requested ILO support in the implementation of its Disability Policy adopted in 2007. Through the Irish Aid funded programme on *Promoting Rights and Opportunities for People with Disabilities in Employment through Legislation (PROPEL)*, selected training colleges are being supported to foster learning environments that enable the enrolment and training of persons with disabilities.

Five institutions are participating in the inclusive vocational training pilot initiative: Mansa Trades Training Institute, Kaoma Trades Training College, Lusaka Business and Technical College, Luanshya Technical and Business College, and the National Vocational Rehabilitation Centre in Ndola.

A first step in the process towards inclusive vocational training involves accessibility audits based on international standards to identify barriers, measure ease of use of premises as well as options for improving the accessibility of the existing physical environment of the training colleges. In conjunction, the training courses and related materials are reviewed from a disability perspective, to consider the

Students receiving practical instructions at the National Vocational Rehabilitation Centre in Ndola



flexibility of the curricula and appropriateness of training materials and tools for students with disabilities. Following this, reports are provided with recommendations to be implemented by the participating colleges and the Technical Education, Vocational and Entrepreneurship Training Authority (TEVETA).

A second and equally important step includes disability awareness training for managers and staff of the training colleges, i.e., instructors, teachers and other training and support staff. ILO Disability Equality Training (DET) is designed to give participants the opportunity to explore besides the physical aspects of disability, how people are disabled by societal barriers and attitudes, and to identify ways in which these barriers can be overcome and attitudes can be positively influenced. A central pillar of this awareness-raising is looking at disability from a human rights perspective.

In parallel to this, the project has cooperated with other agencies in supporting a legal process and policy review and revision, to bring provisions more into line with international standards. Support has been provided to the media in developing greater awareness of the capacities and rights of persons with disabilities through a series of workshops and events.

Results

The colleges supported by the Irish Aid-ILO Partnership have developed their own strategies for ensuring vocational training that includes women and men with disabilities and are implementing the Government's policy on inclusive vocational training with support from the ILO.

The **Mansa Trades Training Institute** had 36 learners with disabilities enrolled during the 2013 academic year (22 male and 14 female) – an increase of 2 per cent (from 9 to 11 per cent) since 2012 – despite limited resources to support equal opportunities for training. At the college, efforts to facilitate an inclusive learning environment are now visible and include the construction of new ramps in the administration building, and the installation of a reception cabinet with a low counter to allow wheelchair users and persons of low stature interact more easily with receptionists and other staff.

At the **Luanshya Technical and Business College (LTBC)**, the ILO's DET has not only been timely and helpful in building knowledge and raising awareness among staff of the levels of disability and rights of persons with disabilities, but has also led to the development of an enrolment strategy targeting persons with disabilities that includes advertising in the media, posters, community talks and discussions and strategic networking with individuals and other learning institutions. *"Our goal is to be a fully inclusive vocational training institution within 3 to 5 years"*, says Samuel Moyo, Principal and Chief Executive of the LTBC.

"To my friends with disabilities: Do not allow others to look down at you because of your condition; step out and interact with the world around you through education. That is how other people will respect us and our rights"

Iness Mwape

**Tailoring and design student
Mansa Trades Institute**

The **National Vocational Rehabilitation Centre (NVRC)** in Ndola, which previously catered only to persons with disabilities, has opened its doors to learners without disabilities. College management's decision to accept non-disabled students was based on the need to ensure that the school's learners with disabilities would have exposure to the real world. *"When we began our enrolment of non-disabled learners, enrolment was at 5 per cent of the total enrolled student body but now stands at 10 per cent. With the technical support of the ILO, we now realize that the world has adopted a social model which entails that we need to include persons without disabilities in order to strike a balance,"* says Mary Kamanga Lungu, Principal of the NVRC.

Outcome 3

Tanzania

Women's entrepreneurship development and economic empowerment

Challenge

Tanzania faces a significant employment challenge, which is why the country's Decent Work Country Programme for 2013-17 contains, as a key priority, promoting the creation of productive employment. There is keen interest in and commitment by the Government to promote medium, small and micro enterprise (MSME) development with a particular focus on women and youth, since particularly young women remain disadvantaged compared to men in terms of employment, informality of businesses, occupational segregation and access to growth opportunities for their businesses.

Response

Under the Women's Entrepreneurship Development and Economic Empowerment programme (WED-EE), funded by Irish Aid, the ILO provided a range of activities in support of women's entrepreneurship in Tanzania.

WED-EE increased knowledge of entrepreneurship programmes targeted at women entrepreneurs among Government Ministries – including the Ministry of Labour, Industry and Trade and the Ministry of Community Development, Gender and Children – constituents and other partners such as Women Entrepreneurs' Associations (WEAs), the UN Country Team, commercial banks, the WAMA Foundation, and the Tanzania Private Sector Foundation.

A concrete instrument used was the tool *"Female and Male Operated Small Enterprises"* (FAMOS) to gauge the situation in eleven community and commercial banks that support men and women in rural areas.

Snapshot

Key achievements of Ireland-ILO Partnership towards women's entrepreneurship development and economic empowerment

In Tanzania, Kenya and Uganda, 2,904 women entrepreneurs were trained to start their own business. 80 per cent of the women considered the training had helped them get skills and knowledge to better manage their business and family money, and that it had boosted their confidence and general self-awareness. Furthermore, 43 Women Entrepreneurs' Associations (WEAs) and other relevant organizations were trained and developed action plans to strengthen services to members and better advocate their interests. A *"Month of the Woman Entrepreneur"* (MOWE) campaign was supported in all three countries. Radio, television and press reached out to over 4.3 million people in the three countries.

This self-check tool aims to help the banks identify areas worth strengthening in their organization to make sure they are better able to support and serve women (and men) entrepreneurs.

Furthermore, WEAs and government representatives were trained on leadership and how to strengthen the services they provide to their women members through the tool *"Capacity Building for Women Entrepreneur Associations"*.

Support was also provided to over 200 women entrepreneurs to exhibit and sell their products during the Month of the Woman Entrepreneur (MOWE) 2012 and 2013, enlarging their access to markets. More than 60 of these women also participated in business clinics aimed at helping them improve their marketing strategies. Moreover, ILO facilitated the training of 35 women entrepreneurs in Improve Your Exhibition Skills (IYES).

Finally, a total of 75 trainers, of which 53 were women, were trained to deliver GET Ahead (Gender and Entrepreneurship Together) training, including trainers from a commercial bank which will now provide GET Ahead and Start and Improve Your Business (SIYB) training to their clients. The GET Ahead trainers in turn served and trained a total of 752 entrepreneurs.

Results

Two government departments, one government agency, and 16 WEAs and other relevant organizations were trained and developed action plans to strengthen services to members and be better advocates for their cause.

A total of 185 women entrepreneurs were linked to financial services and funded. The community banks that undertook the FAMOS self-check are currently developing action plans tailored to the situation of small women and men entrepreneurs and have developed practical recommendations to increase service provision to women entrepreneurs, such as starting business clubs for women for information sharing, linking loan provision to entrepreneurship training for women, acquiring guarantee funds from the Government's Women's Development Fund and the Presidential Economic Empowerment fund. Another four commercial banks and two micro-finance institutions were also sensitized to the importance of tailoring services to both male and female clients as a first step to developing similar action plans.

The 35 women trained in Improving your Exhibition Skills (IYES) succeeded in selling jointly US\$ 40,000 worth of goods during the exhibition and later participated in regional and international exhibitions in Kenya, Burundi, Malawi and Uganda.

Through partnerships with the media over one million people in Tanzania were reached with messages on the important role women entrepreneurs play in society, as well as information for women wishing to become entrepreneurs.

Through selected case studies and a comprehensive tracer study commissioned in 2013, WED-EE assessed some post-training results. The study showed that training offered by the ILO contributed to business start-ups and diversification. About 60 per cent of the women interviewed had introduced new products in the market, and could now delegate business tasks to other family members because their businesses had now become complex. The study also revealed that the women entrepreneurs interviewed had since the training created jobs in two ways: first, by directly employing people to help in business; and secondly, by coaching or training others applying the knowledge acquired from the ILO to help others start new businesses in their communities. 80 per cent of the women considered the training had helped them obtain skills and knowledge to better manage their business and family money, and that it had boosted their confidence and general self-awareness.

A key highlight was the visit by the ILO Director-General to Tanzania in December 2013. The Director-General facilitated discussion at the National Employment Forum, which focused on employment for young women and men, and visited one of the ILO beneficiaries, a successful woman entrepreneur who employs more than 18 people in the country through an agro-processing business. The DG saw first-hand some of the impact of the Irish Aid Partnership and recommitted ILO support to programmes that promote employment for women.



Director General Ryder visited Nature Ripe Kilimanjaro Company, an agro-processing business.

Outcome 15

Brazil

Combating forced labour

Challenge

Thousands of Brazilians and labourers from neighbouring South American countries are thought to be trapped in slavery in Brazil's booming agrarian, mining and materials sectors. Since 1995 the labour inspections programme has carried out raids on more than 2,000 work sites, liberating an estimated 45,000 people trapped in conditions of slavery. Ten years later the Government of Luiz Inácio Lula da Silva and Brazil's private sector launched a National Pact against Slave Labour, the most prominent example of private sector engagement against forced labour to date, since it represents more than 400 companies accounting for 30 per cent of Brazilian GDP.

In 2012-13 Brazil was part of ILO action against forced labour for two main reasons. First, the ILO had played a key role in the initial development of the National Pact against Slave Labour, and the Pact was in a critical phase of restructuring to ensure sustainability. ILO's involvement in this process was considered essential. Secondly, the intervention has provided a better knowledge base on forced labour, which has fed into ILO's global activities.

Response

The ILO supported the country's efforts by participating in the Working Group of the Ministry of Justice and members of the National Commission for the Eradication of Trafficking in Persons.

The Office also participated in meetings aimed at strengthening local referral centres for victims of trafficking. With Irish Aid support, a consultant was hired to conduct meetings with these referral centres in order to discuss improvements in victim assistance mechanisms, including the elaboration of a new form to be used during interviews with victims. This form will improve their profiling and enhance their referral to governmental social programmes.

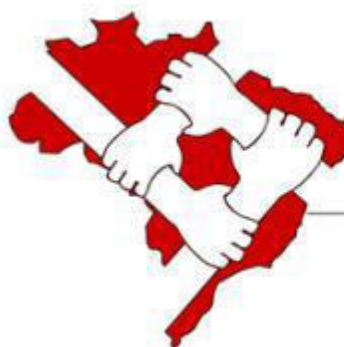
A major part of the ILO effort, supported by Irish Aid, was geared towards the restructuring of the National Pact for the Eradication of Forced Labour. ILO staff participated in meetings of the National Pact's Steering Committee in order to discuss and promote the restructuring process. The Pact, launched in May 2005, is a multi-stakeholder initiative that encourages companies' commitment to combat forced labour by refraining from buying directly or indirectly from those on the "Dirty List". Since its creation the Pact has been

managed by a Steering Committee, composed of the ILO, the Ethos Institute, NGO Reporter Brasil, and the Social Observatory Institute. The Pact needed restructuring in order to increase its scope, capacity, effectiveness and sustainability. Its human and financial resource needs greatly exceeded its capacity. It was crucial to develop a sustainability strategy, especially with regard to its financial stability.

The old governance structure of the Pact had caused misgivings among some signatories and potential signatories of the Pact. In their independent roles, the CSO institutions publicize complaints and information on forced labour cases involving production chains (e.g. the textile industry). These complaints usually involve large companies, including some Pact signatories. On the one hand, there was a belief among some of the members that this independent role clashes with their membership of the Committee. However, giving these studies publicity would strengthen the role of the Pact, since depending on their results and consequences, they serve as a catalyst to engage new businesses within the commitments and promote corporate social responsibility. The Steering Committee presented to a

number of companies a restructuring proposal, which outlined essential information regarding the transition phase, such as objectives, current structure and desired structure, financial difficulties, impact, and targets. The project also indicated that the Pact needed to secure 13 company sponsorships to guarantee operations and sustainability during the restructuring process. By the end of 2013 six companies had agreed to provide resources (Carrefour, C&A, Wal-Mart, Cargill, Grupo Maggi and Eletronorte). This group, along with the Committee's institutions, formed a Council that will have periodic meetings to follow the strategic planning and design of the new structure. At the end of September 2013 the Pact set up a new Executive Secretariat that is now based in the Ethos Institute. With the

resources received from the above companies, the Executive Secretariat hired a Coordinator who will be responsible for the Pact's activities. During the Pact's Annual Seminar (19 November 2013), the new structure was officially launched and signatories were informed of developments in finalizing the transition period (including the Statute) as well as the 2012 monitoring results. Also during the event a situational analysis of the individual financial contributions, whereby the actual signatories will become Associates of the Institution, was presented and discussed.



**PACTO
NACIONAL**

Pela Erradicação do
Trabalho Escravo

Results

Overall, a number of important legislative actions were taken by the Brazilian Government in 2012-13. First, a decree of the President of the Republic authorized the publication of the Second National Plan to Combat Trafficking in Persons and established the Tripartite Coordination of National Policy to Counter Trafficking in Persons and the National Committee to Counter Human Trafficking. Second, legislative action in the state of São Paulo entails the loss of licence for any business that directly or indirectly uses slave labour or slavery-like conditions.

Furthermore, the Secretariat of Policies for Women, the Public Defender's Office and the Ministry of Justice signed a technical cooperation agreement that makes available free and comprehensive legal assistance to women victims of trafficking or irregular migration situation. All women should have access to legal assistance through the Ombudsman for Women and the Central Help Desk for Women (dial 180).

The National Union of Labour Inspectors also launched an initiative to expand the Integrated Action programme throughout Brazil. This programme benefits victims of forced labour by promoting vocational training, psycho-social assistance and subsequent insertion into the formal labour market. More than 400 victims took part in the pilot phase conducted in the state of Mato Grosso. The states of Bahia and Rio de Janeiro are looking to replicate this initiative

Finally, the National Pact against Slave Labour is also included in the Second National Plan to Combat Forced Labour in Brazil. Given the context stated above, restructuring the Pact to include an independent body – the Executive Secretariat – and a Relationship and Steering Committee composed of the ILO and Ethos, now allows the other two organizations to have more independence. The Secretariat manages the roles and responsibilities now attached to each organization in the Committee, including the monitoring process.

Outcome 16

Ghana

Eliminating child labour

Challenge

In Ghana the sizable cocoa sector is characterized by children involved in the “*worst forms of child labour*”. Apart from heavy lifting, they work with potentially dangerous chemicals and tools, are often unsupervised, and are not provided with protective clothing. The Government of Ghana has stated that progress is being made in combating child labour in the cocoa farms over the last few years. Such progress is recognized by various parties, but at the same time it is clear that much remains to be done.

The importance of the issue was shown in the 2003 Ghana Child Labour Survey (GCLS 2003), which revealed that out of a population of 6.36 million children aged 5–17 years, 2.47 million (nearly 40 per cent of the age group) were economically active, with about 1.27 million in activities classified as child labour. Over 240,000 of these children are in hazardous child labour, 80 per cent of whom are in rural areas and engage mainly in activities in the agricultural sector at the cost of their physical, emotional, and moral well-being.

Response

As reaction to this challenge in the cocoa industry and child labour at large, Ghana’s National Plan of Action (2009-2015) for combating Child Labour (NPA-CL) provides a broad framework to reduce the Worst Forms of Child Labour (WFCL) to the minimum possible by 2015. It aims for the elimination and prevention of all other forms of child labour in the longer term. The NPA is based on a multi-sectoral approach requiring the commitment and contributions of a broad range of stakeholders, including the Government, trade unions and employers’ organizations, other civil society organizations, and the general population, the private sector, and development partners.

As part of implementing the NPA-CL, the ILO provided support to the Child Labour Unit of the Labour Department of the Ministry of Employment and Social Welfare in developing a Hazardous Child Labour Framework in line with ILO Convention No. 182 and Recommendation 190. Assistance was also provided to the Agriculture Extension Services of the Ministry of Food and Agriculture in formulating a Child Labour Strategic Plan to address child labour in agriculture.

GEA signing the Joint Declaration on Child Labour flanked by workers' and ILO officials



With support from Irish Aid, the Ghana Employer’s Association (GEA) has continued its activities aimed at combating child labour through its Child Labour Unit, notably involving the informal and agricultural sectors, which led to clauses prohibiting child labour and codes of conduct in five plantations. GEA has further developed the codes for over 30 informal economy associations which come under the umbrella of the Council for Indigenous Business Associations (CIBA).

The ILO programme funded by Irish Aid also targeted various national trade unions: Activities were undertaken in collaboration with the national trade union focal point for child labour and social dialogue in the General Agricultural Workers' Union (GAWU), who was trained by the ILO and is now a full-time officer also acting as the GTUC's (Ghana Trade Union Congress) ILO focal point. These trade union activities were linked to other ILO activities in 2012-13, including the public-private partnership between the chocolate and cocoa industry and the ILO to combat child labour in cocoa growing communities in Ghana and Côte d'Ivoire.

In addition, in response to the request to make the content of the previously prepared *Employers' and Workers' Handbook on Hazardous Child Labour* more sector-specific, ILO technical assistance was provided to GAWU in preparation of a national training manual on hazardous child labour and occupational safety and health. The technical support and sensitization activities provided by ILO with Irish Aid funding allowed GAWU to work with a selected group of experts to produce a visual, self-explanatory and hands-on training package that would speak directly to farmers and children involved in cocoa farming.

Finally, with regard to the III Global Conference on Child Labour (Brazil, 2013), ILO staff assisted the participation of delegates from Ghana both technically and financially before and during the Conference.

Results

In line with the Worst Forms of Child Labour Convention (No. 182) and Recommendation (No. 190), 1999, the Child Labour Unit of the Labour Department of the Ministry of Employment and Social Welfare, adopted a Hazardous Child Labour Framework in implementing their National Action Plan.

The Agricultural Extension Services of the Ministry of Food and Agriculture adopted a Child Labour Strategic Plan to address child labour in agriculture.

The Ministry of Employment and Social Welfare relaunched the Livelihood Empowerment Against Poverty Programme (LEAP) with a requirement that eligible households must ensure that children are in school and have access to health services under the National Health Insurance Scheme.



Supported by Irish Aid, the General Agricultural Workers' Union in Ghana (GAWU) prepared a thorough training manual to promote the knowledge and understanding of the basics of child labour and occupational safety and health (OSH) issues in cocoa farming. Although originally developed for Ghana and Ghanaian cocoa farmers, the manual is relevant and applicable to other cocoa-producing countries and scenarios.

A formal agreement between the trade unions and the employers was signed committing each party to coordinate their actions in the fight against child labour. This agreement will facilitate the inclusion of child labour clauses in collective bargaining agreements and ensure that there will be no child labour in formal economy enterprises where employers' organizations and trade unions exist. Furthermore, 30 trade union leaders now use the *Employers' and Workers' Handbook on Hazardous Child Labour* in the training of their grassroots members.

5 Detailed results by Outcome



Outcomes 2 & 17 Promoting Rights and Opportunities for People with Disabilities in Employment through Legislation (PROPEL)

1. Strategy

The estimated one billion people with disabilities worldwide represent some 15 per cent of the global population; around 785 million of these people with disabilities are of working age. In many developing and, to a large extent also in developed countries, unemployment among men and women with disabilities is widespread, due to their limited access to education, lack of educational qualifications and employable skills, as well as mistaken assumptions and stereotypes about their working capacity and status in society. When they do work, disabled persons are more likely to be underemployed, earn less money, experience less job security and have fewer chances for advancement.

To promote equal employment opportunities for persons with disabilities, and enable them to overcome poverty and exclusion, the ILO seeks to foster the employability of persons with disabilities by promoting access to mainstream skills development programmes and other relevant training, and to promote respect for the rights of persons with disabilities and an enabling legal and policy environment through acceptance of disability as a prohibited ground of discrimination.

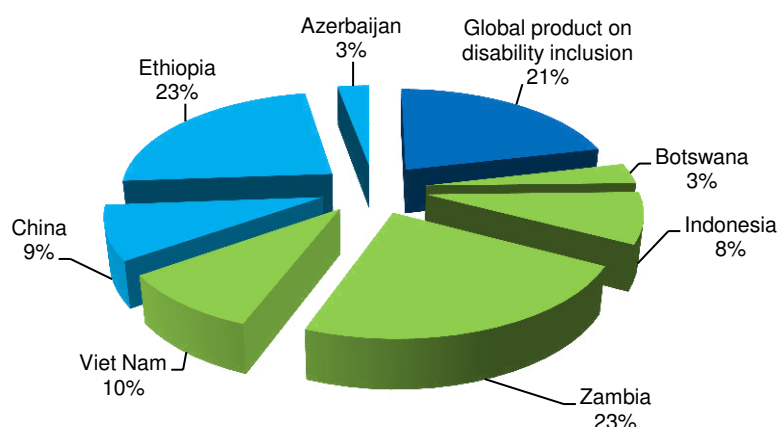
Disability inclusion is increasingly becoming a cross-cutting theme in the process of implementing the ILO's Decent Work Agenda, with disability issues being mentioned in at least 74 Country Programme Outcomes (CPOs) under ILO Outcomes on Employment, Social Protection, Standards and Social Dialogue. The work under the Irish Aid-ILO Partnership Programme *"Promoting Rights and Opportunities for People with Disabilities in Employment through Legislation"* (PROPEL) has been aligned with the ILO medium-term planning instrument, the Strategic Policy Framework 2010-15, and specifically with Outcome 2 *"Skills development increases the employability of workers, the competitiveness of enterprises, and the inclusiveness of growth"* and Outcome 17 *"Discrimination in employment and occupation is eliminated"*. There are at the same time, also strong links with both Outcome 1 *"More women and men have access to productive employment decent work and income opportunities"* and Outcome 3 *"Sustainable enterprises create productive and decent jobs."*

The Office strategy for disability inclusion includes advocacy and policy advisory work to promote enabling legal and policy environments, development of knowledge on good practice, and sensitization and capacity building of constituents on disability rights issues. These are combined with providing entrepreneurship development training and skills development training and access to related services, with a particular emphasis on women with disabilities. A main emphasis in 2012-13 has been on promoting the inclusion of persons with disabilities alongside non-disabled people in programmes and services relating to employment promotion and economic and social development.

2. Irish Aid's contribution to PROPEL

Irish Aid's contribution of **US\$ 2,663,406** was utilised by the ILO to support **one Global Product** and **eight Country Programme Outcomes**⁴ (CPOs).

The **global product on disability inclusion** was selected to ensure a solid knowledge base on good practice in terms of laws, policies and service delivery, the collection of reliable statistics on the labour market situation of persons with disabilities, a range of practical tools relating to the right of person with disabilities to decent work and effective advocacy, sensitization, capacity building and communications approaches and tools, since these are



⁴ Two CPOs were selected in China. *"Skills development increases employability of workers"* (CHN 252) and *"Enhanced advocacy for non-discrimination through equal employment opportunities policies and practices among enterprises"* (CHN 903).

essential to promoting equal employment opportunities for persons with disabilities. Furthermore, the global component provided background support to the achievement of several ILO Outcomes, in particular those concerning skills development (Outcome 2), and the elimination of discrimination (Outcome 17) with a view to contributing to the promotion of employment opportunities (Outcome 1).

Azerbaijan was selected as a target country in light of the request by the Ministry of Labour and Social Protection of the Population (MLSP) to the Social Services Initiative (SSI), a local not-for-profit organization, for pilot testing a new approach for government rehabilitation services. While these centres are officially responsible for providing medico-social rehabilitation, in practice they provide only medical services, catering mainly to people with physical disabilities. With MLSP approval, SSI sought ILO technical advice and participation in the pilot project. **Botswana** was chosen because of the request for strengthening the employment policy framework put forward in the Decent Work Country Programme (2011-2015). As the existing employment framework in Botswana did not make provision for the rights of persons with disabilities, PROPEL contributed to the review process by supporting the inclusion of the employment rights of persons with disabilities. **China** was selected because of the increasing attention paid by the Government to policies, programmes and services catering to persons with intellectual disabilities, building in part on support provided through the first phase of the Irish Aid-ILO Programme in China. Furthermore, a key consideration was the prioritization of measures to eliminate discrimination in employment and occupation following China's ratification of the Discrimination (Employment and Occupation) Convention, 1958 (No. 111) in 2006, in addition to China's obligations following the ratification of the UN Convention on the Rights of Persons with Disabilities in 2008. In **Ethiopia**, following progress in the legislation which previously regarded persons with disabilities as requiring welfare provision to a situation in which their right to employment opportunities is now guaranteed by law, the Ministry of Labour and Social Affairs (MOLSA) requested ILO support in the implementation of the new legislation concerning the employment of persons with disabilities and the National Action Plan on Disability (2012-2021). Work was undertaken in **Indonesia** in line with the increased attention by the Government to disability-related issues and the request to the ILO for technical support in promoting training and employment opportunities for people with disabilities. **Viet Nam** was selected at the request of the ILO Office in Hanoi given the emphasis in the Decent Work Country Programme on local economic development through the fostering of entrepreneurship and enterprise, including among persons with disabilities. Finally, **Zambia** was chosen in response to a direct request by the former Ministry of Science, Technical and Vocational Training for ILO support to the implementation of the Disability Policy adopted in 2007, focusing on opening the general vocational training system to persons with various types of disabilities. Building on progress made in the previous phase of the Irish Aid-ILO Partnership Programme, the focus in 2012-13 was on supporting the implementation of an agreed Action Plan, with a view to increasing the employability of people with disabilities through training provided by the Technical and Vocational Education and Training (TVET) institutions.

3. Irish Aid's contribution to ILO's biennial results 2012-13

Results by ILO Outcome are measured through a set of Indicators outlined in the ILO [Strategic Policy Framework 2010-15](#). As stated above, disability is a cross-cutting theme, and relevant CPOs are linked to Indicators and measurement criteria across various Outcomes (mainly 1,2,3 and 17).

Four CPOs (Zambia, Indonesia, Viet Nam and Botswana), which were supported with Irish Aid funding, are reported as achieved in ILO's Programme Implementation Report 2012-13.

Irish Aid's contribution for **Zambia** was programmed to support **Indicator 2.3** (Outcome 2 – Skills development): *"Number of member States that, with ILO support, make relevant training more readily accessible to people with disabilities."* To be counted as reportable, results must meet at least two of the following **measurement criteria (MC)**:

1. Legislation and/or policy relevant to the skills development of people with disabilities is reviewed with ILO advice and/or technical assistance.
2. Skills development programmes targeting people with disabilities are designed and organized with ILO advice and/or technical assistance on the basis of assessments of labour market opportunities.
3. Training programmes are designed or reformed to be accessible to people with disabilities reflecting ILO advice and/or technical assistance.
4. Beneficiaries are placed in wage- or self-employment on completion of skills training, as reflected through post-training support provided with ILO advice and/or technical assistance.

Zambia CPO ZMB129 “Enhanced employment and self-employment opportunities for people with disabilities through access to skills development programmes.”

MC	Result, as per <u>ILO Programme Implementation Report</u>	ILO contribution
1	The Labour Law Reform Process is taking into account the rights of people with disabilities, with particular attention to provision of training an employment for persons with disabilities. Zambia ratified the UN CPRD in 2010 and is working in domesticating its provisions. In addition, the Media have been capacitated on the positive portrayal of people with disabilities.	The ILO provided direct support to the Government in reviewing relevant laws to include provision for the training & employment of persons with disabilities under the labour law reform (issues paper) process.
3	Government (pilot) colleges capacitated to provide services to increase accessibility for people with disabilities through Mainstream training programme on technical skills currently being delivered reformed to be accessible to students with disabilities in colleges.	Training of facilitators for Disability Equality Training including participants from 2 pilot colleges (Mansa Trades College and National Vocational Rehabilitation Centre in Ndola.) Four Disability Equality Training workshops conducted for teachers and staff of 2 pilot colleges: Mansa Trades College and National Vocational Rehabilitation Centre in Ndola. Disability reporting on positive portrayal training conducted for 16 media personnel and 4 disability advocates. Disability audit on the accessibility of physical environment, audit on training materials and tools and lecturers needs assessment completed in the 5 institutions (NVRC Kaoma, Luanshya, Lusaka, and Mansa) to inform the design of training program. ILO Guidelines on Inclusive Vocational Training for teachers is forming the basis for TEVETA to draft localized guidelines, which when completed will be distributed and tested in pilot colleges. Training on positive portrayal of disability and persons with disabilities conducted for 16 media personnel and 4 disability advocates.

Use of Irish Aid funds in support of the result

Irish Aid funding was used to support the activities under ILO contribution (see above). Beyond 2012-13 reporting in ILO's Programme Implementation Report, a total of nine Disability Equality Training workshops were conducted for teachers and staff of all pilot colleges.

Irish Aid's contribution for **Indonesia** was programmed to support **Indicator 17.1** (Outcome 17 – Non-discrimination): “Number of member States in which constituents, with ILO support, implement specific laws, policies, programmes or actions, leading to improved application of Conventions, principles and rights on non-discrimination.” PROPEL Indonesia contributed to attainment of **measurement criterion 3**: “An awareness-raising strategy on non-discrimination is launched by one or more constituents.”

Indonesia CPO IDN105 “Barriers to employment and decent work are addressed, particularly gender gaps and for people with disabilities.”

MC	Result, as per <u>ILO Programme Implementation Report</u>	ILO contribution
3	Awareness-raising sessions on the rights of persons with disabilities and employment inclusion were held by the Ministry of Manpower and Transmigration (MoMT) at the beginning of 2013 in Jakarta, Batam and East Java. The Minister requested the Director Generals of the Ministry to produce more creative and innovative programmes and activities to empower and encourage placement for workers with disabilities in the formal and informal sectors, and to take action for more effective monitoring on companies' compliance with the regulations on hiring persons with disabilities.	The ILO through PROPEL Indonesia has increased awareness on disability inclusion and built capacity of government officials. In this framework, the ILO has continuously given technical assistance to MoMT on disability and employment and facilitated discussions and meetings with Disabled People Organizations (DPOs) and other stakeholders.

Use of Irish Aid funds in support of the result

Irish Aid funding contributed towards the achievement of the CPO:

- By supporting the creation of an enabling legal and policy environment for the employment and training of persons with disabilities, to ensure they are consistent with international standards.
- By supporting the provision of technical advice and support to the government, in consultation with key stakeholders
- Through capacity building workshops for key decisions-makers and stakeholders at national and provincial level workshops and through technical assistance in follow-up to these workshops, to give effect to the decisions taken.
- Through support provided to advocacy and awareness raising activities targeting the general public, and key stakeholders, such as media, training centres, recruitment and placement agencies, and civil society organizations, both at national and provincial levels.
- Through support to Atma Jaya University in incorporating consideration of disability rights in the existing law course, as well as for a study on the barriers faced by persons with disability in participating in education, training, employment and society at large.

Irish Aid's contribution for **Viet Nam** was programmed to support **Indicator 3.2** (Outcome 3 – Sustainable Enterprises): “*Number of member States that, with ILO support, implement entrepreneurship development policies and programmes for the creation of productive employment and decent work.*” PROPEL Viet Nam contributed to attainment of **measurement criterion 3**: “*A national association or network of trainers and organizations with the skills and resources to support the delivery of entrepreneurship programmes, especially with a focus on entrepreneurship for women and young people, is established or strengthened.*”

Viet Nam CPO VNM127 “*Effective formulation and implementation of local strategies for pro-poor employment intensive economic development and sustainable business development.*”

MC	Result, as per <u>ILO Programme Implementation Report</u>	ILO contribution
3	The Viet Nam Ministry of Labour, Invalids and Social Affairs (MoLISA) General Department of Vocational Training (GDVT) has incorporated SIYB tool in its ambitious rural skills development programme (1 Million Rural Labourers) aiming to reach out to 1 million rural workers yearly, most of whom are young people. Linked to this, the ILO Know About Business tool will be taught in all upper secondary schools of Vietnam; and the ILO Community-Based Enterprise Development (CBED) tool has been adopted by several associations and NGOs as basis of their small business management support programmes. In particular, disabled groups in Hanoi districts have received CBED support and the Include Consultation Centre (ICC) of Hanoi Disabled People Association (DP Hanoi), supported by PROPEL-Vietnam, has gained full capacity to implement the low cost CBED tool.	The ILO has supported CBED courses, strengthened the capacity of national implementing partners to raise disability awareness among policy makers as well as programme and service provider, and promote inclusion of person with disabilities in mainstream programmes. Support has been provide to Hanoi Law University to extend coverage of disability rights issues beyond a disability-specific course, to other courses offered, and small grants were offered to law students to conduct research on disability rights in relation to employment, vocational training, social protection. Work has started on a media baseline study on the coverage of disability issues, as a contribution to capacity building for the media, planned in the coming phase. Employer dialogues were organized to promote Corporate Social Responsibility and Disability Inclusion. Work has started on an assessment of access to micro-loans of persons with disabilities, as contribution to a draft circular between MoLISA and Social Bank of Policy.

Use of Irish Aid funds in support of the result

Through Irish Aid funding, the ILO was able to take part in the One UN joint effort in supporting the Government of Vietnam to ratify the UN Convention on the Rights of Persons with Disabilities and strengthen the role of organizations of persons with disabilities (DPOs) in the ratification, implementation, and monitoring processes.

Specific contributions to the achievement of the CPO were:

- Technical advice was provided to provincial Department of Labour, Invalids, and Social Affairs concerning the implementation of the National Action Plan on Disability (2012-2020), relating to vocational training and employment, and workshops were held to familiarize DoLISAs with ILO's entrepreneurship development tools (Start Your Own Business, Know about Business and C-BED).
- Technical assistance was provided to the National Coordinating Council of Disability on issues relating to reporting on the situation of persons with disabilities and coordination capacity.
- A series of 4 Disability Equality Training (DET) workshops was conducted for 80 staff of Hanoi People's Committee, mainstreaming employers, employers and workers' organizations, and disabled person organizations
- Technical and financial support was provided the inclusion of disability rights issues in the law faculty courses at the Hanoi Law University. 600 law students were trained in disability rights and 5 awards were given to graduate thesis and student research.
- The capacity of legally-established Include Consultation Centre of Hanoi Disabled People Association (DP Hanoi) was strengthened to provide training using ILO's tools (SYIB, Get Ahead, KAB, C-BED) to men and women with disabilities, and to provide technical advice to job placement centres in organizing inclusive job fair sessions. 200 men and women with disabilities were received entrepreneurship development skill training using ILO's tools.

Irish Aid's funding for **Botswana** was linked to **Indicator 1.1** (Outcome 1 – Employment Promotion): “*Number of member States that, with ILO support, integrate national, sectoral or local employment policies and programmes in their development frameworks.*” While not reflected in the Programme Implementation Report 2012-13, disability rights issues feature in the draft national employment policy of Botswana, developed with ILO technical support

Botswana CPO BWA101 “*Employment creation mainstreamed in national development frameworks*”

Result, as per <u>ILO Programme Implementation Report</u>
Productive employment and decent work has been mainstreamed into the macroeconomic framework of the National Development Plan and the Government (of Botswana) and UN Economic Diversification Cluster, The Economic Diversification and Poverty Eradication Coordination Group
Use of Irish Aid funds in support of the result
• Cooperation with the ILO Decent Work Team at ILO Pretoria to promote attention to disability issues in the national employment strategy. • Disability audit of legislation relating to the validation workshop. • Capacity-building for tripartite plus stakeholders at a subregional workshop held in South Africa.

Not reported in ILO's Programme Implementation Report 2012-13

	Country Programme Outcome	Progress
Azerbaijan	AZE102 <i>"Better integration of people with disabilities and other vulnerable groups in the labour market."</i>	In cooperation with ILO Moscow Office and the pilot project undertaken by the national not-for profit organizations, Social Services Initiative (SSI), progress was made in introducing new options for the development of the medical rehabilitation centres, in particular, the consideration of options for the social and vocational rehabilitation components that might be introduced. A situation analysis was carried out and discussed with key of the Ministry of Labour and Social Protection of the Population (MLSP); the recommendations made have been incorporated into the draft National Disability Action Plan, which will set government policy priorities in the coming five years to enable Azerbaijan to meet its obligations under the UN Convention on the Rights of Persons with Disabilities. Capacity building was carried out for directors and staff of the centres. Relevant resources and materials were translated into Russian in cooperation with ILO Moscow and widely disseminated.
	CHN252 <i>"Skills development increases employability of workers."</i>	Employment-related legislation and policies were reviewed from a disability perspective by Peking Law University, legal barriers to the employment of persons with disabilities identified and recommendations made, and discussed with 60 local leaders of the China Disabled Persons' Federation (CDPF) and the report presented to the Employment Department of CDPF. Good practice in promoting employment opportunities for people with intellectual disabilities was illustrated through case studies used in capacity building workshops for government officials, employers, employment service providers and job coaches Knowledge-sharing promoted through a resource-sharing platform established between national and multi-national companies, government officials, CSR researchers, employment service providers and disabled persons' organizations, which share practices on skills development programmes, workability of people with different disabilities and new policy measures in employment promotion for persons with disabilities. 10 vocational training centres with 10 job coaches were provided training on supported employment; more than 50 persons with intellectual disabilities supported in the labour market, 14 of them stayed in the position and signed contracts with employers for more than 6 months. These pilot initiatives were shared in training activities for CDPF. The China Association of Persons with Intellectual Disabilities and their Families (CAPIDF), which is part of CDPF, made the five year plan to advocate supported employment in national and private vocational training centres, following an ILO-Irish Aid sponsored seminar.
China	CHN903 <i>"Enhanced advocacy for non-discrimination through equal employment opportunities policies and practices."</i>	Media initiatives on promoting a non-discriminatory social environment for persons with disabilities undertaken in collaboration with national implementing partners Beijing One Plus One Cultural Exchange Centre (OPO) and the Institute of Journalism and Communication of Social Sciences (CSS). These included conducting a baseline study on media reporting of employment of persons with disabilities in 13 national newspapers in the period 2008-2012, to complement previous media studies undertaken as part of the Irish Aid-ILO Partnership Programme; drafting of a media handbook on how to report on persons with disabilities in Chinese context, building on the ILO's Media Guidelines for the Portrayal of Disability; preparation of promotional video clips and a case study publication. Technical support on communications initiatives was provided through PROPEL Global. Capacity building of key stakeholders on disability rights was undertaken or supported in collaboration with national implementing partners, including the Public Interest and Development Law Institute of Wuhan University, Peking Law University, Enabled Disability Study Institute and Workability Asia. Support was provided to the China Enterprise Confederation in surveying the employment of persons with disabilities among its members and in organizing promotional events, including peer to peer dialogue among employers, in collaboration with the ILO Global Business and Disability Network, other UN agencies and international donors and NGOs. Awareness raising, knowledge-sharing and capacity building on the supported employment approach to promoting employment opportunities for persons with intellectual disabilities led to the adoption of this approach in the 5-year plan of the China Association of Persons with Intellectual Disabilities and their Families (CAPIDF) and planning of training for job-placement offices and vocational counsellors of the China Disabled Persons Federation in this approach. Relevant ILO publications were translated into Chinese and widely disseminated.

Ethiopia	ETH126 <i>“Enhanced capacity of constituents to develop and implement gender sensitive policies and programmes focused on productive employment and poverty reduction.”</i>	ILO's contribution to productive employment and poverty reduction of persons with disabilities in Ethiopia during 2012-2013 focussed on supporting the government to formulate a National Plan of Action (NPA) in light of the UN CRPD and ILO Convention 159 on Vocational Rehabilitation and Employment (DisabilityDisabled Persons) and on putting upsetting up implementation structures responsible for its implementation. ILO also contributed towards building the capacity of DPOs, government structures responsible for implementing the NPA, workers organisations, MSE development agencies, micro finance service providers and the media through DET and other training methods. PROPEL Ethiopia in cooperation with its partners raised disability awareness through building the capacity of the media and organising media events. PROPEL also contributed to the disability mainstreaming knowledge of implementing partners through sharing ILO tools and guides on disability rights and inclusion. In that regard, Irish Aid funding enabled PROPEL to work closely with social partners in promoting the employment rights of persons with disabilities including their inclusion in the development agenda and has also created a synergy effect with other UN Agencies. For instance, the UN Office of the High Commissioner for Human Rights has approved funding for Disability Equality Training to be conducted by a PROPEL implementing partner – the Ethiopian Centre for Disability and Development - in two regions in consultation with PROPEL.
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Global product on disability inclusion

Globally, in addition to contributing to building capacity of constituents in the participating countries, developing and disseminating reports and materials on disability inclusion and strengthening the network of ILO Disability Equality Training Facilitators, the review of laws and policies in several participating countries, PROPEL work has been supported through technical advice, and a coordinated initiative to review media reporting on disability in participating countries and build the capacity of media to report on disability issues from a rights-based perspective. Together, these initiatives have led to a noticeable increase in the visibility of disability and the rights of person with disabilities in these countries.

4. Lessons learned

The recent evaluation of the PROPEL Programme in 2013 made the following recommendations:

- To **increase the outreach** of PROPEL and thus the effectiveness of its interventions, it is recommended to expand to other provinces (mainly in China, Ethiopia and Indonesia) the existing interventions in capacity building of constituents on improving and implementing legal provisions regarding the rights, employment and employability of people with disabilities and to include more relevant stakeholders from government and civil society.
- Already begun interventions aiming towards skills training of people with disabilities, job placement and increasing their entrepreneurial skills (mainly in China, Ethiopia, Viet Nam and Zambia) should be scaled up and institutionalised to help to ensure **sustainability** of these interventions as well as to increase their outreach.
- To **increase the outreach** of PROPEL and thus the effectiveness of its interventions, it is also recommended to increase efforts to create linkages and synergies with other employment creation projects, sectoral value chain projects, youth employment projects etc. to open up mainstream employment and business services, and entry points for people with disabilities (in countries where this was not done yet to a greater extent). PROPEL and relevant ILO publications, as requested by stakeholders and beneficiaries, should be disseminated wider, and access be given to them in remote areas.
- For **better targeted interventions** for people with disabilities, especially with respect to labour issues and entrepreneurship, the planned capacity building of national statistics offices is recommended to be implemented.
- To **give time** for constituents' mobilisation, adequate involvement and ownership, and to ensure at the same time engagement from ILO-PROPEL, it is recommended to plan outputs and indicators related to constituents' mobilisation and to support given in convincing their own decision makers. It is assumed that national PROPEL coordinators will be able to go through these process and apply the necessary time, if this process is captured in indicators and outputs.

- When only a **small budget** can be funded, it is recommended to **focus** on a few, targeted objectives making sure that the key outputs fit to the objectives, in that way reaching them would mean reaching the objectives. Also it is recommended to make sure that the ensemble of objectives planned contribute strongly to the one Programme & Budget Outcome chosen.
- It is recommended to **replicate more small initiatives**, which worked well in other PROPEL countries (e.g. money awards for good research papers, information on vacancies by mobile phone messages, parents' awareness building), as they could help to increase outreach and impact for the ultimate beneficiaries.
- It is recommended to explore to which extent **standardised real-time management information systems** and **reporting formats** at the level of project coordinators could help to follow-up on projects, monitor the progress, and produce clear and concise reports on results achieved and resources used at this level.
- Analyse systematically the effects PROPEL has on power relations between men and women, and on the goal of creating more **gender equality** in the countries, in which PROPEL operates. This analysis can then be used as a basis to develop a comprehensive and country-specific gender-mainstreaming concept and action plan for PROPEL.

Following consideration of these recommendations, the following steps will be taken:

- Extension to other provinces is envisaged in Ethiopia and China in 2014-15. In Indonesia, the focus in the coming phase will continue to be on the three provinces referenced in the Country Programme Objectives, as the activities are still at an early stage; a national event may be held later in 2014, to inform government officials in other provinces. In Zambia the assumption is that once the pilot project on inclusive vocational training is successful, the government will scale up to other TVET colleges and private colleges. In Viet Nam, it is planned to carry out work relating to inclusive technical vocational education and training in a number of provinces.
- At country level, PROPEL aims to achieve sustainability of interventions, though scaling up will depend on securing institutional commitment to approaches piloted, including the allocation of funds for these in government budgets.
- All PROPEL components will allocate time in the 2014-2015 work plans to systematically build up linkages and synergies with other relevant projects and donors. Already, some complementary funding has been secured for the inclusive vocational training initiative in Zambia. In Indonesia and Viet Nam, the PROPEL activities are complemented by the initiatives under the joint UN agencies' projects supported by the UN Partnership on the Rights of Persons with Disabilities. Collaboration is also already envisaged between PROPEL-Indonesia and the 2nd Phase of the Indonesia MAMPU – Access to Employment and Decent Work for Women Project. In China, the 5-Year plan of the China Association of Persons with Intellectual Disabilities adopted in December 2013 now promotes supported employment, following a PROPEL-China capacity building event on this approach.
- PROPEL Global will take the lead in developing active collaboration with the ILO Statistics Branch, to promote the gathering of statistics on the labour force participation of persons with disabilities in ILO member States. This will include, among other items, the development of a module on disability statistics in the periodic ILO training courses for labour statisticians. At country level, support will be provided to the central statistics offices in the form of technical advice and capacity building collaboration with ILO labour statistics specialists.
- Widespread consultation will take place with key stakeholders in all participating countries in the preparatory phase of the 2014-15 programme.
- A focus on a smaller number of outcomes and outputs will be built into the planning of PROPEL in 2014-15, building on lessons learned and initiatives undertaken in the different country projects.
- Knowledge sharing between PROPEL at country level will be supported through the regular Quality Circles to take place on a monthly basis.
- Standard reporting formats will be introduced

Outcome 3 Sustainable enterprises – Women’s Entrepreneurship Development and Economic Empowerment (WED-EE)

During 2012-13 Irish Aid funding contributed directly to **3 out of 32 member States** for which the ILO reported biennial results under **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.

1. Outcome strategy

The global employment crisis highlighted an increasing degree of diversity in requests to the ILO for support from countries at very different levels of economic and institutional development or stages of the economic cycle. Increasingly, governments are promoting entrepreneurship and enterprise development as a key means to counter the global jobs deficit. To respond to this growing demand, the ILO sought to provide support to member States and social partners around three main pillars:

1. Enabling environments for sustainable enterprises and employment, focused on improving the policy and regulatory frameworks within which enterprises and their employees operate;
2. Entrepreneurship and business development, aimed at stimulating entrepreneurship and developing businesses that create jobs and reduce poverty; and
3. Sustainable and responsible workplaces, focused on programmes to foster the adoption of responsible and sustainable enterprise-level practices.

Under Outcome 3, the Office emphasized work around

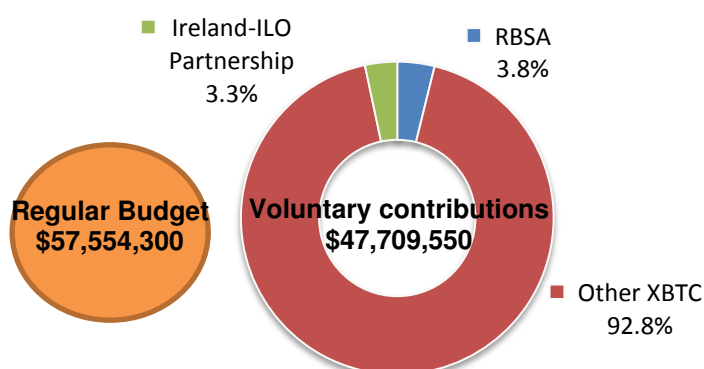
1. Knowledge development and sharing such as the application of the Donor Committee for Enterprise Development’s Results Measurement Standard and the sharing of results and lessons learned obtained from projects using the Standard;
2. Gender equality and non-discrimination;
3. Capacity-building; and
4. Leveraging and strengthening partnerships to advocate for sustainable enterprises.

In line with the above, the Irish Aid funding contributed to the ILO work on these aspects. The focus on women’s entrepreneurship development and the approach taken correspond to at least two of the Office’s objectives at country level: working on improving the policy frameworks, and stimulating entrepreneurship and business creation that reduces poverty. Moreover, the Irish Aid contribution helped generate and disseminate knowledge (for example, see the Global Product). At the country level, work was directed towards building and strengthening local partnerships with strategic organizations that could help ensure implementation and sustainability of efforts, while additionally building the capacity of partners and ILO constituents.

2. Irish Aid’s contribution to Outcome 3

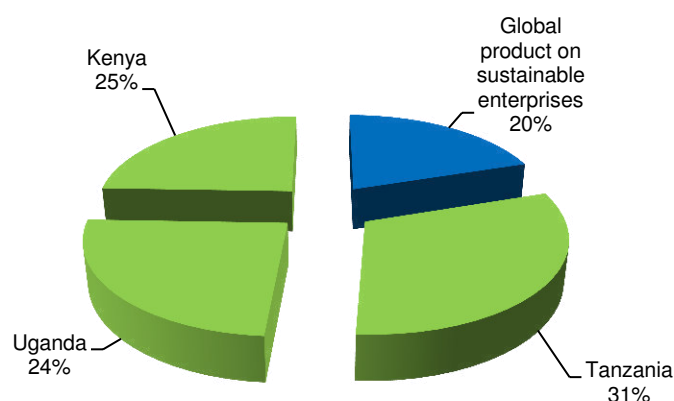
In 2012-13, the ILO spent a total of **US\$ 105,263,850** in support of Outcome 3. Of this amount, US\$ 57,554,300 was provided through the Regular Budget (RB), US\$ 1,834,323 through the fully un-earmarked Regular Budget Supplementary Account (RBSA) and US\$ 44,290,411 through earmarked Extra-Budgetary Technical Cooperation (XBTC)⁵.

ILO expenditure under Outcome 3, 2012-13



⁵ Source : [Programme Implementation Report 2012-13](#), p.17

Irish Aid's contribution of **US\$ 1,902,208** is recorded under XBTC and amounts to 3.3% of ILO expenditures (voluntary contributions) on Outcome 3 in 2012-13. These resources were utilised by the ILO to support **one Global Product** and **three Country Programme Outcomes (CPOs)**.



The global product **“Sustainable enterprises create productive and decent work”** was selected to increase the knowledge base and ensured the Women's Entrepreneurship Development and Economic Empowerment followed good practice in monitoring and results measurement, as indicated by the Donor Committee for Enterprise Development's Results Measurement Standard.

The country selection was based on the overall demand in Eastern Africa for youth and women's entrepreneurship development as a means for job creation and contributing to women's economic

empowerment. However, the evaluation concerning women entrepreneurship development from the past Ireland-ILO Partnership phase indicated that the number of countries covered was too ambitious in order to make meaningful and sustainable contributions in all countries. For 2012-13, the decision was taken to focus on three countries in Africa where 1) entrepreneurship was a priority, 2) where Irish Aid had already contributed to strengthen past investments and 3) where other sources of funding towards Outcome 3 targets existed and 4) where women continue to face significant barriers to starting or growing viable businesses. Based on these criteria, the selection of **Kenya, Uganda and Tanzania** was made. In these three countries, women and youth are specific targets in the area of entrepreneurship and enterprise development. Moreover, there was considerable scope for synergy with the *“Youth Entrepreneurship Facility”*, a substantial ILO programme working through similar or the same intermediaries and partners as Women's Entrepreneurship Development and Economic Empowerment.

3. Irish Aid contribution to ILO's biennial results 2012-13

Results under Outcome 3 are measured through a set of Indicators outlined in the ILO [Strategic Policy Framework 2010-15](#).

Outcome 3 Indicators	Target by 2015	Results by 2013*
3.1 Number of member States that, with ILO support, reform their policy or regulatory frameworks to improve the enabling environment for sustainable enterprises	24	18
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	34	55
3.3 Number of member States that, with ILO support, implement programmes to foster the adoption of responsible and sustainable enterprise-level practices	25	8
3.4 Number of member States that, with ILO support, adopt policies that integrate the principles of the MNE Declaration	25	2

*Cumulative total results from two biennia (2010-11 and 2012-13)

Results achieved in 2012-13

Irish Aid's contribution under Outcome 3 was programmed to support **Indicator 3.2** concerning entrepreneurship development policies and programmes. To be counted as reportable, results must meet at least two of the following **measurement criteria (MC)**:

1. The member State introduces entrepreneurship development policies in national development frameworks or similar national policy documents.
2. Entrepreneurship development strategies are implemented in economic sectors or value chains that have been selected because of their high job-creation potential.

3. A national association or network of trainers and organizations with the skills and resources to support the delivery of entrepreneurship programmes, especially with a focus on entrepreneurship for women and young people, is established or strengthened.
4. Targeted entrepreneurship development strategies are implemented that support (a) the transition of informal activities to formality or (b) poverty reduction in rural areas, in line with the 2008 ILC resolution concerning the promotion of rural employment for poverty reduction.

Under this Indicator, 32 ILO member states achieved a result in 2012-13. From these countries, Tanzania, Kenya and Uganda received Irish Aid funding.

Tanzania CPO TZA102 “Women and youth entrepreneurship development policies and programmes that create decent work strengthened”

MC	Result, as per <u>ILO Programme Implementation Report</u>	ILO contribution
2	Assessment, review, and mainstreaming of entrepreneurship in the curricula being used for primary, secondary (Ordinary and Advanced levels), education, and teacher training done and finalized. Drafting and finalization of National Entrepreneurship Training Framework done and finalized. 10 community banks mainstreamed gender in their strategic plan. 3 Banks initiated Women Entrepreneurs Desk to support Female customers	ILO supported introduction of Female and Male Operated Small Enterprises (FAMOS) check tool to the 11 community and commercial banks that support men and women in rural areas. ILO facilitated the promotions and exhibitions for the 2012 Month of Women Entrepreneurs (MOWE). This was done by facilitating and coordinating the different implementing partners of MOWE. ILO facilitated training to 20 (6M, 14F) non-financial service providers to deliver Gender and Entrepreneurship Together GET Ahead training to Women in Enterprise as well as 50 Young Women were trained on SIYB during the 2012 Global Entrepreneurship Week.
3	Tanzania Association of Professional BDS Providers (TAPBDS) was established, registered and operational. 2 BDS providers mainstreamed GET Ahead tools in their Entrepreneurship Training (Cabo Consult and the MTI-Base)	ILO facilitated entrepreneurship trainings to a national network of trainers (TAPBDS) and their capacity on entrepreneurship and resources mobilization skills have been built to support the delivery of entrepreneurship programmes, especially for women and young people. ILO facilitated 20 women entrepreneurs to get registered and have received barcodes for their enterprises/products.
Use of Irish Aid funds in support of the result		
2	The Female and Male Operated Small Enterprises (FAMOS) check tool was supported by Irish funding and aims to help the banks identify areas worth strengthening in their organization to make sure they are better able to support and serve women (and men) entrepreneurs; the community banks are currently developing action plans tailored to their situation. Besides the 11 commercial and community banks reported in the Programme Implementation Report, another 4 commercial banks and 2 micro-finance were sensitized to the importance of tailoring services to both their male and female clients. During MOWE 2012-2013, Women Entrepreneurship Development and Economic Empowerment helped ensure that several radio shows, adverts and radio-talk shows covered the theme of women's entrepreneurship development. Based on national media calculations, around 2 million people listened, read or watched these shows. A total of 27 (26 women, 1 man) leaders from 16 women entrepreneurs' associations and 3 government representatives were trained to build their capacity and leadership to strengthen their Women entrepreneurs' associations (WEAs) and the services they provide to their women members. During the training, the WEAs developed action plans on how to strengthen their work and services. 212 women entrepreneurs were supported to exhibit and sell their products during the Month of the Woman Entrepreneur in 2012 and 2013, enlarging their access to markets. 65 of these women participated also in business clinics aimed at helping them improve their marketing strategies. The project facilitated the training of 35 women entrepreneurs in Improve Your Exhibition Skills. The group of trained women succeeded in selling US\$ 40,000 worth of goods during the exhibition and with the skills and confidence gained they have since successfully been invited and participated in regional and international exhibitions in Kenya, Burundi, Malawi and Uganda	

3	A total of 75 (53 women, 22 men) trainers were trained to deliver GET Ahead training; 10 of these (4 women, 6 men) were from a commercial bank which will now provide GET Ahead and SIYB training to their clients. The GET Ahead (Gender and Entrepreneurship Together) trainers in turn served and trained a total of 752 (738 women, 18 men) entrepreneurs. Out of the 752 entrepreneurs, 120 women entrepreneurs received loans from the Equity Bank, 65 received grants and loans from the Government Women Development Fund Tanzania-Mainland and the Economic Empowerment Fund-Zanzibar. Irish Aid funding helped facilitate the linking of these women entrepreneurs with these sources of funding. A national association of business development service providers was formed and it is currently seeking registration. The association has among its members 10 GET Ahead trainers. Two business development service providers (Cabo Consult and the MTI-Base) integrated GET Ahead into their portfolio of entrepreneurship training and one financial institution integrated GET Ahead and SYB training to complement their financial services. ILO facilitated the process for women entrepreneurs to learn about registration and obtaining barcodes for their products. To date, the process has contributed to 20 women entrepreneurs registering their business.
	ILO increased the knowledge on entrepreneurship programmes of relevant Government Ministries including the Ministry of Labour, Industry and Trade and the Ministry of Community Development, Gender and Children, constituents and other partners such as Women Entrepreneurs Associations, the UN Country Team, Commercial Banks, the WAMA Foundation, the Tanzania Private Sector Foundation etc.
	In November 2012, ILO contributed to the first celebration of the Global Entrepreneurship Week (GEW) in Tanzania. GEW is a world-wide initiative to raise awareness around entrepreneurship of youth, governments, private sector etc. In Tanzania, the programme co-hosted a GEW activity to train 50 young women on Start Your Business (SYB).

Kenya CPO KEN130 “Young women's and men's entrepreneurial skills for self-employment and SME activities enhanced/increased”

MC	Result, as per <u>ILO Programme Implementation Report</u>	ILO contribution
1	Green jobs policies developed and adopted.	Technical support via green jobs survey under ILO Green Jobs programme
2	Green Entrepreneurship strategy promoted at county/ regional levels for youth through Business plan competitions and entrepreneurial culture promotions. Over 100 youth benefited from the initiative.	SIYB Manuals with pro-green themes developed and used to train beneficiaries. Support awards for the best green business plans.
3	A national team of 8 SIYB Master Trainers established; A National pool 300 Trainers in SIYB established	Technical support in training of trainers
4	65 Women-led cooperatives established in selected value chains in/ from the informal economy	Technical support in enhancing entrepreneurial capacity especially in the informal sector and rural areas.
Use of Irish Aid funds in support of the result		
1	A national assessment of Women's Entrepreneurship Development environment has been undertaken, of which findings will be used to advocate for policy change in favour of women entrepreneurs. In the 2012-2013 Programme Implementation Report, progress on a National youth leadership and entrepreneurship development strategy was not reported on time. This will be reported in the next biennium. During 2012-2013, technical inputs were made into this national youth leadership and entrepreneurship strategy document.	

2	The Government of Kenya developed a gender-mainstreamed national Youth Employment and Entrepreneurship Strategy for the country as part of Vision 2030. This strategy will be used to come up with a revised integrated Action for Youth Employment for the country looking at actions to support both young women and men. ILO provided technical and financial support to the coordination and organization of Month of Women Entrepreneurs (MOWE), including specific MOWE events such as conferences on the access to government procurement by women or opportunities in the green economy for women entrepreneurs. Other events included an award ceremony to recognize and celebrate women entrepreneurs and the role they play in economic development and job creation. The Green Entrepreneurship Strategy was promoted at country/regional levels for youth through business plan competitions and entrepreneurial culture promotions during the national MOWE. Through the 2012 and 2013 MOWE months, Women's Entrepreneurship Development and Economic Empowerment helped facilitate shows, advertisements, contributions on women's entrepreneurship development on TV and radio. Around 1.5 million people were reached.
3	A national pool of 300 trainers was established under the East African Gender and Entrepreneurship Trainers (EAGET) network. The pool includes trainers in Start and Improve Your Business (SIYB) and GET Ahead (Gender and Entrepreneurship Together). The 44 current trainers trained under Women's Entrepreneurship and Economic Empowerment in GET ahead are included in this pool. 30 trainers (20 female and 10 male) were trained for the first time while 14 (9 female and 5 males) underwent refresher training on GET Ahead tool.
4	Women entrepreneurs' skills in business management were strengthened through training and linkages with Women Entrepreneurs' Associations. 1073 women entrepreneurs were trained in GET Ahead. 36 training workshops took place in Kakamega, Kisii, Embu, Kilifi, Nyeri, Busia and Kitui. Logistics and cost-sharing arrangements were brokered with six partners including public SME agencies, Business Development Services (BDS) providers and financial services organisations. 15 women entrepreneurs' associations (WEAs) were trained in "<i>Women Entrepreneurs' Association Capacity Building</i>" during which they developed action plans for diversifying services to the members and strengthening the governance of their associations Partnerships with two microfinance organisations - Women Enterprise Funds and Kenya Industrial Estates – were forged to strengthen their ability to serve women with training on entrepreneurship alongside and link to the women with financial services
Irish Aid funding in Kenya ensured GET Ahead training to women entrepreneurs within the framework of a randomized control trial (RCT). This was done as one of the contributions to knowledge generation under Outcome 3. The approach in Kenya was appreciated by 3ie (International Initiative for Impact Evaluation, a selective organization providing grants for RCT experiments) and leveraged over US\$ 700,000 to help design, develop and carry out an RCT in cooperation with organizations such as the World Bank and the International Center for Research on Women.	

Uganda CPO UGA128 "Young men's and women's entrepreneurship for self-employment and productivity increased"

MC	Result, as per <u>ILO Programme Implementation Report</u>	ILO contribution
1	Entrepreneurship development incorporated into draft National Plan of Action on Youth Employment in place.	Technical advisory and financial support through the ILO component of the UN Joint Programme on Population.
2	Businesses from the green sector promoted and implemented.	Innovative technical support to facilitate strategy implementation (conducting annual national Business Plan Competitions promoting green businesses.
4	Entrepreneurship Skills training among the youth strategy implemented by the Ministry of Gender, Labour and Social Development.	Technical and financial support towards the development of Training Manual, BDS providers' orientation and actual training of young women and men.
Use of Irish Aid funds in support of the result		
1	Technical inputs and participation were provided in consultations for the development of National Action Plan on Youth Employment. A national assessment of Women's Entrepreneurship Development (WED) environment has been undertaken, of which findings will be used to advocate for policy change in favour of women entrepreneurs.	

2	Technical support and inputs were provided in assessment of the green sector business plans, and information dissemination to young women entrepreneurs. Ugandan Women Entrepreneurs' Association Limited (UWEAL) developed a strategic plan for MOWE. The project supported an orientation workshop on the MOWE guide for 30 participants in Kampala to help these take ownership of MOWE and develop their own strategic plans on their role and actions in preparation for and during MOWE. Coordination and facilitation of discussions among MOWE stakeholders to develop annual work plans for 2012 and 2013 and technical support to ensure their implementation. Women's Entrepreneurship Development and Economic Empowerment supported the Month of Women Entrepreneurs (MOWE) partners in carrying out a wide range of activities including exhibitions, talks, gatherings, dinners, etc. In 2012 1,359 people, the majority of them women, participated in these events. For the 2012 MOWE, ILO provided technical guidance to UWEAL on articulating messages around women's entrepreneurship development and channelling these through TV and radio conferences and shows. More than 1.3 million people were reached by both radio and television and two national newspapers covered MOWE activities.
4	WED-EE supported trained trainers in Get Ahead together with existing trainers of other ILO relevant tools such as Improve Your Existing Skills (IYES) and Start and Improve your Business (SIYB),. The number of men and women reached with entrepreneurship support and training amounted to 2050 when other short trainings and events organized during MOWE 2012 are included. 36 trainers representing 9 institutions, including local governments, civil society and the private sector, were trained in Women Entrepreneurship Associations' capacity building. The objective of the training is to help WEAs better serve and represent their members and thus contribute to raising the voice of women in policy making. The Ministry of Gender, Labour and Social Development implemented the Entrepreneurship Skills Training Initiative for Youth to help young women and men access the government's Youth Entrepreneurship Capital Venture Fund. WED-EE took part in supporting the process.
Irish Aid funding supported training of 168 trainers in GET Ahead tool (Gender and Entrepreneurship Together). The non-financial providers trained by ILO in entrepreneurship development tools formed an association and are in the process of registering it. The association would include these 168 trainers.	

Global product “Sustainable enterprises create productive and decent work”

The global product ensured that the Women's Entrepreneurship Development and Economic Empowerment project followed good practice in monitoring and results measurement, as indicated by the [Donor Committee for Enterprise Development's Results Measurement Standard](#). A pre-audit was undertaken and the results and lessons learned were shared with other organizations working on private sector development and gender equality through the Donor Committee working group on Women's Entrepreneurship Development in September 2013. The lessons learned will also help fine-tune the monitoring system for the second phase of Irish Aid funding.

Irish Aid funding also enabled a grant by 3ie (International Initiative for Impact Evaluation) to undertake a randomized control trial experiment around the ILO gender sensitive business management training tool' GET Ahead and complementary support services in Kenya. This will contribute to closing the knowledge gap on what works best for women when trying to start, maintain and grow their businesses.

Furthermore, three national Women's Entrepreneurship Development country assessments or country diagnostics were undertaken to gauge the current situation of women's entrepreneurship development in Kenya, Uganda and Tanzania. The assessments use a combination of literature review, surveys with 200 women entrepreneurs, key informant interviews with 30 to 40 partners and key actors, as well as focus group discussions with groups of 10 women entrepreneurs to analyse six framework conditions for Women's Entrepreneurship Development. As there is very little data on entrepreneurship in these countries, and even less so specifically on women entrepreneurs, these reports contribute to generating knowledge and data which can be beneficial to policy makers and stakeholders in women's entrepreneurship development.

The Global component commissioned two international experts on women's entrepreneurship to undertake a comparative study on existing programmes working on women's entrepreneurship development based on their approaches to outreach, sustainability and exit strategies, monitoring and communication strategies and lessons learned. The study also generated recommendations for the ILO-WED programme as well as for the wider development community.

Finally, Irish Aid funding ensured cross-country learning and sharing through the funding of a regional WED-EE Knowledge Sharing event in Kenya (November 2013) where project staff and representatives from government, workers, employers and other partners from Kenya, Uganda and Tanzania met to discuss achievements, partnerships and lessons learned.

4. Lessons learned

Through case studies and a comprehensive tracer study commissioned in 2013, which followed up with 20 of the 62 women that had been trained in GET Ahead and IYES in Tanzania, the programme sought to find out post-training results. The tracer study showed that training contributed to business start-ups and diversification. About 60 per cent of women interviewed had introduced new products in the market and were now better able to delegate business tasks to other family members. The study also revealed that the women entrepreneurs interviewed created jobs through two ways: by directly employing people to help in their business and by coaching or training others applying the acquired knowledge to help them start new businesses in their communities. The tracer study showed that women entrepreneurs improved the quality of their products and coverage of their sales. Before training, 75 per cent of them would only sell their products in local markets and just 25 per cent would sell in regional and international markets. Following IYES training where marketing techniques and other exhibition logistics were covered, 50 per cent of women still sell their products only locally and the remaining 50 per cent extended their sales to both regional and international markets. The programme's efforts to link women to international markets also contributed to this result. In terms of wider impact, the study revealed that ILO training had a positive impact on the quality of lives of women entrepreneurs who attended them. All the women interviewed agreed that their lives had generally improved following ILO training. A large group, 85 per cent of them, can now pay their children's school charges, 70 per cent have bought land, and 60 per cent have been able to improve their homes. **More importantly, 80 per cent of women said ILO training provided them with skills and knowledge, such as better management of family money and that the training boosted their confidence and general self-awareness.** The recommendations below are drawn from the final evaluation of phase I, the pre-audit exercise (analysing compliance to the Results Measurement Standard of the Donor Committee for Enterprise Development) and from feedback consultations with stakeholders, beneficiaries and implementers during the knowledge-sharing event in Nairobi (November 2013).

Recommendations on design

- The final evaluation called for the continuation of work at macro, meta and micro level but in a more focused way. It suggests streamlining actions, focusing on work at the policy level and firming ties with the Youth Entrepreneurship Facility. All of these suggestions have been incorporated into the phase II design, incorporating three outcomes and three levels, focussed on developing, disseminating and creating momentum around policy messages and strengthening policy linkages.
- Stakeholders voiced the need to focus more on ensuring sustainability. This is in line with the final evaluation, which highlights the need for an exit strategy. In response, one of the three outcomes of phase II has been designed around sustainability. Several outputs and activities of the other two outcomes will also relate to sustainability. Among the outputs, efforts will be made towards consolidating national pools of certified trainers and institutionalizing the different tools through partners who are able of taking on the ILO tools and approaches.
- Engaging men more within Women's Entrepreneurship Development and Economic Empowerment was also raised both in the evaluation report and the knowledge-sharing event. Phase II will include this in a series of policy briefs to be developed and disseminated among stakeholders and policy makers.

Recommendations on implementation

- The project should put more effort to monitor progress, take-up and results. This was highlighted in both the DCED pre-audit report, the final evaluation and the recommendations made by stakeholders. In phase II, partners will be briefed more closely on the benefits of monitoring and evaluations. The aim is also to improve the monitoring system and ensure monitoring data is fed into management decisions including the tracking of more qualitative information.
- Cooperation with the Youth Entrepreneurship Facility (YEF) will be continued but efforts are needed to ensure that Women's Entrepreneurship Development and Economic Empowerment (WED-EE) is not overshadowed. To that end, phase II has envisioned bi-annual stakeholder meetings at the national level as well as a regional knowledge-sharing event in the second year, where stakeholders will be able to raise specific issues, concerns and proposals for women's entrepreneurship development. Additional stakeholders working specifically on women entrepreneurship issues will be invited to take part in the National Advisory Committees shared by YEF and WED-EE in each of the countries.

Outcome 15 Forced Labour is eliminated

During 2012-13 Irish Aid funding contributed directly to **5 out of 8 member States** for which the ILO reported biennial results under **Indicator 15.1**: Number of member States in which constituents, with ILO support, implement specific policies, programmes or actions leading to improved application of Conventions, principles and rights on the elimination of forced labour.

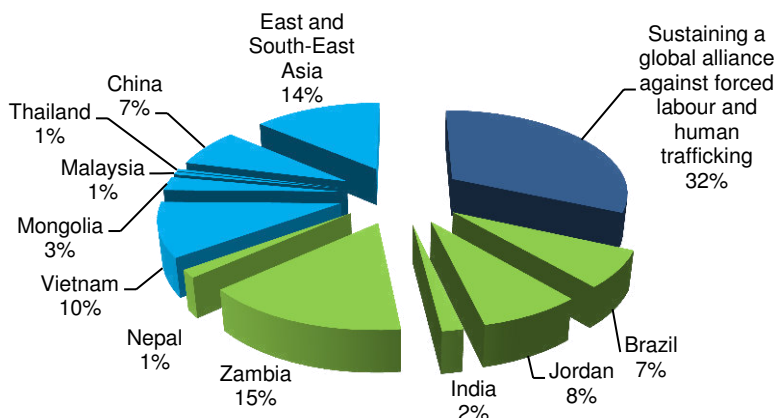
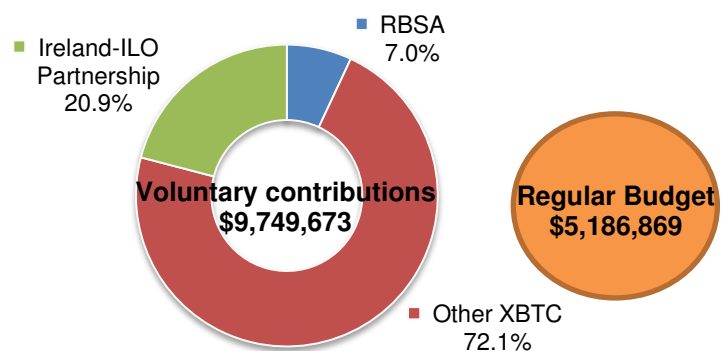
1. Outcome strategy

Experience has demonstrated the added value of ILO working with constituents and other partners at the global and national levels to eliminate forced labour and human trafficking. The active engagement of employers' and workers' organizations in, for example, the implementation of national action plans to combat human trafficking, adds a unique and valuable labour market dimension. The development and application of practical, gender-sensitive indicators of forced labour represent an effective means to strengthen institutional capacities, including those of labour inspectorates, to prevent, identify and respond to violations. Essential components of an overall strategy include improved legal and policy frameworks, national action plans that include measures to promote coordination between source and destination countries of migrant workers and targeted interventions to prevent forced labour and protect victims. Action must be adapted to the specifics of the economic sectors known to be most vulnerable to extreme labour exploitation. Greater effort is needed on impact evaluation of alternative policy responses. At the global level, ILO research and communication strategies, including the upgrading of the ILO forced labour website, have increased knowledge of and raised awareness about both old and new manifestations of forced labour. Such efforts must be sustained to ensure that the issue remains firmly on national and international policy agendas, especially in the context of recovery from the global crisis.

2. Irish Aid's contribution to Outcome 15

In 2012-13, the ILO spent a total of **US\$ 14,936,542** in support of Outcome 15. Of this amount, US\$ 5,186,869 was provided through the Regular Budget (RB), US\$ 679,193 through the fully un-earmarked Regular Budget Supplementary Account (RBSA) and US\$ 9,070,480 through earmarked Extra-Budgetary Technical Cooperation (XBTC)⁶.

ILO expenditure under Outcome 15, 2012-13



Irish Aid's contribution of **US\$ \$2,282,647** is recorded under XBTC and amounts to 20.9% of ILO expenditures (voluntary contributions) on Outcome 15 in 2012-13. These resources were utilised by the ILO to support **1 Global Products**, **10 country-based interventions** and **regional outputs and activities**.

⁶ Source : [Programme Implementation Report 2012-13](#), p.17

The global product **“Sustaining a global alliance against forced labour and human trafficking”** was built on the need to increase the knowledge base on forced labour and trafficking at the global level, to create effective knowledge management systems for wider replication of successful interventions against forced labour and trafficking, to strengthen partnerships to implement action against forced labour at global and countries levels, and strengthened partnerships to implement action against forced labour at global and countries levels.

In Latin America, the focus has been on **Brazil** for two main reasons. First, ILO has played a key role in the development of a National Pact against Slave Labour, which is the most prominent example of private sector engagement against forced labour to date. The Pact is now in a critical phase of re-structuring to ensure sustainability, and ILO’s involvement in this process is significant. Second, the intervention has supported a better knowledge base on forced labour, which has fed into ILO’s global product while also supporting broad-based action against forced labour and trafficking. The intervention in **Zambia** was targeted to follow-up on work under the previous phase of the Ireland-ILO Partnership. The work in the **Arab States** (development of an anti-trafficking strategy) and specifically **Jordan** (synergies with other ILO projects on combating trafficking) highlighted the advantages of the flexible resources Irish Aid provided since the ILO could quickly respond to constituents’ needs in a volatile region. The regional programme entitled **“Enhanced action against forced labour in Asia and the Pacific”**, focussed primarily on CPOs in Viet Nam, China, Mongolia, India, and Nepal. However, in order to create synergies and strengthen other ILO on-going work on forced labour and human trafficking, limited action was carried out in a number of Asian countries where forced labour had been documented.

Irish Aid funds were crucial in ensuring continuity of action against forced labour at the global and national level, while helping the ILO seek additional funding for combating forced labour. Thanks largely to Irish Aid funding, which was used as seed funding, the ILO managed to secure funding from the UK Government for a regional programme for South East Asia and the Middle East, as well from the US Government for a project in Brazil.

3. Irish Aid contribution to ILO’s biennial results 2012-13

Results under Outcome 15 are measured through one indicator outlined in the ILO [Strategic Policy Framework 2010-15](#).

Outcome 15 Indicators	Target by 2015	Results by 2013*
15.1 Number of member States in which constituents, with ILO support, implement specific policies, programmes or actions leading to improved application of Conventions, principles and rights on the elimination of forced labour	24	18

*Cumulative total results from two biennia (2010-11 and 2012-13)

Results achieved in 2012-13

Irish Aid’s contribution under Outcome 15 was programmed to support **Indicator 15.1**. To be counted as reportable, results must meet at least one of the following **measurement criteria (MC)**:

1. Convention No. 29 or 105 is ratified or the supervisory bodies have noted with satisfaction or interest progress in the application of the relevant Conventions.
2. A new or modified national law, policy or plan of action to eliminate forced labour is adopted, or forced labour elimination is included as a priority of national development policy, or an institutional structure is established to lead or coordinate action against forced labour.
3. There is a documented increase in the number of prosecutions and convictions of persons exacting forced labour.
4. Systems are established or strengthened to allow former victims of forced labour, including of human trafficking, to access assistance appropriate to their needs.
5. Systems are established or strengthened to provide up-to-date sex-disaggregated data and information on forced labour and responses to it.

Under this Indicator, 8 ILO member states achieved a result in 2012-13. From these countries, the following five received Irish funding.

Jordan CPO JOR154 “Support to the implementation of the Child Labour Policy and National Action Plan to combat Child Labour and a policy and Action Plan to combat trafficking.”

Arab States CPO RAB155 “Enhanced capacity of Governments and social partners to address labour trafficking.”

MC	Result, as per <u>ILO Programme Implementation Report</u>	ILO contribution
1	Supervisory Bodies noted with interest changes in Jordan’s legal and policy framework towards domestic workers.	The ILO provided recommendations to Reform Regulation 90/2009 concerning migrant domestic workers to grant these workers the same benefits as workers in other sectors covered by the Labour Law, and to ensure better monitoring and increase oversight of the recruitment process. This included cooperating with origin countries on the recruitment process and entry of migrant workers, as well as how to address violations when they occur.
2	Labour Inspection policy and strategy are updated, to include the elimination of forced labour and human trafficking in their objectives.	In March 2013 the ILO organized a basic pilot training on “ <i>Identifying and Investigating Cases of Forced Labour</i> ” for 26 participants from the Labour Inspection Department of the Ministry of Labour (MoL), the Criminal Investigation Department (CID) of the Public Security Directorate (PSD) and the Judicial Council (JC) of the Ministry of Justice (MoJ). The participants were able to identify major protection gaps in Jordan regarding responses to victims of trafficking and built relations with staff of other agencies that would assist them to better responding collectively to these gaps. Training for the members of the national committee for combating human trafficking for developing their capacities on relevant issues and discuss mechanisms of work organized.
4	The capacities of the officials of the Ministry of Labour (MOL) and the Aqaba Special Economic Zone Authority (ASEZA) on forced labour strengthened.	Officials of the Ministry of Labour (MOL) and The Aqaba Special Economic Zone Authority (ASEZA) are trained on relevant issues of forced labour. The ILO, in collaboration with Da’em Observatory, designed and delivered a pilot training on the use of anti-human trafficking law in Jordan for the judiciary actors in Jordan. The target group composed of 20 judges, prosecutors, and lawyers from Amman and other Governorates.
Use of Irish Aid funds in support of the result		
Research was carried out at the regional level, which contributed to the publication of the report “ <i>Tricked and Trapped: Human Trafficking in the Middle East</i> ”. The ILO’s First Regional Conference on Human Trafficking in the Arab Region, in Amman, Jordan, was also partially funded by Irish Aid funds. The conference discussed the report as well as the concurrence of human trafficking and forced labour of migrant workers, and recommended a number of practices to improve anti-trafficking efforts as well as the wider migration system. An e-learning tool was customized for law enforcement agents and used in training in Jordan and the United Arab Emirates. This tool was used during the training mentioned above that took place in Jordan in March 2013.		

Brazil CPO BRA127 “Support to the implementation of the Child Labour Policy and National Action Plan to combat Child Labour and a policy and Action Plan to combat trafficking.”

MC	Result, as per <u>ILO Programme Implementation Report</u>	ILO contribution
2	Decree n. 7901/13 of the President of the Republic authorized the publication of the Second National Plan to Combat Trafficking in Persons and established the Tripartite Coordination of National Policy to Counter Trafficking in Persons and the National Committee to Counter Human Trafficking. Approval of the state of São Paulo Law n. 14.946, of January 28, 2013 which represents the loss of business licence for any businesses that directly or indirectly uses slave labor or slavery-like conditions.	ILO staff has participated in meetings of the National Pact’s Steering Committee in order to discuss and promote the restructuring process. The Committee presented to some companies a restructuring proposal, which outlined essential information regarding the transition phase, such as objectives, current structure and desired structure, financial difficulties, impacts, and targets. Also, the programme indicated that the Pact needed to attain 13 sponsorship fees (R\$ 30.000,00 each) in order to guarantee operations and sustainability during the restructuring process. 6 signatories have agreed to provide resources (Carrefour, C&A, Wal-Mart, Cargill, Grupo Maggi and Eletronorte). This group, along with the Committee’s institutions, formed a Council that will have periodic meetings to follow the strategic planning and design of the new structure. At the end of September, the Pact setup a new Executive Secretariat that is now set in the Ethos Institute. With the resources received from above-mentioned companies, the Executive Secretariat hired a Coordinator that will be responsible for the Pact’s activities.

		Also, the Council had a meeting with a lawyer, which offered to provide pro bono services to the Pact, which include all the necessary steps towards the formalization of an Institute. Meetings were held to establish a Social Statute, which is currently being revised by the Council. The Pact's Council has also hired a consultant to present a proposal to design a financial sustainability business plan. During the Pact's Annual Seminar (November 19th), the new structure was officially launched and signatories were informed of the developments in finalizing the transition period (including a presentation of the Statute) as well as the 2012 monitoring results. Also, during the event a situational analysis of the individual financial contributions, where the actual signatories will become associates of the Institution, was presented and discussed. A final value of these contributions was not yet defined, since it depends on issues such as: the number of associates that the Pact will have; the finalization of the sustainability business plan; and the completion of the transition phase.
4	The Secretariat of Policies for Women, the Public Defender's Office and the Ministry of Justice signed a technical cooperation agreement that makes available free and comprehensive legal assistance to women victims of trafficking or irregular migration situation. All women should have access to legal assistance through the Ombudsman for Women and the Central Help Desk for Women. The National Union of Labour Inspectors has launched an initiative to expand throughout Brazil the Integrated Action program. This program benefits victims of forced labor by promoting vocational training, psycho-social assistance and subsequent insertion into the formal labor market. More than 400 victims took part in the pilot phase conducted in the state of Mato Grosso. The states of Bahia and Rio de Janeiro are looking to replicate this initiative	ILO participated in the meetings organized by the working group within the Ministry of Justice and members of the National Commission for the Eradication of Trafficking in Persons. ILO promoted the inclusion of forced labour in the national methodology for collection and analysis of data, and also in the victims' assistance form.

Use of Irish Aid funds in support of the result

Irish Aid resources were allocated to the restructuring of the Pact (missions, consultancy and seminars).

The National Pact for the Eradication of Forced Labour was launched in May 2005. The Pact is a multi-stakeholder initiative that encourages companies' commitment to combat forced labour by refraining from buying directly or indirectly from those on the "Dirty List". By the end of 2012, more than 400 companies and institutions were signatories to the Pact, accounting for 30% of the Brazilian GDP. The Pact is also included in the Second National Plan for the Eradication of Forced Labour .

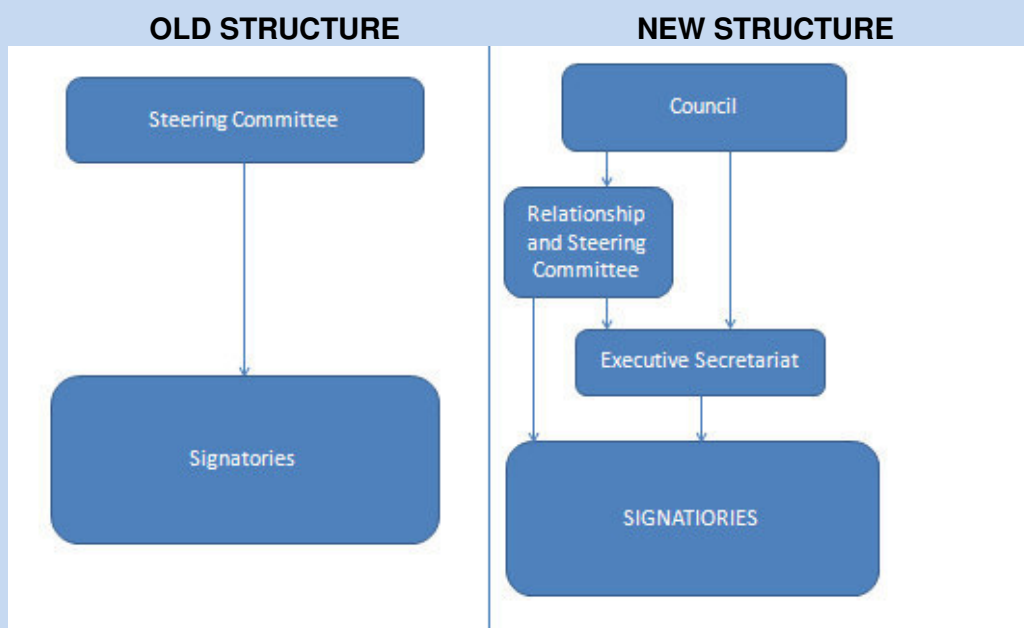
Since its creation, the Pact was managed by a Steering Committee, composed of the ILO, Ethos Institute, NGO Reporter Brasil and Social Observatory Institute. The Committee's main role was to coordinate the Pact and monitor signatories' compliance with the Pact's proposals. This monitoring occurs annually mainly through an online digital platform in which signatories are directed to fill-out questionnaires and indicate actions that are being undertaken to combat forced labour in their supply chains. Signatories that do not comply with monitoring requirements are subject to suspension or exclusion of the Pact, according to the Pact's Code of Conduct (www.pactonacional.com.br).

The Pact needed to undergo a restructuring process in order to increase its reach, capacity, effectiveness and sustainability. Its human and financial resource needs greatly exceeded its capacity. It was crucial to develop a sustainability strategy, especially with regards to its financial stability.

The old governance structure of the Pact has caused some discomfort among some signatories and potential signatories of the Pact, due to the participation of CSOs in the steering committee. In their independent roles, these institutions publicize complaints and information on forced labour cases involving productive chains (i.e., the textile industry). These complaints usually involve large companies, including some Pact signatories.

On the one hand, there was a belief among some of the members that this independent role clashes with their membership in the Committee. However, giving these studies publicity would strengthen the role of the Pact, since depending on their results and consequences would serve as a catalyst to engage new businesses within the commitments and promote corporate social responsibility.

Given this context, restructuring the Pact, to include an independent body - the Executive Secretariat - and a Relationship and Steering Committee composed of the ILO and Ethos, now allows the other two organizations to have more independence. The Secretariat has the role and responsibilities that are now attached to each organization in the Committee, including the monitoring process. The figure below shows the new model.



The new structure is now in its transition phase towards reaching sustainability. A new code of conduct and social statute will be elaborated. It is intended that by march 2014 the National Pact will become a private legal entity (either a non-profit association or a foundation). By the end of the transition period (December 2014), the Pact is expected to have the necessary sustainability to operate independently of external funds.

The ILO participated as a CONATRAE (Comissão Nacional Para a Erradicação do Trabalho Escravo) member in a working group which main objective was to propose an integrated methodology for the collection and analysis of data regarding trafficking in persons. A new structure for the collection of data was established, contemplating forced labour cases.

Through Irish funds, the ILO also participated in meetings aimed at strengthening local referral centers for victims of trafficking. A consultant was hired to conduct meetings with these referral centers in order to discuss improvements on victims' assistance mechanisms, including the elaboration of a new form to be used during interviews with victims. This form will allow a better identification of their profile and also a better response regarding their referral to governmental social programs.

By providing technical assistance to the trafficking working groups, the Irish Aid funded programme also promoted inclusion of gender and race issues on data collection and analysis mechanisms and in victims' assistance forms.

MC	Result, as per <u>ILO Programme Implementation Report</u>	ILO contribution
1	The ILO Supervisory Bodies noted with interest India under C. 29 (2012) in relation to the following: Improved implementation of the Bonded Labour Act, 1976 (District level surveys on bonded labour conducted in several states and vigilance committees implemented in all states). Through the improved implementation of the Bonded Labour Act, for the very first time, brick kiln workers have been included under the Social Security scheme (BOCW WB) and over 12,000 workers have been registered. Nearly 2000 of them have already received some benefits under the scheme, including health insurance, tool kits, bicycles, sewing machines and skills training.	ILO has provided technical support to the Ministry of Labour and Employment (MoLE) and 7 (seven) States in India to support the improved implementation of the Bonded Labour Act. This work which is known as the “<i>convergence approach</i>” takes a targeted approach at preventing worker vulnerability to bonded labour. It includes improving migrant worker access to social security schemes. In addition, the ILO developed tools and knowledge products (including manuals and field outreach material for trade unions) on how to lessen migrant worker vulnerability to bondage. Vulnerability Assessment Studies conducted in 4 States to identify the root causes of bondage and the needs of men and women workers who engage in seasonal migration and get trapped into bondage.
2	Two Memoranda of Understanding (MOU) have been signed by the Ministry of Labour and 6 States Governments, across two major migration corridors, assigning roles and responsibilities of sending and receiving states of vulnerable migrant workers. With the signing of the MoU, following structures are established and plan of action prepared: • Central Cell on Migrant Workers established at National level (MoLE). • Based on migration corridors, Inter State Coordination Committee established for 6 states. • At the State level State Coordination Cell setup in 6 states. • District Facilitation Centre being set-up in project districts of 6 states at local level to tackle issues of workers susceptible to bondage under the project. • In 6 project states Plan of Action for convergence of central and state government resources to prevent workers from slipping into bondage developed.	Technical assistance provided in drafting of the Memorandum of Understanding (MoU) and facilitating signing of the MoU between the States. Based on the newly established structures and the plan of action more than 20 workshops/ knowledge sharing events/inter-state coordination meeting/ training and capacity building workshops have been organized. This has enhanced the capacities of Central and State authorities to tackle the root causes of bonded labour through a convergence and prevention based approach. ILO facilitated the development of State Project Documents and Implementation Plans on reducing the vulnerability of migrant workers in 5 states of India. Between 2012-2013 capacity building programs conducted for trade unions (2 workshops) and employers (in 5 States). As well, codes of conduct for Brick Kiln Employers were formulated in 4 project States.
Use of Irish Aid funds in support of the result		
• District level survey on bonded labour. • Ground level analysis on periodic basis. • Awareness-raising and increased ownership by State institutions with the Constitution of a Special Group to monitor the implementation of the Bonded Labour Act. Also, vulnerability assessment studies were conducted in 4 States to identify the root causes of bondage and the needs of men and women workers who engage in seasonal migration and get trapped into bondage.		

Nepal CPO NLP828 “Constituents adopt and implement an integrated approach to the elimination of forced labour and trafficking.”

MC	Result, as per <u>ILO Programme Implementation Report</u>	ILO contribution
2	The Ministry of Land Reform and Management (MoLRM) has finalized National Plan of Action for rehabilitation of freed Haliyas. The budget speech of the Government has announced to release more than USD 120,000 for rehabilitation of freed Haliyas in the current fiscal year. MoLRM has prepared Bonded Labour Bill thereby replacing the Kamaiya Labour (Prohibition) Act 2002 in order to address all forms of bonded labour in agriculture sector. The Foreign Employment Policy has been adopted by the Government in 2012 which has provisions for the prevention of migrant workers' trafficking and protection of trafficked victims. A network of domestic workers' organisations and trade unions formed to advocate on the 30 years age bar for women migrant workers.	Inputs from relevant national and district level stakeholders and from ILO made available to develop the National Plan of Action. ILO facilitated the whole process of Action Plan Development. ILO provided inputs to draft the bonded labour Bill. Study was also commissioned on “Forced labour of adult and children in the agriculture sector of Nepal” and shared with concerned stakeholders. ILO provided technical inputs in the process of drafting the Foreign Employment policy under the ILO-IRISH project. ILO organised a seminar on “nexus between domestic workers' organisations and Trade Unions” which led to the formation of the network between the domestic workers' organisations and the trade unions.
3	Government of Nepal has recorded increased number of actions taken against fraudulent recruitment agencies (230 actions in 2011 and 657 in 2012) and also increased amount of compensation announced by the court in favour of forced labour victims (migrant workers) NRs 235894055 in 2011.	ILO provided training to 140 Village Development Committee Secretaries, 109 social mobilisers and 87 district level government officials and 77 representatives of civil society organisations and trade unions on legal rights of victims ILO organised awareness raising programme for 358 potential and returnee migrant workers on their rights in order to empower them.
4	System established by Ministry of Land Reform and Management (MOLRM) to verify and distribute ID cards to freed Haliya in 12 identified districts. More than 10,000 out of 19,000 registered families were verified and 7,000 of the verified received ID cards. ID card holders are eligible to access government's assistance which includes rehabilitation support.	ILO supported the process to conduct verification and to establish baseline information necessary for ID card development.
5	E-database system established in 12 Haliya free districts and linked with the central database at the MoLRM and the MOF to provide sex-disaggregated data and information on forced labour and to monitor the Government of Nepal assistance.	The ILO contracted a company, which developed the software programme and supported data-entry for the new system. Training on how to update the database was then provided to government officials in 12 freed Haliya districts; and the Ministry of Land Reform and the Management (MoLRM). The ILO also provided one computer and one server to the MoLRM to improve access to the database.
Use of Irish Aid funds in support of the result		
In Nepal, Irish Aid funding was used to host workshops with the trade unions and civil society in Kathmandu, with the Village Development Committee, and at the community level in partnership with national NGOs, and the local Alert Committee.		

Zambia CPO NLP828 “Greater Capacity of national stakeholder to prevent forced labour and human trafficking in Zambia.”

MC	Result, as per <u>ILO Programme Implementation Report</u>	ILO contribution
4	The functioning of Private Employment Agencies has been improved to consider issues of forced labour and human trafficking in their service provision. This will enable former victims to access services appropriate to their needs, in particular with employment placement.	The ILO provided technical advice in the development of a Draft Code of Ethics for private employment agencies (PEAs), which is in compliance with the Employment Act, C. 181, and standards set by the International Confederation of Private Employment Agencies (CIETT). The ILO also gave technical guidance for Community based awareness raising activities in Nakonde, Kasama, Chililabombwe and Livingstone. In addition, the ILO facilitated radio programmes to create awareness on the role of PEAs in the labour market and the assistance they can provide for victims.
5	The 2012 Labour Force Survey provides the government and stakeholders with sex disaggregated data and information on Forced labour to allow for a National Sector Based assessment on Forced Labour and Human Trafficking.	The ILO supported the design of the labour force module through guidance on the specific questions and on how to ask them given the sensitivity of the matter. The ILO supported the CSO towards data collection of the forced labour module and provided technical assistance for a training workshop for Central Statistical Office to strengthen their capacity in analysing the forced labour data.
Use of Irish Aid funds in support of the result		
Irish Aid contributed to awareness-raising on human trafficking and forced labour in local communities of selected districts.		

Not reported in ILO’s Programme Implementation Report 2012-13

	Country Programme Outcome	Progress
China	CHN902 “Preventing trafficking for labour exploitation”	The interventions completed in China contributed to potential achievement of measurement criteria 1 and 2 under Outcome 15 (Indicator 15.1) beyond the biennium 2012-13. 1. Promoted ratification on Forced Labour Convention, 1930 (No. 29). The Ministry of Human Resources and Social Security (MOHRSS) has stated that the Chinese government is taking measures to promote the ratification, but has not provided a timeline for preparations of ratification. Adoption of a resolution to abolish the re-education through labour system on 28 December is expected to open new opportunities for promoting the ratification in 2014-2015. 2. Supported preparations for abolishing the re-education through the labour system by providing technical comments on alternatives to administrative detention. The re-education through the labour system was abolished by a resolution on 28 December 2013, but revisions in key laws and regulations are needed in 2014 to implement the changes. In addition, the intervention sensitized employers and business representatives on preventing and addressing forced labour in company practices and supply chains, with specific focus on risks of forced and child labour in employment of student workers. With support from Irish Aid’s funding, the ILO: • Organized a consultation workshop on ILO Forced Labour Conventions with 33 participants from the MOHRSS, Commission of Legislative Affairs of the Standing Committee of the National People’s Congress (NPC), the Ministry of Foreign Affairs (MOFA), the Ministry of Public Security (MPS), Legal Affairs Office of the State Council, the All-China Federation of Trade Unions (ACFTU), the China Enterprises Confederation (CEC) and the All China Women’s Federation. ILO contributions included technical comments on alternatives to administrative detention and on strengthening legal and policy framework against forced labour in the private economy. • Organized two training workshops with 100 business representatives on forced labour, with specific focus on supply chain management and risk of forced labour and child labour in employment of student workers. • Supported a survey of eight textile manufacturing companies to assess practices in employment of student workers and related risks of forced labour. • Representatives from the ACFTU and the CEC attended the subregional meeting in Bangkok.

Viet Nam	VNM826 <i>“Strengthened capacity of member states to ratify and apply international labour standards and to fulfil their reporting obligations.”</i>	The interventions completed in Viet Nam contributed to potential achievement of measurement criteria 1, 2 and 3 under Outcome 15 (Indicator 15.1) beyond the biennium 2012-13. 1. Supported the preparations for ratification of Abolition of Forced Labour Convention, 1957 (No. 105). The Ministry of Labour, Invalids and Social Affairs (MOLISA) is currently finalizing the ratification documents for submission to the Government, and ratification is expected in 2015. 2. Supported preparations for the Penal Code reform to establish clear criminal sanctions for forced labour/trafficking for forced labour. The Penal Code reform is on the National Assembly agenda for 2015, and the drafting and consultations started in 2013. 3. Strengthened capacity of labour inspectors and judges to identify cases of forced labour/trafficking for forced labour. Continued capacity-building efforts are expected to lead to an increase in the number of prosecutions and convictions in 2014-2015. In addition, the intervention sensitized employers and business representatives on preventing and addressing forced labour and human trafficking in company practices and supply chains. • Organized a consultation workshop with 46 representatives from different departments of the MOLISA, the Ministry of Public Security, the Ministry of Justice, other government agencies, the Viet Nam Chamber of Commerce and Industry (VCCI), the Viet Nam General Confederation of Labour (VGCL), the Viet Nam Cooperative Alliance (VCA), and province level Departments of Labour, Invalids and Social Affairs (DOLISAs) on preparations for ratification of Convention No. 105, and provided technical inputs and comments to reports prepared by the Ministry of Labour, Invalids and Social Affairs (MOLISA). • Organized a consultation workshop with 43 representatives from different departments of the MOLISA, Ministry of Public Security, Ministry of Justice, police, Supreme People’s Procuratorate, other government agencies, social partners (VCCI, VGCL, VCA), and province level representatives of DOLISAs and Departments of Justice on preparations for the Penal Code reform and strengthening Viet Nam’s legal framework on forced labour, and provided technical inputs and comments to reports prepared by the MOLISA. • Trained 51 labour inspectors on identification and handling of trafficking for forced labour cases. • Organized two consultation and training workshops with 120 judges and court officials on identification and reporting on cases of trafficking for forced labour. Provided technical support to development of indicators for judicial data collection on prosecution and conviction of forced labour cases. • Sensitized a total of 210 employers, VCCI staff and representatives of business associations and industrial zone management boards on preventing and addressing forced labour and human trafficking in company practices and supply chains. Seven workshops were organized in Hanoi, Ho Chi Minh, Danang, Hai Phong and Can Tho with representatives from different industries and different types of companies, including suppliers to major international brands. • Representatives from the MOLISA, the VGCL and the VCCI attended the subregional meeting in Bangkok. All the above activities were funded by Irish Aid, except three of the seven employers’ sensitization workshops.
Thailand	THA176 <i>“Strengthened capacity of member states to ratify and apply international labour standards and to fulfil their reporting obligations.”</i>	The ILO organized in Thailand a Labour Inspection Management Workshop (May 2012) and an advisory mission from a team of Brazilian labour inspectors to share experiences in combating forced labour and child labour, and inspecting fishing vessels (February 2013). Irish Aid funds were used to ensure the attendance of two Thai labour inspectors attending a forced labour training at the ILO ITC titled <i>“Identifying and investigating cases of forced labour and trafficking.”</i>
Malaysia	MYS827 <i>“Government and social partners develop and implement policy to manage migration and combat trafficking in line with ILO principles.”</i>	Irish Aid’s contribution ensured the participation of two Malaysian labour inspectors for a forced labour training at the ILO ITC titled <i>“Identifying and investigating cases of forced labour and trafficking.”</i>

Mongolia	MNG126 <i>"Promotion of youth employment and the elimination of the worst forms of child labour are linked through area-based integrated approaches."</i>	In Mongolia the ILO supported survey research on prison labour and work of military conscripts, which led to changes in policy and practices of the prison administration and the Armed Forces. The changes will possibly be noted with satisfaction/interest by the Committee of Experts on the Application of Conventions and Recommendations (CEACR), if reported by the Ministry of Labour. The ILO co-organized a consultation seminar with the National Human Rights Commission of Mongolia to discuss the survey findings with the prison administration and the Armed Forces. The ILO provided technical support and comments to the Ministry of Justice (MOJ) in drafting of the new Law on Crimes to strengthen penal provisions on forced labour and worst forms of child labour. The Law on Crimes has been submitted to the government and will be discussed in the Parliament (Great Khural) in spring session 2014. These activities were supported by Irish Aid funding; support to the Ministry of Justice was co-funded with IPEC.
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Sub-regional outputs & activities

For East and South-East Asia, work done under the Ireland-ILO Partnership facilitated knowledge-sharing among ILO constituents from different countries in the subregion and strengthened visibility of ILO work in the regional anti-trafficking mechanisms. This included:



- The organization of the subregional knowledge-sharing meeting: Preventing forced labour and planning future action in Bangkok (12-14 November 2013) with 49 participants, including tripartite constituents from China, Malaysia, Thailand and Viet Nam, and resource persons and observers from Mongolia, Hong Kong and various organizations working on forced labour and trafficking.

- Established an online community of practice named AP Forced Labour Net and hosted one online discussion on

the platform (25 November – 6 December 2013).

- Developed a draft of "Action against forced labour in East and South-East Asia: Guide, training materials, and sectoral guidance materials for businesses and employers".

Global product "Sustaining a global alliance against forced labour and human trafficking"

ILO Global Estimates of Forced Labour

The ILO estimates that 20.9 million people are victims of forced labour globally. This figure represents a conservative estimate produced with a revised and improved methodology since the ILO's initial estimate in 2005. The 2012 global estimate builds on lessons learned from quantitative surveys of forced labour and human trafficking undertaken at the country level. The 2012 global estimate is a valuable tool for ILO constituents for several reasons. First, it helps to build national and global commitment to eradicate forced labour by providing reliable evidence on the issue. Second, it has provided comprehensive information on the various forms of forced labour, their prevalence and scale, which enables better evidence-based policy making at the country level.

Global Slavery Observatory

ILO has also been working on a Global Slavery Observatory as a key instrument in the management of knowledge on slavery, in partnership with other organizations that collect data on slavery, forced labour or human trafficking. This builds on the experience gained by the ILO through over ten years of data collection on slavery, including the databases built for the 2012 global estimate on forced labour.

E-learning tool on how to detect and investigate forced labour cases

The e-learning tool provides a scalable means for constituents to deliver effective training and build capacity regarding the identification and investigation of forced labour and trafficking. Pilot trainings using the tool have been conducted in collaboration with the International Training Centre in Turin and in Amman, Jordan and Dubai, United Arab Emirates.

ILO report “Caught at Sea: Forced labour and trafficking in fisheries”

The ILO report entitled “*Caught at Sea: Forced labour and trafficking in fisheries*” is one of the few of its kind to critically examine the institutional and legal frameworks that can play an important role in preventing abusive labour practices in the fishing industry. It is additionally helpful for employers’ and their organizations as it reviews voluntary multi-stakeholder initiatives that have emerged to encourage social responsibility in the fishing sector. The report was presented at ILO’s Global Dialogue Forum for the Promotion of the Work in Fishing Convention in May 2013. Participants of this tripartite forum agreed on a number of points for follow-up action, including the holding of inter-agency meetings with UNODC and INTERPOL to address forced labour and human trafficking. The points of consensus were submitted to ILO’s Governing Body for adoption in October 2013. The report sets out priorities for an ILO global action programme (research, law and policy, social dialogue, communication and awareness, cooperation and coordination) to combat forced labour and trafficking in fishing. The programme will be designed and implemented together with other international organisations, including UNODC, INTERPOL, FAO, IOM and EJF. Contacts are being made with potential donors and depending on funding, the programme should be implemented during the 2014-2015 biennium.

Global Trade Union Alliance against Forced Labour and Human Trafficking.

Through ILO support, the International Trade Union Confederation (ITUC) was able to continue the coordination of activities for the Global Trade Union Alliance against Forced Labour and Human Trafficking. This is an active network of trade unionists and committed officers in civil society organizations, governments and employers.

All of the above activities and outputs were funded by the global component of the Irish Aid Partnership.

4. Lessons learned

The recent evaluation concluded that results in terms of outputs and outcomes were satisfactory, especially considering the different contexts and levels addressed with relatively small interventions. The evaluator did draw attention to the difficulty of assessing certain achievements due to a lack of baseline data, which is noted as a general challenge in this area of work.

For the global component on forced labour, the major activity has been the work on the global estimate, published in 2012, which has been instrumental in the programming of the forthcoming 2014 discussion on forced labour at the International Labour Conference. The evaluation rates this work highly, noting that it is widely renowned and globally acknowledged as a credible reference by practitioners and is a significant awareness-raising tool. The evaluation also recognizes that the work on the global estimate has followed recommendations of earlier evaluations and improved its methodology. The sector study on fishing “Caught at Sea” and the report titled “Tricked and Trapped” with Swiss co-funding led to a multi-year technical cooperation programme and a willingness to engage on the issue. The global publication on best practices was also cited as significant work. While some items have not been completed, the knowledge sharing platform in Asia has advanced and will enable on-line training and create a network for practitioners.

In the design of the second phase, extra care was taken to ensure consistency amongst objectives, indicators, outputs, budget and activities. This was also the case in the first phase, where the overall objectives were kept intact, however given the flexibility offered by outcome-based funding, the programme reacted and addressed opportunities quickly; therefore some activities originally planned, were replaced to ensure maximum impact. It should also be noted that there is no one size fits all solution to the multi-layered forced labour issue, therefore different components and activities aim to address the forced labour issue from different angles. The activities in the second phase will have a greater focus on a fewer number of countries.

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

During 2012-13 Irish Aid funding contributed directly to **5 out of 34 member States** for which the ILO reported biennial results under **Indicator 16.1**: Number of member States in which constituents, with ILO support, take significant policy and programme actions to eliminate child labour in line with ILO Conventions and Recommendations.

1. Outcome strategy

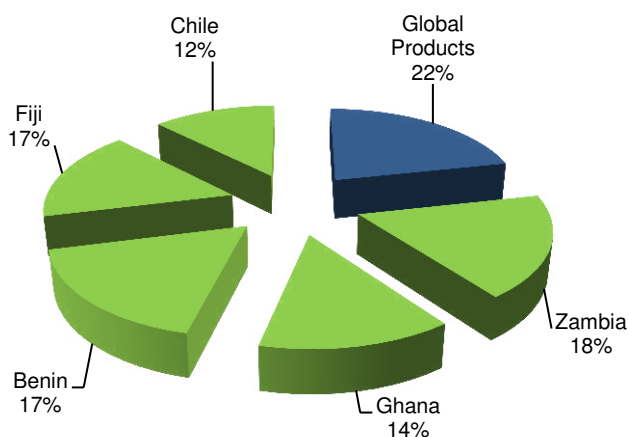
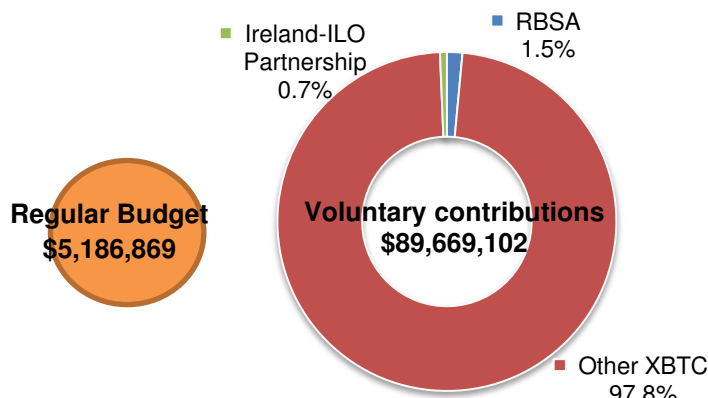
Activities in the countries covered were undertaken to contribute to realizing Outcome 16 of the ILO Programme and Budget: “*Child Labour is eliminated, with priority being given to the worst forms*”. In addition to promoting the Handbook on Hazardous Child Labour for Workers and Employers and therefore strengthening the capacity of social partners, the activities undertaken under this programme enabled constituents to contribute significantly to policy and programme development and the enhancement of the knowledge base on hazardous child labour. Bipartite and tripartite capacity-building activities and follow-up to agreed workplans were instrumental to foster social dialogue and tripartism, and supported the role of the social partners to be better placed in leading national advocacy initiatives for the effective application of the child labour Conventions. The “*Global Report on Child Labour*” highlighted that significantly more boys than girls between the ages of 15 and 17 are involved in hazardous work, underscoring the need for targeted activities tackling child labour in rural contexts, with particular emphasis on agricultural work, and for addressing the root causes of child labour, such as poverty and inadequate education.

The activities undertaken under this programme are also linked to Outcomes 9 and 10, strengthening employers’ and workers’ organizations.

2. Irish Aid’s contribution to Outcome 16

In 2012-13, the ILO spent a total of **US\$ 102,865,770** in support of Outcome 16. Of this amount, US\$ 13,166,668 was provided through the Regular Budget (RB), US\$ 1,325,154 through the fully un-earmarked Regular Budget Supplementary Account (RBSA) and US\$ 88,373,948 through earmarked Extra-Budgetary Technical Cooperation (XBTC)⁷.

ILO expenditure under Outcome 16, 2012-13



Irish Aid’s contribution of **US\$ 760,883** is recorded under XBTC and amounts to 0.7% of ILO expenditures (voluntary contributions) on Outcome 16 in 2012-13. These resources were utilised by the ILO to support **2 Global Products and 5 Country Programme Outcomes (CPOs)**.

⁷ Source : [Programme Implementation Report 2012-13](#), p.17

The global products *“Mobilizing innovative partnerships to realise the elimination of the worst forms of child labour by 2016”* and *“Promoting decent employment for adolescent workers to avoid hazardous child labour through the application of international labour standards”* were in line with the framework provided by the Global Action Plan adopted by the ILO Governing Body in 2006 (updated in 2010), including the internationally agreed goal of eliminating the worst forms of child labour by 2016. The global component of the programme was developed in connection with the III Global Child Labour Conference (IIIGCCL), held in Brasilia in October 2013. Social dialogue and emphasizing the unique role of workers’ and employers’ organizations, at the national, sectoral, industry and workplace level were key components in the programme activities. The assurance given by the Brazilian Government that the Conference would be tripartite was instrumental in fostering the participation of the social partners. Trade union representatives were present from 39 Least Developed Countries, and from three international trade union organizations.

Zambia was included for Irish Aid funding because of its request for ILO support towards its efforts to eliminate child labour. The incidence of child labour is strongly influenced by economic vulnerability and the majority of children engaged in child labour reside in rural areas with the highest incidences of poverty and exclusion. In the activities in Zambia, social dialogue had a special place in discussing legal, policy and programme initiatives, notably the ratification of ILO Convention 182 on the Worst Forms of Child Labour and the development and revision of instruments such as the National Child Labour Policy; and the National Action Plan for the elimination of worst forms of child labour. Even though the significant contributions were made by the Zambian social partners towards combating child labour in the country, much remains to be done to meet the goal of eliminating child labour, particularly its worst forms, by 2016. The Sixth National Development Plan (2011-2015) also includes addressing the worst forms of child labour and trafficking. Synergies were realized between the Irish Aid funded activities and ILO work on child-labour in the Zambian tobacco-growing communities (funded by Japan Tobacco International), tackling child labour through education (funded by the European Commission) and child labour data collection (funded by the USA government). In **Ghana**, Ghana’s National Plan of Action (2009-2015) provides a broad framework to reduce the worst forms of child labour by 2015 while laying strong social, policy and institutional foundations for the elimination and prevention of all other forms of child labour in the longer term. It focuses on a set of urgent priorities, which can yield significant impact in the short to medium term. The National Plan of Action is based on a multi-sectoral approach requiring the commitment and contributions of a broad range of stakeholders, including trade unions and employers’ organizations. In **Benin**, strong political will led to effective social dialogue and tripartite cooperation. To date, the *“Conseil National du Patronat”* du Benin and the seven main trade unions in Benin are actively participating in the national process to consolidate and validate the list of the worst forms of child labour as well as in implementing the national action plan. OBISACOTE, the workers observatory, in connection with the IPEC ECOWAS and the Cocoa projects, in addition to contributing to the implementation of the NAP, have been able to address the issue of child labour in the informal sector with affiliates in the southern and northern departments. In **Fiji**, a National Child Labour Forum, organized in December 2008, brought a wide range of participants together to discuss relevant policies and strategies to combat child labour. The forum focused on creating a practical understanding of child labour, as well as planning of action to combat child labour to be integrated in the work of various organizations. The Ministry of Labour, Industrial Relations and Employment, through the Employment Relations Advisory Board, began to work on the determination of a list of hazardous forms of child labour. Finally, the Government of **Chile** worked with a nationwide network of programmes to assist children in the worst forms of child labour and has incorporated the goal of reducing child labour into a number of social protection programmes. While child labour rates in Chile are relatively low in comparison with neighbouring countries, children are still found in the worst forms of child labour, most commonly in urban informal work and commercial sexual exploitation. Under the National Advisory Committee on the Eradication of Child Labour, the Government of Chile engaged in the necessary consultation mechanisms to develop policies, in which social partners play an important role, notably the employers and the private sector. The ILO has supported a series of activities building a solid foundation for an increasingly active participation of employers’ organizations and the business sector in innovative initiatives, which could serve as good practice for neighbouring countries and other regions.

3. Irish Aid's contribution to ILO's biennial results 2012-13

Results under Outcome 16 are measured through a set of indicators outlined in the ILO [Strategic Policy Framework 2010-15](#).

Outcome 16 Indicators	Target by 2015	Results by 2013*
16.1 Number of member States in which constituents, with ILO support, take significant policy and programme actions to eliminate child labour in line with ILO Conventions and Recommendations	135	95
16.2 Number of member States in which constituents, with ILO support, take action to adopt or modify their legislation or reinforce their knowledge base on child labour	150	116

*Cumulative total results from two biennia (2010-11 and 2012-13)

Results achieved in 2012-13

Irish Aid's contribution under Outcome 16 was programmed to support **Indicator 16.1**, which aims at significant actions of member States towards eliminating child labour in line with ILO Conventions and Recommendations. To be counted as reportable, results must meet at least one of the following **measurement criteria (MC)**:

1. Policies, programmes and/or action plans are adopted or implemented by one or more of the ILO's constituents, to bring them in line with international labour standards to prohibit and eliminate child labour.
2. Time-bound measures to eliminate the worst forms of child labour as a matter of urgency are implemented by one or more of the ILO's constituents.
3. Child labour concerns, considering the special situation of the girl child, are included in relevant development, social and/or anti-poverty policies and programmes.
4. Policies that address child labour are adopted and promoted through global, regional or sub-regional economic and social intergovernmental organizations or groupings.

Under this Indicator, 34 ILO member states achieved a result in 2012-13. From these countries, the following five received Irish funding.

Zambia CPO ZMB176 "Support to the implementation of the Child Labour Policy and National Action Plan to combat Child Labour and a policy and Action Plan to combat trafficking."

MC	Result, as per <u>ILO Programme Implementation Report</u>	ILO contribution
2	Following the adoption of the National Action Plan for Child Labour in 2011, an expanded implementation plan for national level actions, a resource mobilization strategy and M&E strategy were developed in 2012. A consortium of organizations working on child labour has been established in efforts to strengthen the child labour advocacy network.	The ILO/IPEC provided technical input and support throughout the development process.

Use of Irish Aid funds in support of the result

In November 2012, the government disseminated the study "Towards ending child labour in Zambia: An assessment of resource requirements", which helps national partners to understand policy and programme actions required to eliminate child labour. This would have not been possible without the active participation of employers' and workers' organisations. The ILO supported a sensitisation workshop for the Zambia Congress of Trade Unions (ZCTU) leadership in June 2013 to orient ZCTU staff on the Employers' and Workers' Handbook on Hazardous Child Labour; the workshop also planned activities to disseminate the ZCTU's child labour policy launched in late 2011.

With support of the ILO, a workshop was organized for ZCTU affiliates on child labour in sectors with a high prevalence, such as agriculture, informal economy, construction, informal mining and domestic work; the education sector was also covered. This workshop was held in June 2013 with attendance of 20 union members. In addition, the ILO technical and financial contribution was very important to ensure that Zambian constituents participated both prior and during the III Global Conference on Child Labour in Brazil. In preparation of the Conference, the ILO contributed actively to the e-discussions, including exchanging experience and good practice from Zambia. (<http://www.childlabordialogues.org/node/401760>)

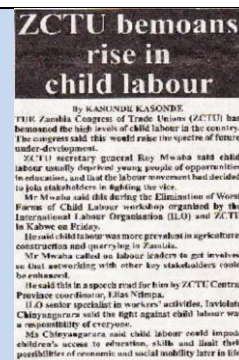
The ZCTU re-prioritised the sectors on which it will focus to address the worst forms of child labour based on information contained in the Employers' and Workers' Handbook on Hazardous Child Labour (EWHHCL). The prioritised sectors are domestic work, informal mining, construction, agriculture and the commercial sector. The role of unions in the education sector was thought to have impact in all sectors. The Irish Aid funded programme also facilitated the rollout of ZCTU's child labour policy to the regions. In order to do so, ZCTU organised regional awareness workshops with sectoral unions in districts without formal institutional structures on child labour, such as community child labour committees or district child labour committees. Four venues were chosen to serve as launch areas for the proper dissemination of the EWHHCL: Kitwe, Ndola, Kabwe and Lusaka. As a result, Zambian workers' organisations established

structures to monitor child labour in a number of the districts. The EWHHCL was distributed nationally and training was delivered on identifying child labour and how to use the tools set out in the manual at company level. Recommendations were formulated on carrying sector-specific child labour awareness programs and on involving local media; on developing sector-specific child labour policies; and on collaboration with employers' organisations to develop similar programs.

On the employers' side, the project provided support to the Zambia Federation of Employers (ZFE) in developing an action programme. Knowledge and know-how on combating the worst forms of child labour was created among employers. Labour inspectors have also been sensitized through workshops and trained on the handbook. Joint activities between the social partners and the labour inspectorate took place in October and November 2013. The programme covered support in 8 provinces looking at backward and forward linkages in value chains. Formal labour inspections were carried out following the awareness raising campaign and training organised by ZFE. A report identifying gaps in compliance was produced after the inspections in order to inform future programmes; good practices were also identified. The following examples were highlighted as relevant tools to prevent children from being engaged in hazardous child labour:

- Grizzly Mining Company, Sakiza Spinning LTD, and Zambia Metal Fabricators (ZAMEFA): showing company commitment to the local community by building schools and establishing recreation facilities for children and continually supporting their day to day running and maintaining the infrastructure in the recreation centres.
- North-Western Water and Sewerage: youth employment opportunities were created in collaboration with the Department of Social Welfare for adolescents from rehabilitation centres.
- Kansanshi Mine PLC: sponsoring of vulnerable girls to have access to school.
- Lumwana Mine: setting up and running clinics to contribute to improving health conditions of vulnerable adults and children.

The Irish Aid funding was used to cover the seminars, workshops and sensitisations costs, as well as the costs related to ACTEMP and ACTRAV's technical assistance.



Ghana CPO GHA901 *"The capacity of ILO constituents and key actors to address the worst forms of child labour is enhanced and the knowledge base on child labour is improved."*

MC	Result, as per <u>ILO Programme Implementation Report</u>	ILO contribution
2	The Child Labour Unit of the Labour Department of the Ministry of Employment and Social Welfare, as part of implementing their national action plan, adopted a Hazardous Child Labour Framework (HAF) in line with the ILO Convention No. 182 and Recommendation 190.	The ILO provided technical inputs and advice in the development of the framework.
3	Agriculture Extension Services of the Ministry of Food and Agriculture adopted a Child Labour Strategic Plan to address child labour in agriculture. The Government of Ghana, through the Ministry of Employment and Social Welfare re-launched the Livelihood Empowerment Against Poverty programme (LEAP) in July 2012 with a requirement that eligible households must ensure that children are in school and are accessing health services under the National Health Insurance Scheme.	The ILO advocated for the development of such a plan and provided technical support and input to the Ministry. The ILO provided sustained technical support and advocacy for the inclusion of child labour friendly policies in the social protection scheme.

Use of Irish Aid funds in support of the result

The Ghana Trade Union Council adopted a national action plan for the elimination of child labour. This was supported by the review of the union's priorities and the adoption of a work plan for the elimination of child labour. A formal agreement between the trade unions and the employers was signed, committing each party to coordinate their actions in the fight against child labour. This agreement will facilitate the inclusion of child labour clauses in collective bargaining agreements and ensure that there will be no child labour in formal economy enterprises member of an employer's organisation and with a trade union. Furthermore, 30 trade union leaders now use the manual in the training of their grassroots' members. The need to make the content of the Employers' and Workers' Handbook on Hazardous Child Labour more sector-specific was identified as a recommendation as part of the activities.

Training was provided to the General Agricultural Workers' Union in Ghana (GAWU) on child labour in rural areas to prepare a national training manual on hazardous child labour and occupational safety and health. As a result, a thorough training manual for cocoa farming was developed to promote the knowledge and uptake of the basics of child labour and occupational safety and health. Although originally developed for Ghana and Ghanaian cocoa farmers, the manual is relevant and applicable to other cocoa-producing countries and scenarios. The technical support and sensitisation activities provided also allowed GAWU to work with ILO-IPEC and a selected group of experts to produce a visual, self-explanatory and hands-on training package that would speak directly to farmers and children involved in cocoa farming. Technically, ACTRAV and ACTEMP specialists as well as IPEC staff contributed to the structuring of the activities to disseminate the manual on hazardous child labour.

In May 2013, IPEC collaborated in the organisation of a Symposium on the West Africa Regional Action Plan to Eliminate Child Labour, and contributed to the launching of the regional Action Plan on Child Labour and the development of a joint declaration. These activities have been implemented through the ECOWAS and in conjunction with other IPEC projects in Ghana and Benin.

The Irish Aid funding was used to cover the seminars, workshops and sensitisations costs, as well as the costs related to ACTEMP and ACTRAV's technical assistance.

Benin CPO BEN103 “The government in consultation with its social partners adopts measures to eliminate child labour, particularly in its worst forms”

MC	Result, as per <u>ILO Programme Implementation Report</u>	ILO contribution
1	In July 2012, Benin adopted "Plan d'Action National pour l'Elimination des Pires Formes de Travail des Enfants au Bénin (2012-2015)". Members of the National Council of Employers and the Central Trade Union Confederation adopted an operational plan of action on child labour in February 2013. The trade union platform (l'Observatoire Intersyndical de Suivi de l'Application des Conventions de l'OIT sur le Travail des Enfants au Bénin - OBISACOTE) adopted an action plan on child labour for all the unions in Benin.	The ILO supported the development of the background studies necessary to provide inputs into the document, as well as supported the national consultations and workshops to validate the National Action Plan. The ILO trained 30 members of employers' and workers' organizations and 184 teachers to reinforce the instruments and strategies to fight against child labour in mines and quarries.
Use of Irish Aid funds in support of the result		
In February 2013 the trade union organisations and the employers' organisations in Benin organised the workshop “<i>Strengthening social dialogue as an effective tool to tackle the worst forms of child labour</i>” and committed themselves to work together to eradicate the worst forms of child labour and signed a joint bipartite official declaration in order to coordinate their efforts in the fight against child labour. During this reporting period, trade union leaders were trained using the manual on hazardous work. Around those actions, workshops to disseminate the list of hazardous work prohibited to children below the minimum age and the situation of children in the informal economy were organised. As a follow-up to the bipartite declaration and in light of the 2015 African target to eliminate the worst forms of child labour, the <i>Conseil National du Patronat</i> of Benin developed a Plan of Action for disseminating the ILO tools, including the manual on hazardous child labour for workers and employers; the guides for employers (co-produced by ACTEMP). Further support was directed at sensitising and informing employers on the existing legislation on child labour, ILO Conventions 138 and 182, and the list of hazardous work prohibited, the National Action Plan (NAP). Finally, information was disseminated in the regions involving local government and employers' organizations on the necessary tools to achieve the objectives of the NAP. The Irish Aid funding was used to cover the seminars, workshops and sensitisations costs, as well as the costs related to ACTEMP and ACTRAV's technical assistance.		

Fiji CPO FJ129 “Effective progress is made towards the elimination of child labour “

MC	Result, as per <u>ILO Programme Implementation Report</u>	ILO contribution
2	The Fiji Employers Federation developed child labour strategies and codes of conduct and has appointed child labour focal points within the Fiji Commerce and Employers Federation (FCEF). The National child labour data base and the national child labour monitoring system developed by the Ministry of Labour and Industrial Relations Child Labour Unit is operational.	The ILO through its EU funded project, providing detailed training on child labour to over 200 employer representatives. Technical advice, support and inputs into the design of the systems were provided by the ILO through its EU funded project.
Use of Irish Aid funds in support of the result		
A series of workshops for the Fiji Trades Union Congress (FTUC) were organized. The main objectives of these workshops were: 1. Training of FTUC affiliates on the use of international labour standards and precedence cases to efficiently submit cases; 2. Engaging youth in pursuing workers' rights and human rights in the workplace; 3. Promoting unionism to young workers and the importance of joining unions; and 4. Raise awareness on child labour and initiate child labour networking at enterprise level. The workshops took place in the National context with regard the ILO's Convention 87 on the Freedom of Association and Protection of the Right to Organise, ratified by Fiji in 2002. Addressing the issue of the right to organise is crucial to enable workers to better and effectively engage in the fight against child labour. The program for each workshop lasted two days and highlighted the importance of organizing and its link with human rights in the workplace to a total of approximately 270 participants. Participants from FTUC affiliates ranged from the National Union of Factory and Commercial Workers' Union (NUFCW) and the Fiji Public Service Association (FPSA) to the Fiji Teachers' Union (FTU) and the National Union of Hospitality, Catering and Tourism Industries (NUHCTIE). Technical inputs for each workshop were provided by the FTUC and its Youth Committee, legal professionals and a representative from the ILO Office in Suva.		



The programme also included a substantial contribution in enhancing employers' organizations capacity to play a more effective role in the national efforts to fight child labour; a unique guide tailored for employers in Fiji was prepared. It contains practical ideas and advice drawn from experiences of staff in a number of national employers' organizations having worked with the ILO over the past several years on child labour projects. The launching of the guide was followed by a series of training sessions on its use for key members of the FCEF.

Chile CPO CHL102 *"Progress made in policy, plans and national programmes' integration, for the prevention and eradication of child labour."*

MC	Result, as per <u>ILO Programme Implementation Report</u>	ILO contribution
2	The Enterprise Network against Child Labour and for the Protection of Adolescent Workers was established 11 July 2012. (http://www.accionrse.cl/novedades.php?friendly=red-empresarial-contra-el-trabajo-infantil)	The ILO (ACTEMP and IPEC) supported the process towards the establishment of the network through technical assistance to Global Pact Chile on a survey to analyse attitudes and actions of Chilean enterprises on child labour. The results were used as basis for the development of actions that are undertaken in the framework of the network.
Use of Irish Aid funds in support of the result		
Trade Unions in Chile were very active in 2013 and the Workers' United Center of Chile (CUT) led the organisation of a series of seminars to better inform, sensitize, train and build capacity for a group of selected union leaders and representatives of the trade union movement in the country. The contents of the Employers' and Workers' Handbook on Hazardous Child Labour were used to raise awareness and build momentum towards a campaign against hazardous child labour as part of activities during the World Day Against Child Labour. The objective of these seminars was also to create and establish a work plan and program to be implemented for bipartite monitoring activities on eradicating child labour in Chile. (http://www.childlabourdialogues.org/node/396193) The training sessions organised by CUT in Chile during this reporting period enabled 90 affiliated union leaders to: 1. Understand the relationship between social inequality and child labour; 2. Recognize the need to guarantee child's rights in order to ensure better work conditions and labour rights at adult age; 3. Learn about child labour legislation and international conventions; and 4. Understand the importance of ending child labour and the need for dissemination of information on the problem, and the need to create mechanisms and means of disseminating the message on the hazards of child labour. An additional result was the development of a guide as part of a public-private partnership between the Chilean Business Network Against Child Labour and the National Service for Minors. Technical expertise for this guide was provided by ACT/EMP and ILO-IPEC. A copy of this guide can be found online at http://www.educacion2020.cl/sites/default/files/guia_trabajo_infantil.pdf.		

Global Product

Various activities have been undertaken under the global products supported with Irish funding:

- Support to the International Seminar of Education International on education and child labour.
 - Manual on Child Labour and Education for All was tested. Participants in the seminar were trained on the linkages between education and child labour.
 - Network on child labour and joint plans developed within Education International on child labour
 - Contribution to Education International's advocacy work against child labour.
 - Drafting, translation and dissemination of a manual on Child Labour and Education for all.
 - Basic training on the linkages between education and child labour.
- Updating of the ACTRAV manual on child labour.
- Support to the Trade Union Confederation of the Americas in preparatory meeting to better organise child labour focal points in National Centres for participation in the III Global Conference on Child Labour in Brazil.
 - Training of child labour focal points in the Americas.
 - Preparing the report on the Americas tripartite position for the III Global Conference.
- Participation in regional activity organized by the Government of Colombia, February 2013.
 - Organization of a quadripartite meeting convened by the government of Colombia and the ILO on good practice in combating child labour.
 - Discussion and preparing of the union position for the III Conference on child labour

- Organization of the Andean Region meeting for trade union child labour focal points.
 - Organizing of the Central America meeting for trade union child labour focal points.
- Discussion and preparing of the trade union position for the III Global Conference on Child Labour

These subregional workshops enabled trade unions to be better prepared for the III Global Conference to:

- Consolidate the Continental Working Group on Child Labour;
- Strengthen the regional action plan against Child Labour and national approach towards the inclusion of child labour in collective agreements; the setting of National Commissions for Elimination of Child Labour; and improvement of national lists hazardous work;
- Sensitize affiliated unions on the dynamics of child labour in the region and the promotion, implementation and application of Decent Work Country Programmes;
- Fostered the dissemination of the the Hague Road map and the 2016 targets
- Contribute to disseminating good practices in the context of the III Global Conference, see: <http://www.childlabourdialogues.org/node/396193>

Irish funds covered the costs of the preparatory activities for trade unions in Latin America undertaken by ITUC America, which had a direct impact on the negotiation of the final text of the Brasilia Declaration. Workers and employers delegates had a major role in strengthening specific references relevant to them such as to the importance of decent work for public service workers, on addressing the needs of children in or at risk of child labour, in education, health and social work. The Declaration also stressed the will to *“promote effective multi-stakeholder action to combat child labour, including in supply chains, by addressing both the formal and informal economy”*.

4. Lessons learned

Employers’ and workers’ organizations are indispensable in the struggle against child labour. There are still challenges to involve social partners more actively and calls must continue to deepen and widen their commitment towards the eliminations of child labour, meaning projects to foster and enhance their capacity are necessary. The major challenge is, first, to improve capacity of the social partners, particularly to operate within the informal economy. Second, as the world wide movement has grown in the last decade, it has attracted a diversity of actors leading to a danger of a duplication of efforts at all levels. In this context, employers’ and workers’ organizations have to rigorously define their role and comparative advantage and take responsibilities in both the development and implementation of National Action Plans. Moreover, another initial lesson learnt is that trade unions must spread the message on their role and reach out districts and communities.

Considering that IPEC has implemented a number of projects at the community level counting on the cooperation of and partnership with local level workers grassroots organizations. Future actions funded by Irish Aid should be built on previous lessons learnt involving social partners so as to carry on fostering collaboration among and between workers’ and employers’ organizations in the field. Replication of good practices on a peer-to-peer base should be more frequent and synergies should be promoted to maximize impact, such as profiting from IPEC’s existing activities in Ghana, Benin and Zambia.

With Irish Aid support, the ILO provided a platform for the social partners to participate in policy debate as well as other important opportunities to respond to the child labour problem and live up to their potential central actors in the world wide movements. Their participation in the III Global Conference on Child Labour was the highlight of this role and should be fostered for the next one in Argentina in 2017.

This project has contributed to the conviction that both employers’ and workers’ organizations offer opportunities to benefit from their structures that link the local with the global and that sector trade unions, for example and employers’ groups are well paced to act at the grassroots level on specific forms of child labour that appear in their industries, while national trade union and employers’ centres are better positioned to play a convening role and act in policy arenas with the governments. At the next level, the International Organization of Employers (IOE), International Trade Union Confederation (ITUC) and Global Union Federations (GUF) are strategically placed to provide support to their national affiliates and to influence global debates concerning child labour, education, development, decent work and human rights. This project has thus been able to contribute to these last two levels of structures and must now focus on the grassroots one and address the informal economy, the need of young and women workers more so by linking with other ILO core labour rights, particularly freedom of association.