

Sweden-ILO Partnership Programme

**OUTCOME-BASED PARTNERSHIP
PROGRAMME 2012–13**



International
Labour
Organization



Sida

Results Report 2012–13



PARDEV
Partnerships
and Field
Support
Department

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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 of 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.

Sweden was one of ILO's 29 Founder member States in 1919. Today, **Sweden is a long-standing partner and a generous donor to the ILO's** development cooperation programme through the Swedish International Development Cooperation Agency (Sida). Through its active role in the like-minded donors groups, Sweden has been an instrumental partner for the improvement of the ILO's governance, accelerated internal reforms and the overall effort of making the ILO a better and more efficient institution.

The Sida-ILO Partnership Programme 2009-13 is based on shared objectives and principles between Sweden 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.

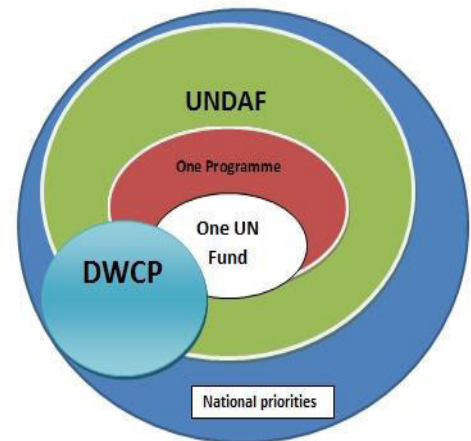
This report provides an overview of Sida's support to the ILO in the biennium 2012-13 and the results achieved by the ILO during this period, to which the Partnership Programme provided a significant contribution. In addition to **detailed technical reporting** provided in Annex 1, section 4 provides **highlights of results per thematic area 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 contribution to an integrated UN approach to poverty reduction, through UN Development Assistance Frameworks (UNDAF).

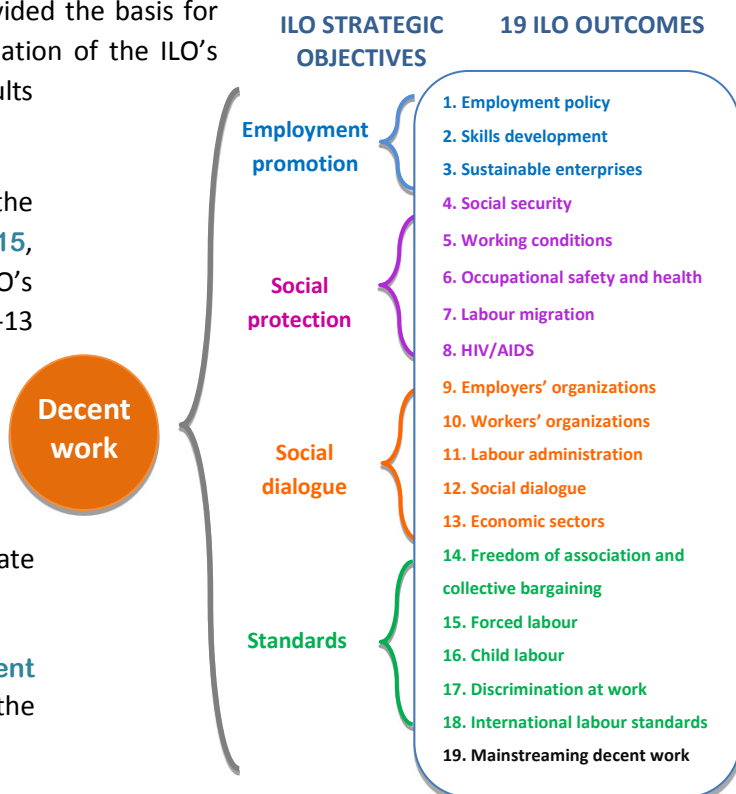


Global level

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 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 then sets the 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

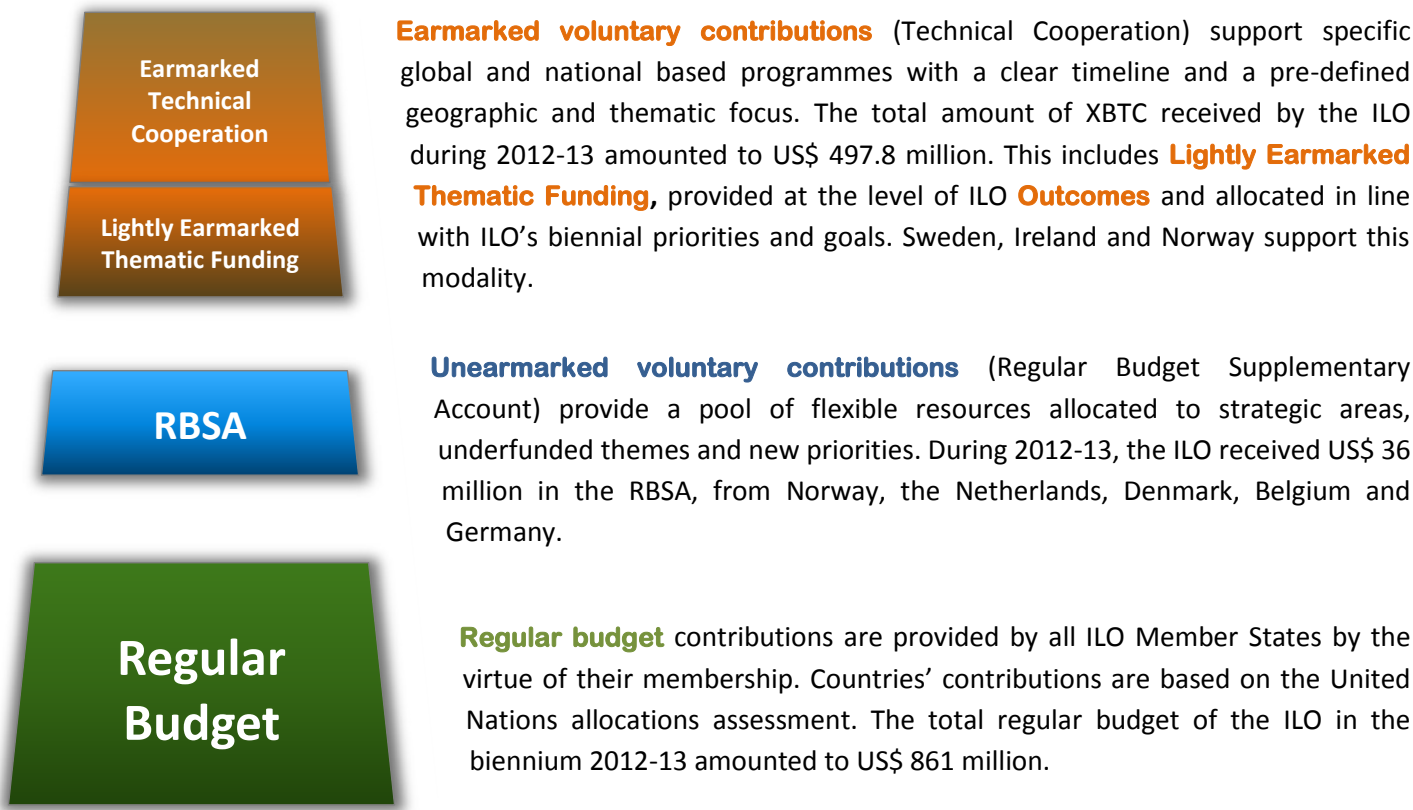
The objectives of the DWCPs go beyond the ILO biennial programming cycles of the ILO's Programme and Budget, and can be revised in order to match the evolving country-level situation and national goals. For the purposes of biennial planning and reporting, individual DWCP outcomes are linked to the global 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 biennial ILO objectives. The OBWs are regularly reviewed and adjusted in consultation 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 the 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, Sweden's assessed contribution to the ILO's core budget exceeded US\$ 9.1 million**. In addition, **Sweden provided over US\$ 10 million** in voluntary funding to the ILO's development cooperation programme, and is ranked as the **thirteenth largest contributor** to the ILO.

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 Programme 2012-13



The **Sida-ILO Partnership Agreement** 2012-13 is fully based on the principles of aid effectiveness. **During 2012-13, the Partnership provided a contribution of US\$ 10.5 million** through a combination of innovative funding modalities.

The Partnership Programme provides thematic funding, lightly earmarked at the level of seven selected Outcomes from the ILO Programme and Budget. In addition, it introduced a thematic fund for the promotion of youth employment. **The exact programming of funds relies on the ILO Results Based Management systems** and the priorities flowing from the Decent Work Country Programmes.

Sida-ILO Partnership Programme 2012-13	In SEK	In US\$	Countries covered ³
Employment Policy (Outcome 1)	21,700,000	3,179,548	Botswana, Cambodia, Comoros, El Salvador, Kyrgyzstan , Lesotho, Liberia, Malawi, Mozambique, Sri Lanka , Yemen
Working Conditions (Outcome 5)	7,300,000	1,067,503	Botswana, Cape Verde, India, Paraguay, Philippines, Tanzania, Zambia
Employers' Organizations (Outcome 9)	3,700,000	539,492	Albania, Botswana, Cambodia, Honduras, Malawi, Moldova, Montenegro, Serbia, Swaziland, Vanuatu, Zambia
Workers' Organizations (Outcome 10)	3,700,000	539,492	China, India, Madagascar, Togo, Uganda, Zimbabwe, Ghana, Honduras, Guatemala
Freedom of Association (Outcome 14)	12,700,000	1,848,052	Bangladesh, Brazil, Indonesia, Jordan, Kenya, Malawi, Morocco, Philippines, South Africa
Gender Mainstreaming (Outcome 17 Global Product)	3,700,000	539,492	El Salvador, Philippines, Zambia
International Labour Standards (Outcome 18)	7,200,000	1,056,022	43 Maritime Labour Convention countries⁴, Central African Republic, Zimbabwe⁵
Youth Employment (Outcomes 1,2 and 3)	12,000,000 ⁶	1,744,746	El Salvador, Indonesia, Jordan, Zambia
TOTAL	72,000,000	10,514,351	

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 Algeria, Antigua & Barbuda, Bangladesh, Barbados, Benin, Cameroon, Chile, China, Cote d'Ivoire, Dominica, Egypt, Fiji, Honduras, Hong Kong, Iran, Jamaica, Lebanon, Liberia, Malaysia, Oman, Palau, Philippines, Qatar, Kiribati, Kuwait, Senegal, Seychelles, Sierra Leone, Vietnam, South Africa, St Lucia, St Vincent and the Grenadines, St Kitts and Nevis, Saudi Arabia, Togo, Tunisia, Turkey, Tuvalu, Trinidad & Tobago, UAE, Ukraine, Singapore.

⁵ Work undertaken with US\$ 543,029 reallocated from Phase I of the Partnership, to a country programme in Zimbabwe.

⁶ This is an additional SEK 12 million to the Partnership.

4 Results' highlights



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

Outcome 1

Sri Lanka employment promotion

Challenge

Sri Lanka has, since the end of the civil war in 2009, made considerable economic progress, including a reduction in the overall poverty rate. However, one of the main issues that have hindered a socially just and robust development over the years relates to the “employment-aspirations-dilemma” faced by young people in Sri Lanka. There is a significant mismatch between the job aspirations of young women and men emerging from the education system and the actual opportunities available in the economy. In addition, many young people entering the job market are quite risk-averse and resist entrepreneurship as a first option, and are intent on obtaining jobs in the public sector. As a result, the country’s youth unemployment rate is double that of adult unemployment. The situation of young women is even more difficult given gender stereotyping in relation to employment. In addition, the level of informality in the Sri Lankan economy is still sizeable at over 50 per cent, even though the overall poverty level is around 10 per cent.

Response

In line with the first ILO DWCP 2008-12, ILO activities have during the five years of the DWCP addressed Sri Lanka’s decent work and employment challenges. To reinforce the agenda of the country programme and to follow up on its activities, the ILO and its constituents in July 2013 signed the Sri Lanka DWCP 2013-17. This recognizes the economic growth of Sri Lanka in recent years and the overall reduction in the poverty level from 16 to 9 per cent. The second DWCP again gives the promotion of full, decent and productive employment the highest priority. In addition, the informal economy and gender are included as two main cross-cutting themes.

With significant funding from Sida, ILO support in 2012-13 concentrated on supporting the preparation of the long-term National Human Resources and Employment Policy 2013-23 (NHREP) in line with the National Development Framework (2010-20). The NHREP fully reflects the country’s vision for poverty reduction by providing opportunities for employment. For the formulation of the Policy the country established institutional frameworks, comprised of a National Steering Committee and thematic

subcommittees, through a series of tripartite regional and national consultations, which will remain in place during its future implementation, monitoring and evaluation. The NHREP and Development Framework are based on the country’s vision for poverty reduction through the provision of opportunities for employment, in which all persons of working age become globally competitive and multi-skilled, and enjoy full, decent and productive employment with higher incomes in conditions of freedom, equity, security and human dignity. The NHREP therefore entails a wide range of employment promotion and decent work measures.

To make the NHREP as widely known as possible, an Executive Summary was translated into Tamil and Sinhala, the two most important local languages, and disseminated throughout the country. Various local newspapers published special issues on the NHREP.

Sida funding contributed specifically to technical and financial support during the process of consultation to develop the NHREP from its formulation to the validation, assuring national ownership. Consultations were organized with more than 20 line ministries to formulate and validate a related Master Plan for

Results

For the first time in the history of Sri Lanka, the issues of human resources development and employment have been twinned as the focus of a single policy document, in line with international labour standards. The NHREP was approved by Cabinet and was launched by His Excellency the President of Sri Lanka in October 2012 in the midst of an audience of over 100 stakeholders, including donors.

As a logical conclusion to the process a simple yet feasible worksheet-based IT platform has been developed for monitoring and coordinating the implementation of the NHREP and the Master Plan through over 25 line ministries and government agencies, the Employers Federation of Ceylon and the numerous workers' organisations. Capacity of key partners was built during the process, particularly to develop their plans within their sphere of concern as well as concept notes to promote a resource mobilization strategy beyond the life cycle of the project.

The immediate impact of the process and development of the NHREP bore fruit in the National Budget for 2014, as evidenced for example by the provision of financial resources for SME development and micro-finance opportunities for women's entrepreneurship. The recently developed draft education policy has been referred to the Senior Ministers' Secretariat for review to ensure it is in line with the NHREP. This sends out a clear message that the NHREP Master Plan is a credible and accepted overarching planning tool for the country.

implementation. The ILO will continue to facilitate setting up monitoring and reporting system to support results-based management of NHREP implementation. The NHREP Master Plan is expected to be approved by the Cabinet in the near future, be debated in Parliament, and secure the necessary political consensus to ensure that resources will be provided through the national budget in the future years.



YEP

Jordan youth employment



Challenge

Finding a decent job is difficult for young people in Jordan, where they make up over 60 per cent of the population. Too often they have to accept jobs with low wages and poor working conditions in a poor occupational safety and health environment. Even when they are aware of their rights at work, they often fail to claim them for fear of being fired or stigmatized. At the same time, the participation of young women and men in trade unions in Jordan is very weak, and young people are often not represented in collective bargaining processes. Jordan is clearly one of the countries experiencing the negative effects of the unprecedented world-wide youth employment crisis.

Response

To tackle this crisis, the International Labour Conference adopted in 2012 the Resolution on *“The youth employment crisis: A call for action”* underlining the urgency for immediate and targeted interventions. The Call for Action includes a multi-pronged and balanced approach to foster pro-employment growth and decent job creation through appropriate macro-economic and labour market policies, education, training and skills, entrepreneurship and self-employment, and rights at work for young people. It calls for the ILO to play an active role in providing global leadership and in supporting action by governments, social partners and the multilateral system to address the youth employment crisis.

As response to the effects of the crisis in the country, Jordan’s Decent Work Country Programme 2012-15 includes promoting youth employment as one its three priorities. Interventions have been undertaken with the active participation of Jordan’s workers’ and employers’ organizations. Highlights of the ILO contributions were providing, jointly with UNDP, advisory services for including youth employment as a priority in the National Employment Strategy, undertaking a national school-to-work transition survey and studying the informal apprenticeship arrangements in collaboration with the ILO child labour project in Jordan.

Results

Sida funding led to improvements in the national system for skills testing by helping introduce an upgraded apprenticeship model and promote young people's rights at work.

As a first step, field research on practices in informal apprenticeship was undertaken in two sectors: auto repair, and printing and binding.

“My expectation is that I become fully trained as a mechanic with training in electrics so I can open my own garage and make a living out of it - a good standard of living”

Ahmad Damiri
Apprentice

Based on the findings of this research the “Tripartite Action for Youth Employment in Jordan” project was set up and implemented. The project pilot- tested a new approach to apprenticeship for car mechanics. As highlighted in the video presentation on the project (https://www.youtube.com/watch?v=Y6_aCVdUPEw), a key feature was helping to overcome the mismatch between the education of young people and the labour market: the demand for skilled workers is by far not met because young people have mostly followed general education.

The International Youth Foundation in Jordan and the ILO have therefore tested a new apprenticeship approach for the training of some **50 young men in car mechanics**. This pilot was successfully run and the large majority of participants found a well-paid job.

The intervention also allowed for auto mechanic repair shops to be linked with TVET centres, benefit from methodological and technical training, and from coaching on issues of occupational safety and health. Trainees had access to a safer working environment, with a more structured learning package, and had their skills recognized by a national certificate. This bottom up approach is based on a methodology tried in previously in Africa for “Upgrading Informal Apprenticeships”. Similar pilots are currently on the way in Egypt and Tunisia. The three interventions will feed into a revised version of the methodology. Given this positive result, it is planned to apply this model on a national scale, under the national TVET strategy currently being drafted.

Last but not least, Sida funding was also used for the development by the ILO in collaboration with the trade unions of the training manual “Youth Rights at Work”, which includes a specific module on gender awareness.



Outcome 5

Tanzania

improving working conditions for domestic workers

Challenge

Since the adoption of the Domestic Workers Convention (No. 189) and Recommendation (No. 201) by the International Labour Conference in 2011, many countries have taken action to improve the situation of domestic workers, including greater respect for their fundamental rights at work. In Tanzania the Minister of Labour and Employment expressed her intention to pursue ratification of C189. The workers' and employers organizations, Trade Union Congress of Tanzania (TUCTA), and Association of Tanzanian Employers (ATE) also expressed their support for ratification.

A rapid survey undertaken in 2013 with ILO support estimated the number of domestic workers at nearly 885,000 in mainland Tanzania and 205,000 in Zanzibar, representing 5 per cent of the total working age population in Tanzania. However, many regard this as an underestimate, since "almost everyone has a domestic worker; even a domestic worker has a domestic worker". Some 75 per cent of domestic workers are women and many are young – an estimated 75 per cent are younger than 25 years old. They often work informally and have little or no access to legal protection.

Response

To address the challenges of domestic workers, ILO constituents agreed to establish a Tripartite Working Group. This Group has adopted, published, and disseminated a Tripartite National Action Plan (2012-14) towards the promotion of decent work for domestic workers. The Minister of Labour and Employment, the Secretary General of TUCTA and the Executive Director of ATE formally launched the Action Plan, including the path to ratification of C189.

The various activities undertaken as follow-up to the Action Plan were funded, in addition to the SIDA contribution, by the One UN Fund in Tanzania and funding from the ILO Special Programme Account for Domestic Workers.

The action plan called for a national law and practice review, a national quantitative survey of domestic work, and qualitative research on employment practices and working conditions (the 2013 statistics

above result from the survey). These activities were funded with the contribution from Sida and provide realistic and sound information for action and measures to be taken by the social partners.

In 2013 TUCTA and the Conservation, Hotels, Domestic and Allied Workers Union (CHODAWU) undertook a special awareness campaign familiarizing domestic workers with C189 and informing them of ways to realize their rights better. Sida funding was made available for the training of the CHODAWU leaders in designing a media campaign strategy and developing awareness materials. The ILO also supported launch of the campaign. Since then, CHODAWU has sustained the campaign using its own resources and is in this way actively engaged in the process leading towards the ratification of C189 by Tanzania.



Results

The ILO constituents in Tanzania, and in Zanzibar have made an important step forwards in reaching the goal of ratification of C189. The various activities undertaken during 2012-13 have made ratification, as foreseen in the Tanzania DWCP 2013-16 possible. The National Action Plan for the Promotion of Decent Work for Domestic Workers has proven to be a key tool for putting the issue of domestic workers on the national agenda.

In the context of the UN Country Team, the ILO has developed a code of conduct for UN staff employing domestic workers. The aim of developing the code is for the UN staff to lead *“the change they want to see”* in promoting decent work for domestic workers in Tanzania.

Outcome 9

Honduras

strengthening employers' organizations

Challenge

Increasing insecurity, corruption, bureaucracy and other constraints have plagued the Honduran economy in recent years at the cost of thousands of jobs, including in traditional growth sectors like the garment industry. The Honduran Council of Private Enterprises (COHEP) therefore expressed a strong

interest in developing and pursuing a national business agenda to improve this deteriorating business environment. COHEP requested ILO support to develop evidence-based policy proposals and assistance to build capacity to pursue it.

Response

In response to COHEP's request, the ILO Employers' Activities Bureau (ACT/EMP) provided support for a reflection and analysis period allowing COHEP to develop an appropriate investment and enterprise development environment. Based on the ILO Enabling Environment for Sustainable Enterprises (ESEE) toolkit, COHEP undertook a national perception survey and an analysis of the key features of the country's economy. Based on these findings which showed a felt lack of clear guidance and position taking by COHEP in favour of its membership and too much attention of merely responding to the agenda of the government and interest groups, the organization developed a National Business Agenda.

The ILO support relied in large measure on the ESEE toolkit. Initially developed in 2010-11, the toolkit was further strengthened through an improved impact assessment methodology and a strengthened gender dimension. With Sida funding ACTEMP was in the position to develop this tool and test it over two biennia, i.e. from 2010 to 2013. The toolkit has

become an important instrument in support of business organizations' policy work (<http://eese-toolkit-dev.ilo.org/>).

Through a well-designed communications strategy, the COHEP National Business Agenda was widely presented and discussed with the business community, political leaders, political parties, national opinion leaders, universities and the media. In August 2013 the Government and COHEP agreed to set up working groups to ensure follow-up to the National Business Agenda, including a strategy for reform.

The reforms include specific activities aimed at real changes on key issues that restrict the productivity and competitiveness of Honduran companies, eliminating obstacles to growth, establishing programmes that provide business services, and imply significant improvements in job training programmes. The strategy also takes into account the gap between rural and urban enterprises, the informal economy, as well as key factors limiting access for entrepreneurs to quality services.

Results

As a result, COHEP, in the words of its President, “*now knows where to go*” and, by working with the government as a team, how it will contribute with enterprise promotion and job creation to a better, more equal society. This positive outcome has led to Honduras being reported as a result in the ILO 2012-13 Programme Implementation Report as COHEP enhanced its capacity to analyse the business environment and influence policy development at the national level.

Generally, achieving results in the policy area has been a challenge due to the lack of appropriate tools and systematic support. Use of EESE toolkit, funded by Sida, has enabled ACTEMP to work with employers’ organizations over the two biennia to make progress in strengthening their policy capacity and raising their policy profile at the national level.



Outcome 10

China, Togo, Madagascar & Zimbabwe

freedom of association and strengthening workers' organizations in EPZs

Challenge

Export processing zones (EPZs), a key feature of economic development programmes in a large number of countries, are known for their often widespread, persistent violation of international labour standards, notably the core standards on freedom of association and collective bargaining. There is hence a need to strengthen trade unions in countries where they operate and to reinforce their capacity to respond to decent work deficits in such zones. Since EPZ workers do not have adequate skills or the means to defend their interests and improve their working conditions, the organization of unions is critical.

Response

The ILO Workers' Activities Bureau (ACTRAV) worked in several countries throughout the world with trade unions on improving the situation of EPZ workers. The work comprised of (1) capacity building activities to strengthen the institutional capacities and knowledge of trade unions on international labour standards and decent work deficits in EPZs; (2) policy engagement activities ranging from mapping of EPZs to engagement in policy issues with governments or in

collective bargaining with employers; and (3) activities in relation to freedom of association and organizing in the EPZs with the goal of organizing workers in specific zones.



Results

The programme, funded by Sida, has greatly facilitated organising of workers in EPZs. The most successful countries have been [Togo, Madagascar and Zimbabwe](#) where thanks to the programme, over 14,000 EPZ workers have been organised into the trade union. This was achieved through strategies including the training of activists, the appointment of trade union representatives in each EPZ company, regular coordination meetings between the activists, education of EPZ workers outside the walls of the zones; and the impact of the signing of a collective bargaining agreement. This effort took place in the main EPZs in Lomé, Antananarivo and the EPZs found in the 6 regions of Zimbabwe. Considering the lack of freedom of association in zones and the difficulties unions encounter in organising EPZ workers, this is a significant success.

Over 14,000 EPZ workers have been organized into trade unions in Togo, Madagascar and Zimbabwe.

One of the main aims of the programme was also to encourage unions in policy debates with employers and/or governments. One of the most important forms of this engagement is through the negotiation and signing of collective bargaining agreements. Such agreements are rare in EPZs due mainly to the lack of social dialogue in zones and the absence of trade unions in EPZs. Thanks to the successful implementation of the programme's 3 components in Togo, the union engaged in a lobbying and advocacy strategy that led to the signature of a collective bargaining agreement which became operational on the 1st January 2013. Annexed to this was a new salary scale for all EPZ workers which all EPZ companies were expected to abide by. All this has improved the working conditions of EPZ workers in different ways, for instance: [6947 temporary workers in different EPZ companies had their contracts converted to that of permanent workers; remaining temporary](#)

[workers now have an 8 hour a day working time as well as social security coverage; the contract of 200 workers of the company WACEM began to be paid the minimum wage in accordance with the new agreement; all EPZ workers were paid a transport allowance; improvement of the aeration of EPZ factories; 4 health and safety committees were set up in 4 companies; all these improvements led to an increase in trade union membership in the zones.](#) A similar agreement is also far advanced towards being signed in Madagascar.

Finally, under the component capacity building of trade unions, the ILO organized for the first time a national seminar on EPZs in Yunnan, China (April 2013), with the participation of around 30 union leaders from Economic and Technological Development Zones located in different provinces. An ILO study paper on *"Export processing zones in China: A survey and a case study"* was presented as a background material by a Professor of Renmin University. A resource person from the Free Trade Zones & General Services Employees' Union in Sri Lanka took part to share their experiences of organising and negotiating in EPZs with the Chinese workers. Other experiences of promoting freedom of association in zones were shared by the ILO. [Successfully organizing a seminar in China was a major breakthrough for promoting the freedom of association and collective bargaining in the country.](#) The seminar was not only a means of developing an action plan with the All-China Federation of Trade Unions, but also [a means of promoting a culture of freedom of association in the union itself as well as in the country.](#) Given the fact that China has the largest numbers of EPZ workers, so this is an encouraging development.

Organizing workers and working with trade unions in such circumstances is very difficult, but through persistence and the use of innovative approaches, it has been shown that progress can be made. ACTRAV will therefore continue its work in other countries during 2014-15.

Outcome 14

South Africa

freedom of association and collective bargaining

Challenge

Promoting freedom of association and collective bargaining (FACB), part of the ILO fundamental human rights, is a challenging and sensitive process. In many countries it requires continuous advocacy and ILO technical assistance. This is not different in South Africa and the country's Decent Work Country Programme (DWCP) 2010-14 therefore includes strengthening fundamental principles and rights at work as one of the four priorities. During 2012-13 ILO

support has focused on the rural sector, a sector with a particularly difficult past given South Africa's experience during the apartheid years. Rural workers in South Africa face a number of challenges, such as evictions from farms, difficulties in joining unions, constraints to freely exercise their right to actively participate in trade union activities, the often paternalistic relationships displayed by farm owners given that many farm workers reside on private property and face reprisal should they engage in union activities. For employers, the challenge often concerns the tenuous relationship with organized labour or other external actors, perceiving the tendency to create unrest on farms by agitating workers to join unions. As a result, farm-owners often see the promotion of FACB rights as a threat and a politically charged topic.

Response

As in other countries, a fact-finding exercise was needed in South Africa on awareness of FACB rights. This is particularly true in economic sectors with high vulnerability where workers and employers are largely unaware of the possibilities and potential of fundamental labour rights. The process of gathering information itself raised awareness among employers and workers and was an important step towards fuller enjoyment of such rights.



With Sida funding the ILO contributed to this process by working with the country's tripartite constituents on the preparation of a diagnostic report on FACB rights in the rural sector. This process can be a profound experience for those involved. Workers and employers often commented how much they appreciated having an opportunity to have their views and experiences heard by the ILO. In particular, the Sida funds allowed the Office to interact with workers in the wine and citrus fruit sectors, who are often voiceless and unrepresented, as well as with employers in those sectors. In this way it was possible to identify opportunities based on the country's own experience. This work has led to a diagnostic report on FACB in the rural sector, which drew together the perceptions of all the stakeholders, recording that they often "talked past" one another in a way that is unlikely to lead to constructive and effective freedom of association and collective bargaining:

Farmworkers and employers are often not aware of each other's views



A significant element of follow-up on the diagnostic report was the preparation by constituents of a National Plan of Action on FACB in the rural sector, with technical and logistic support provided by the ILO. A further element is the development of a global training manual specific to FACB in the rural sector, which was pilot-tested in the Western Cape of South Africa in 2013. The manual will be rolled out in South Africa and other countries in 2014-15.

Results

The ILO has been able to maintain its support to South African constituents and contribute to concrete advances led by them. Key results to be noted are: (1) the Diagnostics Report on Freedom of Association and Collective Bargaining was tabled in Parliament and discussed by the tripartite constituents; (2) the National Plan of Action was adopted by the constituents, and its implementation strategy contains specific attention to gender issues; (3) the Ministry of Labour organized training on International Labour Standards and FACB for labour inspectors and Labour Court Judges; and (4) the Commission for Conciliation, Mediation and Arbitration was engaged in training of labour inspectors. The Sida funds have in South Africa, as well as in other countries, been extremely important for the ILO's work promoting FACB rights, and have contributed significantly to the results achieved in the biennium. The lessons learnt concerning the desirability of a rigorous and systematic diagnostic process have been included in the ILO Programme and Budget for 2014-2015, with special emphasis on the rural and domestic sectors.

Outcome 17

Zambia

promoting gender equality in the workplace

Challenge

Zambia faces a growing informal sector, which according to the 2012 Labour Force Survey stands at 88.7%. In 2011 the Government of Zambia enacted the Minimum Wages and Conditions of Employment (Domestic Workers) Order, 2011, published as Statutory Instrument No. 3. This was the first time in the history of Zambia that the Government had enacted regulations to stipulate minimum working conditions for domestic workers, thereby bringing to light a sector of the economy that was almost invisible.

By recognizing the domestic workers sector, the Government aimed at contributing to the process of addressing informality of the labour force in the country and at improving the working conditions of

domestic workers. With a growing informal sector, promoting maternity protection and the rights of women to decent working conditions remains a challenge. However, there is now a visible effort to implement policies and measures that prevent and mitigate workplace discrimination against women based on their reproductive role. The Government has declared it a policy priority to create more equitable opportunities and treatment of women in the labour market, and to promote gender equality in the workplace

Although Zambia has made great progress towards providing adequate maternity protection, by the Government's own admission much work remains to be done in deepening and broadening coverage by ensuring that all women, including those in the informal sector, are accorded an opportunity to access improved conditions of work, including access to maternity protection.

Response

Supported with Sida funds and ILO assistance, the Government hosted a "National Tripartite Dialogue on Maternity Protection" (March 2013), opened by First Lady Dr. Christine Kaseba-Sata, a gynaecologist by profession and closely associated with the promotion of workplace gender equality in Zambia.

The ILO engaged the workers organisations and Government in a dialogue to review Statutory

Instrument No. 3 on "*Minimum Wages and Conditions of Employment*" to ILO Convention 189 and Recommendation 201 (domestic work). The purpose was to draw up action points, as well as produce a "*Road Map towards ratification of ILO Convention 183 (maternity protection)*".



“If we have to conquer extreme poverty, reduce maternal and child mortality and morbidity including, malnutrition, promote gender equality and empowerment of women and combat HIV; ratify the ILO Convention 183”

Dr. Christine Kaseba-Sata
First Lady of Zambia

Among the action points was the need for empirical information about working conditions in the domestic sector as well as a study on the overview of maternity protection in Zambia to bring forward opportunities, challenges and recommendations, including innovative funding modalities for extending maternity protection.



In response to this request, the ILO in close cooperation with the Government, Central Statistics Office, workers' and employers' organisations, commissioned studies to determine the *“Magnitude of Domestic Workers in Zambia”* and assess the

Results

The ILO has enabled the social partners to identify roles in advancing the agenda of making decent work a reality for domestic workers. Some of the aspects suggested include leadership development programs for union officials at all levels to improve service delivery to domestic workers; developing partnerships beyond the tripartite structure to include civil society organizations to address domestic workers' rights and maid centres (employment agencies for domestic workers) to engage with the Ministry of Labour to

“Patterns of Employment Arrangements and Working Conditions for Domestic Workers in Zambia”. Findings from these studies indicate that most domestic workers were between the ages of 25 and 34. The majority had completed some form of secondary schooling and many responded that their main motivation for working was to fund further studies. The lion's share of domestic workers interviewed stated that they had concluded a contract with their employer; however, most of these contracts were oral. In terms of remuneration, 85% of those interviewed were paid and the other 15% were not. None of the domestic workers had any form of health insurance. The questionnaires and findings were gender responsive, i.e., disaggregated by sex and included work-life balance, and gender stereotypes within different kinds of domestic work.

Responding to the need for empirical data on maternity protection, the Government of Zambia, with ILO technical and financial support, embarked on a baseline study on maternity protection.

provide information about their services and level of recruitment. More importantly, **the Zambian government has pledged to ratify C189 and amend Statutory Instrument No. 3 to include provisions of ILO Convention 189 and Recommendation 201.** The Sida funds contributed to the work on maternity protection and provided baseline data and situational analysis to inform future policy decisions towards the potential ratification of ILO's Maternity Protection Convention No. 183.

Outcome 18

the Maritime Labour Convention

The Maritime Labour Convention (MLC) was adopted by government, employer and worker representatives at a special maritime session International Labour Conference in February 2006. Some 37 existing maritime labour Conventions and the related Recommendations were consolidated and updated in a single modern and globally applicable ILO Convention. The MLC is at present widely regarded as an innovative international standard in its response to ensuring decent work the world's first genuinely global industry. Widely known as the **seafarers' bill of rights**, it is unique in its effect on both seafarers and quality ship owners.



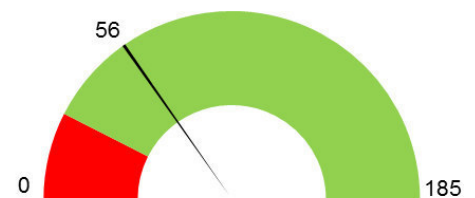
Sida supported the MLC by promoting wide spread ratification to bring the Convention into force by reaching the required 30 ratifications, and secondly by contributing to its effective implementation at the national level. Assistance was provided to over 40 countries from all regions, including for instance, Algeria, Liberia, Seychelles, China, Bangladesh, Chile, Honduras, Algeria, Liberia, Seychelles, China, Bangladesh, Chile, Honduras, St Kitts and Nevis, Qatar, and Kuwait.

A key result reached is the significant increase in ratifications of the MLC. **Early 2014, 56 ILO member States representing more than 80% of the world gross tonnage of ships had ratified the convention.**

The MLC entered into force on 20 August 2013 with its 30th ratification. Importantly, these ratifications were from most regions of the world representing countries with a flag State, port State or a labour supply interest. The result is that the vast majority of the world's seafarers are now covered by the MLC.

Furthermore, inspection of foreign flag ships, when in port, is now included under two key regional Memoranda of Agreement (MOU) on port State control, the Paris MOU and the Tokyo MOU. Other MOUs are expected to follow soon.

Number of member States ratified the MLC



% of world gross tonnage of ship



Zimbabwe

Implementing freedom of association and collective bargaining

Challenge

Questions concerning freedom of association and collective bargaining rights in Zimbabwe have been the subject of discussion by the ILO supervisory bodies for a number of years. In November 2008 the Governing Body of the ILO decided to establish a Commission of Inquiry to examine the observance by the Government of Zimbabwe of the Freedom of Association and Protection of the Right to Organise Convention, 1948 (No. 87) and the Right to Organise and Collective Bargaining Convention, 1949 (No. 98).

The complaints examined by the Commission referred to serious allegations of violations of trade union rights and basic civil liberties by security and law enforcement agencies. Following an in-depth inquiry, the Commission concluded that concrete steps had to be taken in Zimbabwe to provide training on freedom of association and collective bargaining, civil liberties and human rights to key personnel in the country, most notably the police, security forces and other law enforcement agencies. The ILO supervisory bodies, in examining the measures taken by the Government to implement the Commission's recommendations, further requested the Government to elaborate and promulgate clear lines of conduct for the police and security forces.

Response

In line with these recommendations, funding from the previous Sida-ILO Partnership phase was reprogrammed to strengthen labour market governance and social dialogue in Zimbabwe. Workshops were held to share information and sensitize law enforcement agencies to international labour standards, and particularly freedom of association and collective bargaining.

Other ILO assistance contributed to the alignment of labour legislation with relevant international labour standards; reinforcing the role and capacity of the judiciary system and law enforcement agencies; building institutional capacity of the Human Rights Commission in dealing with freedom of association and collective bargaining issues; and improving and strengthening existing social dialogue initiatives and mechanisms, through the Tripartite Negotiating Forum (TNF).

Results

Progress made by Zimbabwe in implementing the recommendations of the Commission of Inquiry has been noted by the ILO supervisory bodies. For instance, principles for legislating social dialogue under the Tripartite Negotiating Forum have been approved by the Government of Zimbabwe.

Sida funding was used to include over 600 participants from the country's ten provinces in sensitization workshops on international labour standards, with a focus on C87 and C98. They were drawn from all arms of the country's law enforcement agencies, comprising police officers up to the rank of Senior Assistant Commissioner, officers from the Central Intelligence Organization (CIO), law officers and prosecutors from the National Prosecution Authority and the Attorney General's Office, as well as labour and legal officers from the Ministry of Public Service, Labour and Social Welfare and trade unions.

MLC (continued)

The programme, funded by Sida, also served to highlight the strategic importance of training to build legal and inspection capacity in developing economy countries to ensure ratification and the effective implementation of the MLC. Therefore, in response to demand by Member States for increased capacity to enforce and comply with the Convention's requirements, the programme continued to provide training courses and workshops at the Maritime Labour Academy (MLA) of the International Training Centre of the ILO, Turin. These were attended by maritime and labour inspectors from 89 participating countries. Since 2009 a total of **769 participants** received training at the MLA. An impact study highlighted **(1)** the importance of these trainings on both the participants and their institutions' performance, and **(2)** the training of trainer system that results in a significant multiplier effect. **11,299 new trainees were trained by the certified trainers at national or organizational level.**

As a result, the effective implementation of the MLC ensures improved working conditions of seafarers in general, because of its underlying objective of establishing a level playing field for ship-owners. Moreover, it includes complaints procedures to help bring relief to seafarers in situations of exploitation. It also ensures a steady improvement in the working and living conditions of seafarers from countries that do not yet have the necessary resources to provide the level of protection that is available in the more advanced countries. However, the ultimate beneficiaries are all workers because the process of implementing the MLC in a number of areas such as minimum age, social security, and occupational safety and health has wider impacts. The promotion of national social dialogue in this sector also contributes to improving social dialogue for all sectors in the country concerned.