

Norway-ILO Partnership

**OUTCOME-BASED PARTNERSHIP COOPERATION
AGREEMENT 2012–15**



International
Labour
Organization



NORWEGIAN MINISTRY
OF FOREIGN AFFAIRS

Results Report 2012–13



PARDEV
Partnerships
and Field
Support
Department

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Annex I Detailed results per Outcome (see separate document)

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.

Norway was one of ILO's 29 Founder member States in 1919. Today, **Norway is a long-standing partner and a generous donor to the ILO's development cooperation programme**, with the first funding agreement established as early as 1972. **The Norway-ILO Partnership Cooperation Agreement 2012-15** is based on shared objectives and principles between Norway 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.

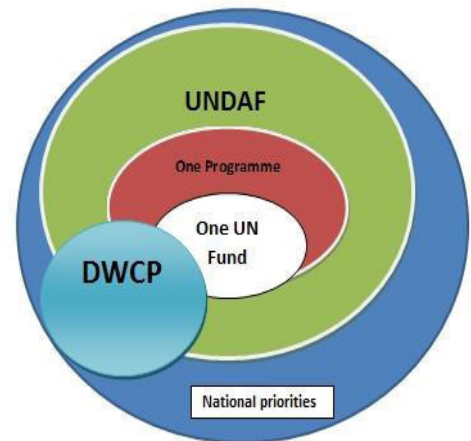
This report provides an overview of Norway's support to the ILO in the biennium 2012-13 and the results achieved by the ILO during this period, to which the Partnership provided a significant contribution. In addition to **detailed technical reporting** provided in Annex 1, section 4 provides **highlights of results per thematic area addressed by the Partnership**.

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).

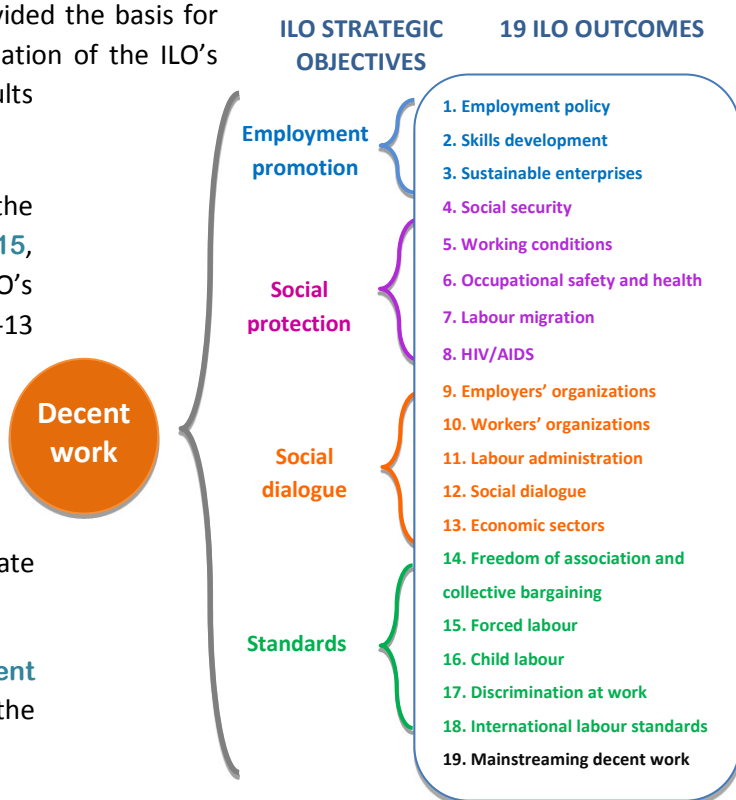


Global level

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

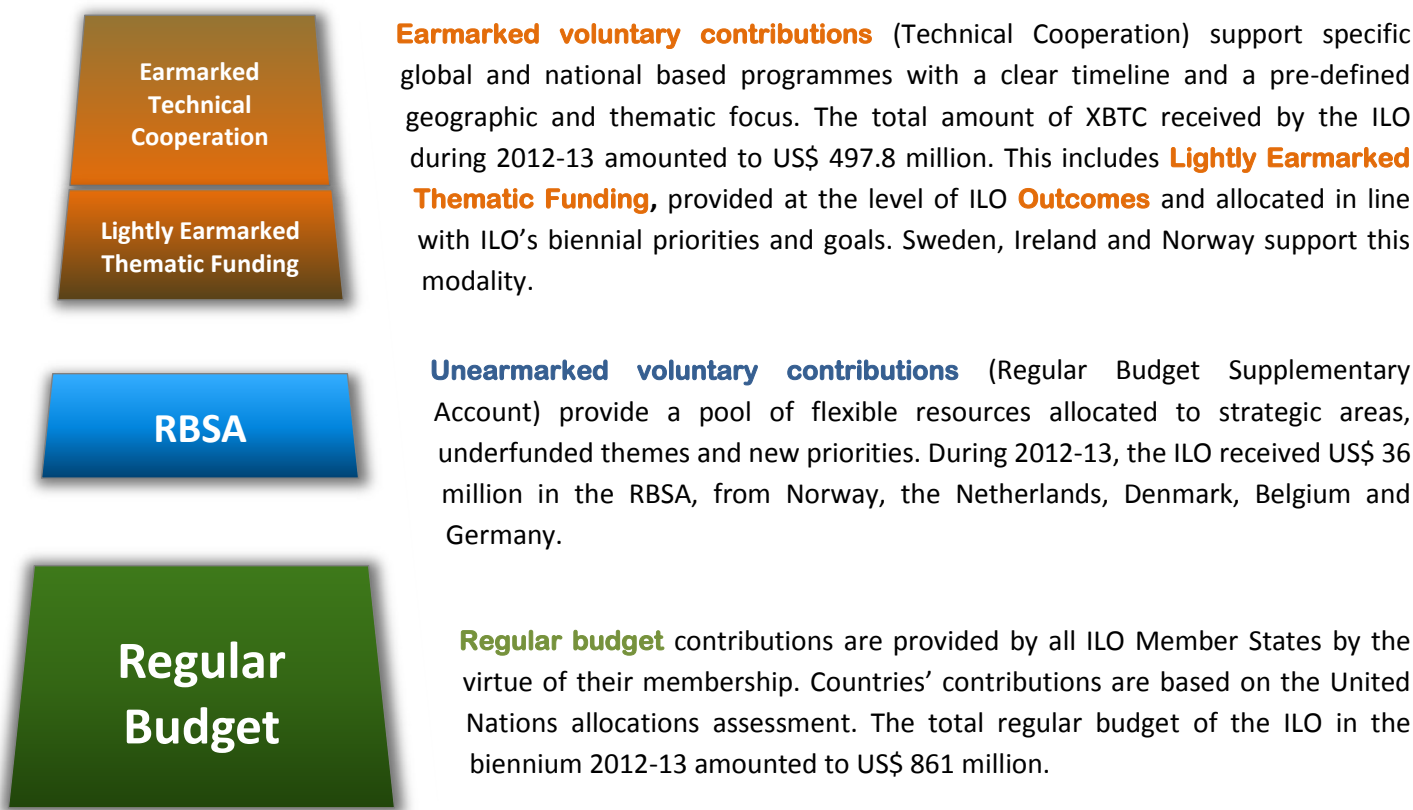
The objectives of the DWCPs go beyond the ILO biennial programming cycles of the ILO's Programme and Budget, and can be revised in order to match the evolving country-level situation and national goals. For the purposes of biennial planning and reporting, individual DWCP outcomes are linked to the global 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 2014¹**. 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, Norway's assessed contribution to the ILO's core budget exceeded US\$ 7.5 million**. In addition, **Norway provided over US\$ 34.6 million in voluntary funding to the ILO's development cooperation programme**, this included over US\$ 24.3 million earmarked resources for thematic programmes within and outside the Partnership, and approximately US\$ 10.3 million in fully un-earmarked voluntary core funding through the ILO Regular Budget Supplementary Account (RBSA). During 2012-13, Norway was the **second largest contributor to the RBSA**, and the **fifth largest 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 Norway-ILO PCA 2012-13

The **Norway-ILO Partnership Cooperation Agreement** sets out the parameters for the use of the Norwegian contribution during each biennium. It is fully based on the principles of aid effectiveness and **supports the broader framework of ILO results** and the priorities flowing from the Decent Work Country Programmes. **During 2012-13, the PCA provided a contribution of nearly US\$ 29 million** through a combination of innovative funding modalities.

Norway-ILO Partnership Cooperation Agreement 2012-13	In NOK	In US\$	Countries covered ³
Regular Budget Supplementary Account (RBSA)	60,000,000	10,335,000	Core contribution to overall ILO programme – country results reported in the biennial Programme Implementation Report 2012-13
Green Jobs Global Product (Outcome 3)	2,000,000	332,950	Brazil, Kenya
HIV/AIDS at the workplace (Outcome 8)	12,000,000	1,997,703	Burundi, Brazil, China, Cote d'Ivoire, Cameroon, Democratic Republic of the Congo, Ghana, Guatemala, Indonesia, Jamaica, Kenya, Sri Lanka, Nigeria, Chad, Thailand, Tajikistan, Ukraine, South Africa, Zambia, Zimbabwe
Employers' Organizations (Outcome 9)	17,200,000	2,881,514	Armenia, Cambodia, Fiji, India, Laos, Nepal, Moldova
Workers' Organizations (Outcome 10)	26,700,000	4,460,456	India, Nepal, Cambodia, Kazakhstan, Swaziland, Kenya, Armenia, Moldova
Labour Administration (Outcome 11)	7,500,000 Euro 300,00	1,640,192	China, Costa Rica, Indonesia, Lebanon, Namibia, South Africa, Ukraine, Viet Nam
Freedom of Association (Outcome 14)	6,000,000	1,014,992	Benin, China, Cote D'Ivoire, Jordan , Niger, Oman, Philippines, South Africa, Sri Lanka, Zimbabwe
Gender Equality Global Product (Outcome 17):			
• Gender Mainstreaming	5,000,000	845,678	Cambodia, Indonesia, Jordan, Nepal, South Africa
• Promotion of Women's Empowerment (BASIC project)	10,000,000	1,664,752	Angola, Brazil , China, India, Mongolia, Mozambique, Nepal, South Africa, Zimbabwe
• Gender Identity and Sexual Orientation (PRIDE project)	2,000,000 US\$ 642,923 ⁴	810,458	Argentina, Hungary, South Africa, Thailand
Policy Coherence and Decent Work (Outcome 19)	2,600,000	439,830	Bulgaria, Dominican Republic, Romania, Zambia
MENA – Regional Component	15,000,000 ⁵	2,478,620	Jordan, Oman, Palestine , Yemen
TOTAL	NOK 166,000,000 Euro 300,000 US\$ 642,923	28,902,145	

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 Reallocated balance from PCA 2010-11.

⁵ Includes an additional NOK 5 million, contributed in late 2013, for work to be undertaken in 2014.

4 Result highlights



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



Green Jobs

Sustainable enterprises – Outcome 3

Challenge

The International Labour Conference adopted in 2007 the Conclusions on the promotion of sustainable enterprises, which addressed the imperatives of sustainable development, fair globalization and the role of enterprises, indicating that the promotion of green jobs and the greening of the economy should be mainstreamed into other ILO activities. The Green Jobs Initiative was set up to promote this ambitious agenda. A key component is gathering knowledge on the greening of enterprises and the promotion of green business options. At the same time, capacity-building addresses the needs of governments, employers and works on the greening of enterprises as well as in identifying entrepreneurship opportunities in green sectors. This approach is based on the ILO's specific added value, i.e. its unique relationship with governments, employers' organizations and trade unions to promote sustainable enterprises and mainstream green jobs.

In 2012-13, Norwegian funding supported Green Jobs Initiatives in **Brazil** and **Kenya**. The country-level activities in were undertaken in addition to work at the global level. The main objective of the latter was to develop practical knowledge and tools for green jobs policies in order to strengthen the capacity of constituents to articulate the decent work implications of national sustainable development strategies. The national-level work in Brazil was directed at achieving substantive changes at policy level through the development and implementation of green jobs and sustainable development policies with a focus on the charcoal industry. In Kenya, by providing youth with entrepreneurial skills, the Green Jobs Initiative aimed at responding to the urgent need of action against youth unemployment in the country.

Response

The Green Jobs Initiative activities in **Brazil** explicitly aimed at changes in labour and environmental policies. A practical initiative was taken in the charcoal industry. In 2012, the Sustainable Coal Working Group was created including representatives from private companies, NGOs, government representatives and the ILO. The working group aims at promoting environmental and social sustainability in the value chain of charcoal production in Brazil and focused on establishing self-regulation mechanisms for companies producing charcoal. Companies were invited to keep commitments with respect to, for instance, greenhouse gas emissions, waste reduction, and water resources.

In **Kenya** the ILO Green Jobs Initiative contributed to the provision of employment alternatives that do not build on saturated markets, but offers access to new emerging green sectors. Two processes were initiated. One focused on the analysis of the labour market and the identification of potential green job creation. This assessment was undertaken in collaboration with the Kenya Institute of Public Research and Analysis (KIPPRA). The second directly aimed at increasing the ability of young women and men to be green entrepreneurs by providing training on green business skills. Notably, Start and Improve Your Business manuals with pro-green themes were developed.

Results

In **Brazil**, the Sustainable Coal Working Group continues its activities and is contributing to the development of a technical standard to be adopted by business, government and financial institutions to regulate environmental and labour practices in the production of charcoal. Companies that have committed to respect the green principles in their activities are subject to independent audits.

In **Kenya**, A first draft of the assessment by KIPPRA has been completed. However, due to the elections and political changes in Kenya, the process had to be interrupted. In order to continue working in the country and provide evidence for the possibility to create decent work opportunities while transitioning to a greener economy, the ILO Green Jobs Initiative has reoriented its approach and put more emphasis

on green entrepreneurship promotion for young women and men since the combination of entrepreneurship and green jobs could be one solution for many of Africa's unemployed youth, while combatting the challenges facing the environment. Through the cooperation of the ILO Green Jobs initiative, the Youth Employment Network and the Africa Commission, the Youth Entrepreneurship Facility (YEF) in Tanzania, Kenya and Uganda aims to foster a culture of entrepreneurship among young people and support them through business skills training and by helping them access external finance and business development services. The ILO believes that the creation of green jobs is key for developing a sustainable future, so helping young people develop green businesses is essential.

Green entrepreneurship for youth employment in Kenya

From slum living to company director

Lorna Rutto grew up in the slums of Kaptembwa, on the outskirts of Nakuru town. Around 140,000 people live there in insanitary conditions, doing what they can to make a living.

"I grew up in a place where there was no waste collection. There was so much plastic waste. The sewage was encroaching into people's homes. The people in the area were desperate. Most of them were not doing very well economically so even when I was still young I would take some of the plastic waste and melt them and make ornaments and small things out of it to sell. I was around 11 or 12 years old" Rutto told.

Sixteen years on – helped by the ILO – Rutto is the owner and director of Eco-Post Recycling, which turns waste plastic into poles and fence posts as an alternative to timber.

"After I graduated, I got a job in a bank but I just kept thinking about where I came from. I was very passionate about trying to make a difference, especially for women and youth. I didn't think working at the bank would help me so I resigned and started a recycling project working with boys who would pick up plastics in the industrial area," she explains.

"Through the ILO I had business advice, training in writing business plans, sales and marketing awareness. They connected us with places where we could access capital and there was also some funding, which was very important."

Since Rutto started the company at the age of 24, **she has created more than 500 jobs, saved over 250 hectares of forest and eliminated over 1 million kilos of waste from the environment.** She has won a number of awards, including a prize in the green category of an ILO-sponsored business plan competition.

Indonesia

Workplace response to HIV/AIDS – Outcome 8

Challenge

In 2012, UNAIDS listed Indonesia as one of nine countries globally where HIV continued to rise and estimated that 610,000 Indonesians are living with HIV. Because of low understanding of the symptoms of the disease and the high social stigma attached to it, only 5-10 per cent of people living with HIV and AIDS (PLHIV) actually get diagnosed and treated. In response, the Indonesian Government is scaling up its interventions nationwide in an attempt to reverse the growing trend by expanding HIV testing, counseling and treatment services

One of the main lessons learnt both from ILO practical actions and research is that PLHIV remain a vulnerable group. They face significant challenges in accessing the existing social protection programmes. These challenges include lack of adequate knowledge about the programmes and complicated procedures of accessing them. In Indonesia, PLHIV often face discrimination in terms of coverage under social protection and health insurance schemes. Their rights require further protection and work should increasingly rely upon partnerships with NGOs who play an instrumental role in reaching PLHIV and facilitating services for them. It is also important to strengthen dialogue and build understanding between healthcare workers and PLHIV.

Response

Norwegian funding has supported a range of activities in Indonesia supporting an integrated approach to address the work place challenges of HIV and AIDS as well as aiming at improving the access of PLHIV to social security. Special attention was placed on the needs of the large number of Indonesian workers working abroad under government sponsored migrant labour schemes.

“I have encountered difficult situations several times in which I have to lie about my HIV and AIDS status on the insurance application. Please, do not discriminate against us. We need you to see us as human. We really want social justice and equality in this country”

Husein Basalamah
Indonesian Network of People Infected with HIV

An example of work concerning migrant workers is the organization of a coordination meeting to follow up on the migrant workers’ utilization of the pre-departure HIV training manual at migrant holding centres in East Java.

Research findings on social protection and HIV were shared at a national validation workshop, including community service organization, in a policy dialogue to promote the integration of previous social protection schemes into one social security provider called BPJS (Badan Penyelenggara Jaminan Sosial). The findings were used to develop a community advocacy strategy that ensures the inclusion of HIV into BPJS 1 (social protection scheme on health). Following the dialogue, a national coalition was established, to advocate for adequate social protection for PLHIV. The ILO organized two national tripartite plus consultations on HIV and social protection to discuss findings from ILO studies and advocate for inclusion of HIV as part of the health insurance package.

The Norwegian funding also supported the launch and implementation of a voluntary counselling and testing (VCT) initiative, launched by the Ministry of Manpower and Transmigration, with more than 1,000 participants from related ministries, participating enterprises, community service organizations, and the press during World AIDS Day 2013 in the two largest national sea ports and in Jakarta, reaching 35,000 women and men workers and 10,000 of them went for the testing. In the framework of the VCT@Work Initiative, ILO has supported a strategy for scaling up VCT at work places in Jakarta, which has been submitted to the Deputy Governor of the capital city.

Results

A number of successful outcomes were supported with Norwegian funding. First, the Ministry of Manpower and Transmigration adopted the revised pre-departure HIV training manual, consistent with the key principles of ILO Recommendation 200, thus integrating HIV into the ministry's standard pre-departure training for migrants.

Second, through bipartite consultation 7 enterprises established HIV and AIDS workplace programmes and policies, and **reached 6,500 workers with HIV prevention training and services referrals.**

Third, the Ministry of Manpower and Transmigration through tripartite consultations on HIV and social protection, drawing on the experience of work place interventions, issued a decree requiring the inclusion of HIV in existing health insurance and social protection schemes, available for workers. In addition, the Ministry of Health also called for private health insurance companies to include HIV in coverage packages.

Finally, Pertamina - the largest mining and energy company in the country - has joined the voluntary counselling and testing initiative. This initiative, funded under the Norway-ILO Partnership, was launched during World AIDS Day 2013. It **reached 35,000 women and men workers.**



Nepal

Strengthening social dialogue – Outcomes 9,10 and 17

Challenge

Nepal is currently going through a peaceful political transformation. The decade-long armed insurgency came to an end in November 2005 following a long period of difficult negotiations. The Constituent Assembly on 28 May 2008 overwhelmingly favored the abolition of the monarchy and the establishment of a federal democratic republic. Unfortunately, the Constituent Assembly could not deliver a new constitution in time and it was dissolved in May 2012. In March 2013, an agreement between the four major political forces to form an interim electoral council of ministers, ended 10 months of political and constitutional crisis. The interim government under the leadership of Chief Justice Khil Raj Regmi, successfully held the election of the second Constituent Assembly on 19 November 2013 to end the political deadlock. The newly elected Constitutional Assembly is supposed to draft a new constitution for the country within 2 years.

Nepal, with a population of nearly 27 million, is currently ranked 157 on the Human Development Index (HDI) and is one of the least developed nations in the world. Hence, Nepal is still a country in transition towards a fully functional federal democratic republic and still fully engaged in the process of drafting a new Constitution and legal framework, including labour legislation.

Some 80 per cent of Nepal's workforce is informal, reflecting the small size of the country's formal economy. Several employers have expressed concern that political instability, the energy crisis and inadequate infrastructure pose a major threat to growth and employment and that the legal framework for hiring and firing is too rigid. On the other hand, trade unions are concerned about the lack of access to decent work for Nepali workers as existing laws are not being implemented in its full spirit. Given this context, industrial relations and social dialogue face serious challenges.

The drafting of the new Constitution and a new labour law provided a window of opportunity for the employers and workers to contribute to the process. For the labour movement in particular, it offered the possibility of working towards the common goal of ensuring workers' rights in national legislation.

Response

Mainly supported by Norwegian funding, the ILO has initiated an integrated programme of support to meet the challenges of the country's social partners and social dialogue institutions with a particular focus on gender mainstreaming. Employers' and workers organizations received ILO assistance from the Bureaux for Employers' Activities (ACT/EMP) and Workers' Activities (ACTRAV) and financial support in

developing a strategic plan for their respective organizations. The ILO support programme included, among others, a training programme for the Federation of Nepalese Chambers of Commerce and Industry (FNCCI) geared toward reaching its strategic objectives on social dialogue, gender equality, establishing a bipartite forum for dialogue, labour standards, and on region-based activities.



Under the ILO support programme, the General Federation of Nepalese Trade Unions (GEFONT) conducted a participatory gender audit leading to a revision of their gender equality policy, including policies on sexual harassment and gender-based violence. ILO support was also provided to the All Nepal Federation of Trade Unions (ANTUF), affiliated with the Maoist political party, in reorganizing its women's department into a national Women Committee and in developing a five year (2013-17) strategic plan of action to promote gender equality.

Results

A major achievement of the ILO support over the last years has been to assist in bringing the different trade unions into a joint effort for effective social dialogue with the employers' organizations and the Government. The three major trade unions, i.e., NTUC, GEFONT and ANTUF worked jointly in activities under the ILO support programme. In addressing workers' rights, social dialogue mechanisms, trade union education and informal economy, the work allowed these trade unions with different political backgrounds to come together. The fact that the trade union movement was speaking with one voice has been important for the democratic process in Nepal. The inclusion of ANTUF, the Maoist trade union, in the ILO support programme and the forming of a common trade union platform can be considered as important achievement in this regard. The joint trade union platform created led the campaign for inclusion of workers' rights in the new laws of the country and was pivotal for trade unions to obtain crucial political influence in the policy process through a common voice.

Furthermore, the Strategic Plan for the trade unions was formulated and adopted by the three major trade unions, i.e., NTUC, GEFONT and ANTUF. The plan covers social security, informal economy, international labour standards and trade union rights, migrants, and gender equality.

The Nepal Trade Union Congress (NTUC) equally conducted training for their members to sensitize gender equality and promote gender mainstreaming.

In parallel, ACT/EMP and ACTRAV organized for the FNCCI and the trade union organizations, a capacity development and training programme to improve their capability to contribute constructively to the drafting of Nepal's development agenda, including the drafting of the country's Decent Work Country Programme 2013-17.

Likewise, the FNCCI developed its Strategic Plan for the period 2012-15. The plan identifies the organisational vision, mission and strategic objectives and was adopted by the FNCCI management board. In line with the Strategic Plan, the FNCCI established a gender committee and developed a gender policy and guidelines for companies on gender equality. With ILO support, the FNCCI has also been successful in setting up and ensuring the smooth running of a Training Unit for its members, which aims to become fully self-financing through tuition fees. The training programmes have focussed on workplace issues and enhancing industrial relations.

For the first time, the new Labour Law of Nepal, currently in the final stages of elaboration, will extend its coverage to the informal economy. Similarly, the new National Employment Policy being finalized by the Ministry of Labour and Employment will also encompass the informal sector. The contribution of ACTRAV and ACT/EMP has been instrumental in the underpinning process of social dialogue, particularly for developing capacity of the most representative organizations of workers (ANTUF, GEFONT and NTUC) and employers (FNCCI).

With respect to the informal economy, the ILO support programme successfully assisted the trade union movement in the formation of unions and organizing workers in informal economy. The unions of domestic workers, home-based workers, street vendors, barbers and beauticians were formed and are being expanded gradually in Nepal.

China

Improving labour inspection – Outcome 11

Challenge

With well over 750 million employed, China is facing increasingly problems in ensuring that the legal provisions protecting workers on the job are implemented. This has become even more the case in view of recent improvements in the legal framework concerning labour and social security. In other words, law enforcement has become a key issue in this area. To deal with this issue, China has established nearly 3,300 labour inspectorates staffed by a total of 25,000 labour inspectors covering the whole country. Labour

inspectors have been playing an increasingly important role in ensuring that employers comply with the law and in protecting workers' legitimate labour and social security rights. In this respect, China is not surprisingly, like most other developing countries, facing tremendous challenges to increase the capability of the country's labour inspectors and the labour inspection institutions.

Response

ILO efforts commenced with a joint ILO-China strategic assessment on labour administration and labour inspection. This assessment was followed by a consultation with the Ministry of Human Resources and Social Security (MOHRSS), the All-China Federation of Trade Unions (ACFTU) and the China Enterprise Confederation (CEC) on a plan of action focusing on policy improvement and capacity building while strengthening a partnership of labour inspection. With Norwegian funding, the Ministry of Human Resources and Social Security developed and issued two key policy documents to strengthen capacity building of labour inspectorates and labour inspectors. To assist with implementing these policies, the ILO aims at providing training for 10 labour inspectors' trainers for each of China's 31 provinces. In September 2012, the ILO organized the third training of trainers (TOT) course in Nanjing, Jiangsu Province, China, with participation of 60 labour inspectors' trainers. To supplement the ILO training modules on labour inspection, the ILO helped develop 20 case studies covering various aspects of the labour law. The national resource persons who were trained by the project in ITC-ILO in Turin participated in the training activities. In the context of South-South

cooperation, a deputy Director-General of the Brazilian National Labour Inspectorate was invited to the TOT to introduce labour inspection good practices in Brazil.

More importantly, the ILO-ITC successfully organized two international TOTs in Turin, for Chinese labour and occupational safety and health inspectors. Senior labour inspectors from four European countries, including Norway, shared their good practices and inspection experiences. A study tour organized in connection with the courses exposed the participants to the latest development and good labour inspection practices in Italy.

In view of enhancing a national partnership of labour inspection, ILO proposed that the Ministry of Human Resources and Social Security establishes a Committee of Labour Inspection affiliated with China Labour Association. To support the work of this new body, the ILO supported a seminar on labour inspection development strategies with technical assistance from the Committee of Labour Inspection on the occasion of the 20th anniversary of the Chinese labour inspection system in Beijing in September 2013.

Results

A number of tangible results should be noted. In the first place, China developed its Five-Year Plan (2011-15) for the development of labour and social security inspection. Two important policy documents in relation to capacity building of labour inspectors and labour inspectorates were issued: (1) The circular of the Department of General Affairs, Ministry of Human Resources and Social Security on further strengthening the Training of Labour and Social Security Inspection, and (2) the circular of the Ministry of Human Resources and Social Security on further Strengthening the Code of Integrity of Labour and Social Security Inspectorates.

Importantly, data collection and analysis is now supported by a computerised management information system through the Twin Networks Management, which is composed by the network of grid-based management of labour inspection human resources and the network of labour inspection information resources. The two networks complement and mutually support each other and cover both urban and rural areas in China. The system maintains a database allowing for systematic assessment of the labour inspection services. Hence, it enables a better prioritization of labour inspection objectives at national level and a more efficient planning of labour inspection work at operational level. It also provides the relevant data on enterprises such as on sanctions imposed and notices issued, on occupational accidents and diseases, and number of workplaces and status of law compliance, etc.

The ILO trained a total of 266 trainers of labour inspectors, i.e. training of trainers (TOT). The goal of the TOT programme was aimed at the standardization of labour inspection institutions, the professionalizing the role of labour inspectors and strengthening of law enforcement.

In addition, efforts funded by the Norway-ILO Partnership were undertaken taking gender mainstreaming into account in as many activities as possible. Gender specialists from the ILO and China were involved in the development of the TOT materials. Participation of women was encouraged in seminars, workshops and TOT events. Likewise, the project activities involved to the extent possible employers' and workers organizations to enhance their awareness and knowledge on labour inspection. Representatives of social partners have been invited to participate in the work of the Labour Inspection Committee and labour law supervisors have been selected from workers' and employers' organizations to work with labour inspectors to monitor workplace compliance.



Jordan

Promoting freedom of association and collective bargaining Outcome 14

Challenge

Social justice, decent jobs and respect for fundamental rights were at the heart of the popular uprisings in a number of Arab countries in recent years. Inspired by events in Tunisia and Egypt, Jordan witnessed an unprecedented number of strikes and protests in 2011. At the forefront of demands are higher salaries, freedom of association and jobs. However, these demands are not easily met in a country with a large proportion of the 6.5 million population is made up of well-educated, young people, whereas the main labour market demands are for unskilled or low-skilled work, often filled by migrant workers. The Government responded to the current wave of discontent by accelerating the pace of the reform process, including constitutional, legislative and socio-economic policy reform. Milestones include the establishment of the Economic and Social Council in 2009 to facilitate dialogue on economic and social policies and the National Tripartite Labour Committee in 2010. The National Employment Strategy was officially endorsed in May 2011, placing decent work for Jordanians at the forefront of development priorities.

Since then, Jordan has made some tangible achievements towards increased social dialogue. The existing Economic and Social Council and the National Tripartite Labour Committee were given the mandate to facilitate social dialogue. These platforms, however, suffer from a lack of capacity to engage in sound industrial relations. This means that they have not been able to engage effectively in collective bargaining, resulting in few collective agreements.

The Decent Work Country Programme for Jordan 2012-15 therefore includes collective bargaining, and capacity development of the social partners and social dialogue platforms as a key component. A special area of concern is the export processing zones in the country, named Qualified Industrial Zones (QIZs). These zones have witnessed an increasing number of migrant workers' protests and mass because of violations of labour rights, wages and working conditions of migrant workers, especially in the garment sector.

Twenty-four year old Bangladeshi Noor Jihan moved to Jordan a year ago to work at a garment factory in one of Jordan's Qualified Industrial Zones.



Response

Norwegian funding was instrumental in the ILO's support of Jordan's efforts to promote freedom of association and collective bargaining at the policy level as well as at the practical level in the garment industry in the QIZs. At the policy level, the ILO conducted diagnostic mission on full freedom of association and collective bargaining in the QIZs. Further work was undertaken with the country's constituents in developing a draft policy on how to promote collective bargaining.

At the practical level, activities to address the decent work deficits in the garment sector were in partnership with the ILO/IFC Better Work Programme, www.betterwork.org. In their effort to improve the lives of workers in the QIZs, many of them migrants, Better Work Jordan and the programme funded by Norwegian Government cooperated with the General Trade Union of Workers in Textile Garment and Clothing Industries and the Jordan Garments, Accessories, & Textiles Exporters' Association (JGATE).

Results

The national policy on the promotion of collective bargaining, developed in close consultation with the constituents, was used in discussions with the government to promote labour law reform to comply with freedom of association and collective bargaining rights. In consultation with the sector's social partners, draft working procedures for the Economic and Social Council were developed to respond to capacity needs.

Such success at the national policy level was paralleled by the remarkable work undertaken at the practical level. Workers and employers of the ready-made garment sector in Jordan are now looking forward to a better future after they signed [the first sectoral collective bargaining agreement in the Arab region](#) in May 2013. This is the result of a long process of working towards enhancing social dialogue in the sector, supported by the ILO, and Better Work Jordan with, among others, Norwegian funding. This agreement is considered to be one of the more comprehensive of its type in the garment sector anywhere in the world. Some [40,000 workers, migrants and Jordanian, are covered by this new contract](#).



For workers, it will regulate working hours and wages, grant trade union access to factories, and ensure that all workers are treated equally. For the factory owners, it will mean a more stable workforce, which in turn means more scope for expanding their production, and possibly their factories.

India

Acting against sexual harassment at the workplace

Outcome 17

Challenge

In December 2012, a 23 year-old woman died after having been gang-raped on a bus in New Delhi. Sexual harassment and violence against women has been a persuasive problem in India for a long time. However, different in this case was the unprecedented media coverage, not only in India at large but also throughout the world. In fact, rape in India has been described by Radha Kumar, an Indian specialist on ethnic conflicts and peace processes, as one of India's most common crimes against women and by the UN's human-rights chief as a “*national problem*”. Sexual harassment of women at the workplace is a considerable component of this problem and a significant part of gender-based discrimination in the country.

Response

In 2012-13, the ILO work in India included interventions to enhance capacities of the constituents to develop and implement policy, legal and other measures to eliminate gender-based discrimination at work. As part of the activities, the Office worked closely with the inter-ministerial tripartite Gender Task Force Committee. This committee, constituted by the Ministry of Labour with ILO technical and financial support in 2010, resolved in March 2012 to prioritize the promotion of equal pay and combatting sexual harassment and violence against women in the workplace in its work plan. In line with this priority set by the Gender Task Force, the project included an important component on ways and means by which the tripartite constituents could help to overcome gender-based violence at the workplace. The ILO activities comprised, among others, the formulation of step-by-step Guidelines on preventing and addressing sexual harassment at the workplace for Labour Commissioners of the Ministry of Labour and Internal Complaints Committees in various private enterprises. These guidelines were based on new legislation, *The Sexual Harassment against Women at Workplace - Prevention, Prohibition and Redressal – Act*, passed by parliament in 2013.

“When a woman can walk fearlessly on the streets at midnight, India would have achieved freedom”

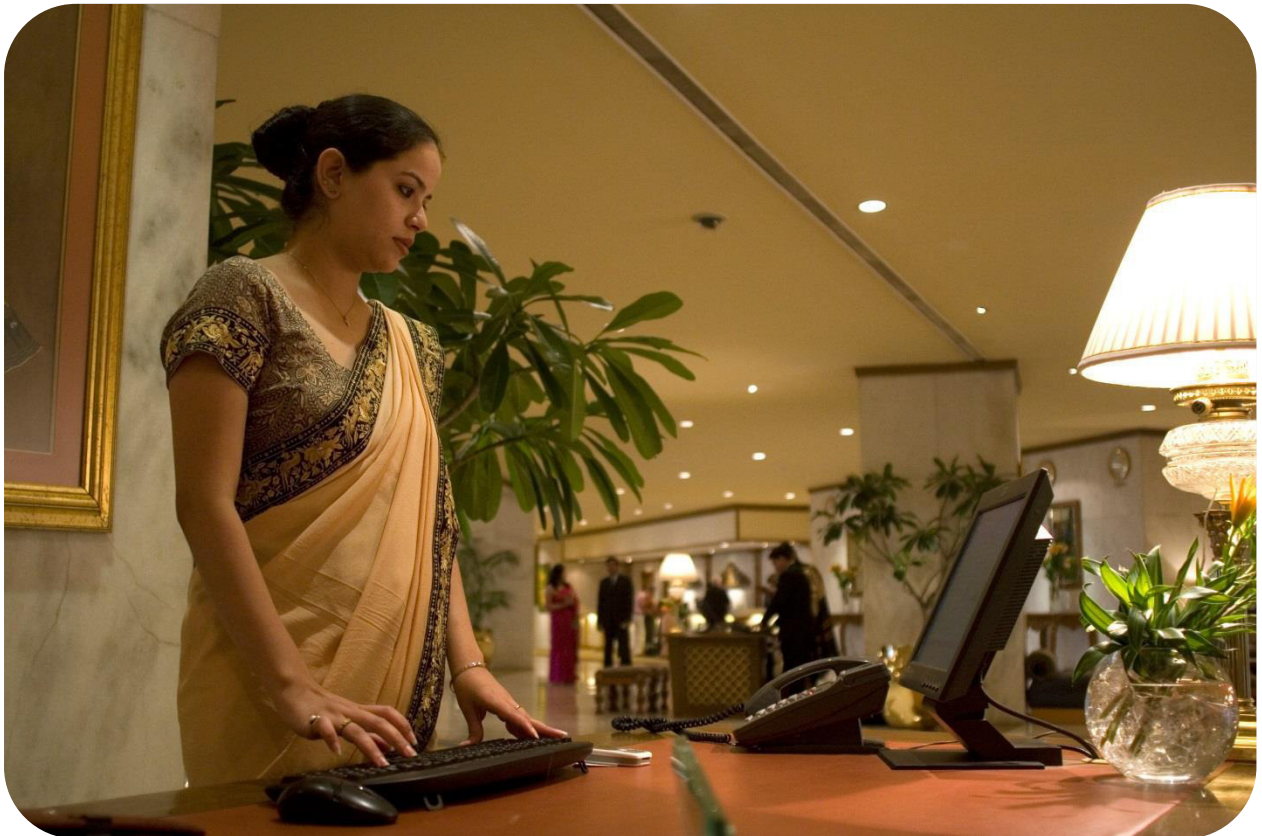
Mahatma Gandhi

The significant fact is that with this Act, India now has legislation in place that both prohibits sexual harassment and provides the basis upon which practical campaigns to eradicate it can be built, potentially reaching hundreds of millions of women. Various ILO training courses were subsequently organized for government officials and workers' and employers organizations in many regions of the country. In addition, a joint ILO-trade union campaign against sexual harassment at the work place was launched in 8 states, Gujarat, Haryana, Kerala, Madhya Pradesh, Rajasthan, Tamil Nadu, Uttar Pradesh and West Bengal. These and other activities were financed with Norwegian funding, complemented by different funding sources.

Results

The passing of the Sexual Harassment against Women at Workplace - Prevention, Prohibition and Redressal - §6Act, 2013 by the Indian parliament represents a major positive change in combatting violence against women at work. It provided much needed legal provisions for effective action, including for the ILO and the tripartite constituents. In a relatively short period, a considerable number of training and advocacy events were successfully organized. The contents of the materials were based on the new law as well as on consultations with the Inter-Ministerial tripartite Gender Task Force Committee in defining what the ILO's priorities in promoting gender equality ought to be. Given the tripartite composition of the Task Force the constitutions were fully involved in the decision-making and the implementation of the training and advocacy activities.

A solid start was made with the advocacy and training agenda. Results of these are, for example, 370 organized workers, nearly 15,000 informal workers, and well over 1,000 trade union activists and students were given information in an advocacy campaign on available legal measures to prevent and address work place sexual harassment. Also, some 200 Labour Department officials from Kolkata and Port Blair were trained on the contents and the operational aspects of the new Act and that nearly 60 labour inspectors of the Maharashtra Labour Department were trained on basic gender concepts and on understanding sexual harassment. Last but not least, more than 7 employers from various enterprises were trained on how to constitute an Internal Complaints Committees (ICC) at their respective enterprises to comply with the newly enacted legislation.



PRIDE

Researching discrimination against LGBT workers

Outcome 17

Challenge

Lesbian, Gay, Bisexual and Transgender (LGBT) workers often face discrimination in the labour market because of their sexual orientation or gender identity. This can happen in terms of access to employment, dismissal, access to training opportunities and promotions because of sexual orientation or gender identity. Moreover, there is increasing evidence of a pay gap between LGBT and non-LGBT workers. LGBT workers who have same-sex partners rarely enjoy the same benefits as married couples because in most countries these partnerships are not legally recognized. LGBT workers often lack the right to include partners in company health insurance plans, medical leave guarantees and other employment

benefits. These workers are seldom represented in government structures, employers' organizations and trade unions, and their particular interests are rarely the subject of social dialogue or reflected in collective bargaining agreements. Consequently, when LGBT workers encounter harassment and bullying, the avenues for workplace dispute resolution may be limited. The above-mentioned workplace issues are well known and documented in Western Europe and North America, there is however little data on LGBT workplace issues from other parts of the world. Discrimination against LGBT persons has, until recently, not been specifically addressed by the ILO or the UN system.

Response

To start addressing this knowledge-gap the ILO decided to set up the PRIDE project with funding under the Norway-ILO Partnership. The project seeks to identify the multiple types of discrimination facing LGBT persons in the workplace and to disseminate the findings of the research undertaken. The research has involved the participation of governments, workers' and employers' organizations. Pilot research was undertaken in Argentina, South Africa, Hungary and Thailand, and, at the time of writing, a new phase of research is being undertaken in Honduras, Indonesia and Montenegro. The project seeks to identify discrimination faced by LGBT women and men and how it can be addressed with the ILO's Decent Work Agenda by looking at shortcomings in legal provisions and their application, identifying "*good practice*" workplaces and employment arrangements, assessing whether social security instruments such as medical care, pension entitlements and other benefits are available to LGBT workers on the same terms as to other workers, gauging the extent of constituents' knowledge and capacity to raise LGBT issues in tripartite social dialogue institutions and collective bargaining processes; and considering the particular challenges faced by LGBT workers in relation to HIV and AIDS.

As the first project on the sexual orientation and gender identity in the ILO, several strategies for communicating the importance of including the topic on the ILO's agenda were put into action. An article introducing the topic was published in the internal ILO Staff Union magazine end-2012. On the International Day Against Homophobia and Transphobia (May 17th) both in 2012 and 2013, the ILO Director- General condemned discrimination against LGBT workers and referred to the PRIDE project. The ILO Gender Bureau liaised with the ILO Staff Union and with the Human Resources Department to undertake an internal tolerance survey which was disseminated to all 3,500 ILO staff in Headquarters and field offices in November 2012. The results of the above-described country level research along with the survey results were presented in a *"For Information"* paper to the October 2013 session of the ILO Governing Body (GB), **the first time the issue of sexual orientation and gender identity had been put before the GB.**

Results

While national contexts differ, there are nonetheless some common themes emerging from preliminary the research findings in Argentina, Hungary, South Africa and Thailand, namely:

- Discrimination and harassment are commonplace for LGBT workers. Discrimination often begins in education, subsequently hampering future employment prospects.
- Legislation protecting the rights of LGBT workers is often absent. When laws do exist, they are often poorly applied.
- Discrimination, harassment and exclusion from the labour market often happen on the basis of non-conformity with preconceived notions on how women and men are expected to behave.
- The majority of LGBT workers choose to conceal their sexual orientation in the workplace, which causes stress and can have negative consequences for productivity and career progression.
- Transgender workers appear to experience the most severe forms of workplace discrimination, including the inability to obtain identity documents reflecting new sex and name, reluctance of employers to accept their new sex, and increased vulnerability to bullying and harassment by their colleagues. In many cases, transgender workers are completely excluded from formal employment, and are highly vulnerable to HIV infection

The ILO Tolerance Survey brought forward two key findings display a paradox: the results clearly present a tolerant attitude among the vast majority of respondents, alongside fear of being open at work on the part of LGBT respondents. While submitted to the ILO Governing Body, the Survey did not elicit any reaction from the GB. In terms of the evolution of the ILO's work on LGBT workers' rights, the fact that the paper was put before the Governing Body is significant positive outcome in itself.

Integrating decent work

Zambia, Dominican Republic, Bulgaria and Romania

Outcome 19

Challenge

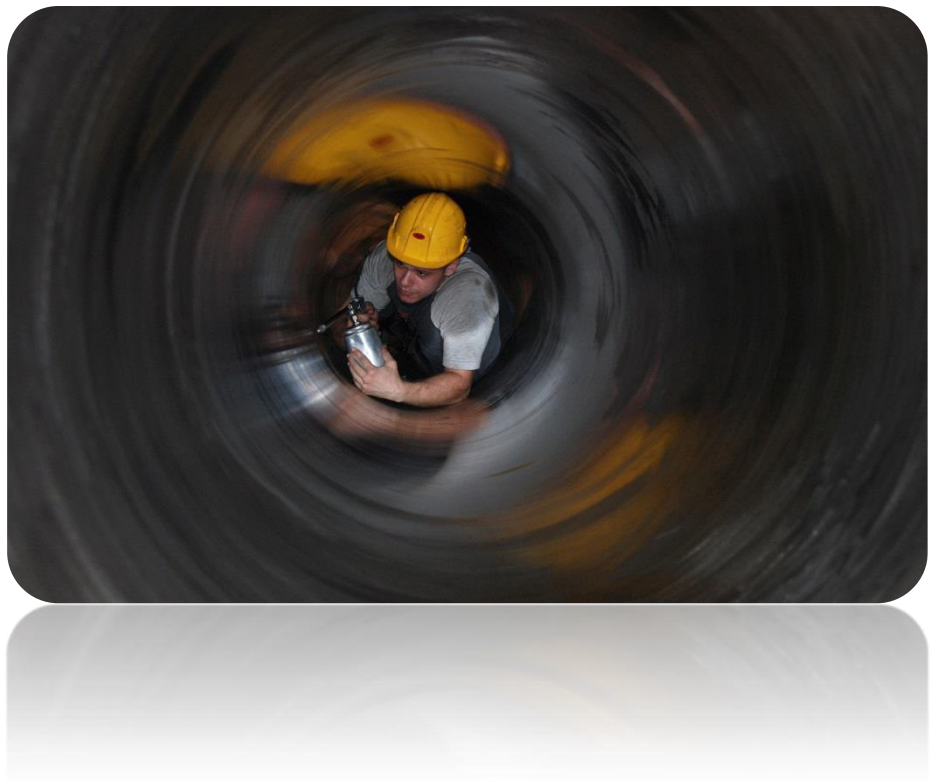
A key challenge for the ILO to achieve is fully integrating the Decent Work Agenda in development strategies and policies at the international and at country level. This requires policy coherence and active partnerships at all levels, including work with other international and regional organizations with mandates in related fields, in order to promote the Decent Work Agenda.

Response

ILO work under Outcome 19 focussed on advocating for the integration of employment and decent work into sustainable crisis recovery policies on the international and national levels, building on positive post-crisis engagement with multilateral and regional bodies, including the G20, and earlier work on inequality and fair globalization. Priority was given to improving knowledge about the relationship between macroeconomic performance and labour market outcomes as the foundation for timely policy advice.

To foster collaboration with UN and other agencies, especially those with mandates related to the Decent Work Agenda, such as the UNDP, the IMF and the World Bank a number of joint activities was undertaken with these institutions. This included, for instance, the development of joint programmes and training materials at the country level through UN Country Teams and joint research, for instance with the IMF on the Social Protection Floor and employment-led growth.

As the follow-up of the September 2011 ILO/IMF Conference in Oslo, the Norway-ILO Partnership supported the continued joint policy work and conferences with the IMF in four countries (Dominican Republic, Zambia, Bulgaria, and Romania).



Results

The policy dialogue between the ILO and the IMF at the global level and at the country-level contributed to a better understanding between the two organizations. One result is the acknowledgement by the IMF that staff should effectively cooperate with the ILO on a number of structural issues related to labour market reforms, tripartite labour relations and social protection schemes. This was stated in the IMF's *"Guidance note on jobs and growth issues in surveillance and program work"* issued in November 2013. The paper also suggests early consultations with trade unions on possible Fund-supported programs as well as regular meetings as part of IMF Article IV consultations in various countries. This is likely to open up significant opportunities for greater interaction and collaboration between the Fund, the ILO and its tripartite constituents.

As far as the UN is concerned, the Ministerial Declaration at the July 2012 ECOSOC High-Level Segment acknowledged the leading role of the ILO in promoting productive capacity, employment and decent work. It spelt out core elements of policy packages for sustainable, inclusive and equitable economic growth. The Declaration also called for greater national and international policy coherence

and stressed the importance of keeping full and productive employment and decent work as a key cross-cutting theme within the UN, suggesting it should be a main item in the post-2015 discussion.

The ILO joined UNDP in organizing the first global thematic consultation on the topic of *"Growth, Structural Transformation and Employment"* in Tokyo (May 2012) and acted as a co-leader of the Post-2015 Thematic Cluster on Growth and Employment, under the guidance of an Advisory Group comprising representatives of other international organizations, trade unions, employers' organizations and major NGOs. A main outcome was the preparation of a report on *"Growth and employment in the Post-2015 agenda: Messages from a global consultation"* launched by the ILO Director-General in New York (September 2013).

For both streams of work - IMF and UN – Norwegian funding has been critical in providing resources to prepare high-quality analytical and research inputs; strengthening ILO capacity for wider advocacy and outreach via video, electronic forums and other web tools; building capacity of representatives of employers and trade unions and supporting their meaningful participation.



In the ILO-IMF target countries, the experience was mixed. In the successful cases, [Zambia](#) and [Dominican Republic](#), among the outcomes were a new habit of open and frank exchanges between ILO and IMF staff operating in the country and an unprecedented practice of regular meetings between IMF country missions and trade unions.

MENA

Middle East and North Africa

Challenge

Social Justice, decent jobs and respect for fundamental rights were at the heart of the popular uprisings in the Arab region. These events have made it clear that even though countries rank among the top Millennium Development Goal performers for progress in health and education, they nevertheless suffer from distressed labour markets leading to social and political unrest. Among these labour market challenges are youth unemployment, a low participation and unequal treatment of women, and employers' organizations lacking capacity.

Youth unemployment rates in the region remain among the highest in the world where young Arab females and educated youth are particularly affected. Although Arab economies have, by and large, been growing, this growth has not created enough jobs to accommodate new labour market entrants. More often than not, the jobs created are low quality jobs that are being avoided by educated youth and filled by migrant workers. Furthermore, in the Arab region, women have the lowest rates of labour force participation in the world and employment patterns exhibit considerable gender segregation. Not respecting the principle of equal pay for equal work is of particular concern.

Response

ILO assistance in the Middle East and Arab region was increased to respond to these developments. The ILO approach in the region supported skills development for young people, including the development of national action plans on youth employment as overarching policy frameworks. Activities for strengthening of employers' organizations, including

“The problem of pay discrimination is a social problem where society does not see women’s contribution to the labour market to be on the same level or importance as that of men”

Asma Khader

**Secretary General, Jordanian
National Commission for
Women**

Equally, employers' organizations across the region often lack the necessary understanding of the role independent and representative employers' organizations should play vis-à-vis policy makers and other stakeholders such as trade unions. Their governance and internal structures are usually not equipped to carry out the core functions of an effective employers' organization. Additionally, they often lack the capacity to effectively assess the environment for enterprise growth. As a consequence dialogue between representative private sector organizations, the government and other stakeholders often lacks substance, can be confrontational and falters in finding constructive solutions.

the development of entrepreneurship programmes, were undertaken at the regional level as well as in Jordan, Oman and Palestine. At the same time a project was undertaken in Jordan to improve women's working conditions, and in Yemen, the only LDC country in the region, skills development and youth employment were the focus of ILO action.



Jordan has one of the lowest labour market participation rates in the Arab region, estimated at 40 per cent overall (66 per cent among men and only 14 per cent among women). Even though some 23 per cent of the active population of Jordan are women, they are poorly represented in the public and political life of the country. The need for closing the gender pay gap has been identified as a priority in the Jordanian National Employment Strategy as well as the National Women Strategy (2011-15). Norwegian funding was pivotal in promoting the right of pay equity and raise awareness on the value of women's work. It notably contributed to launch the "Pay Equity" initiative in 2013, lobbying and sensitizing constituents, authorities and the general public. Through the establishment of the National Committee for Pay Equity (NCPE) tasked to advance women's employment was significant in this context. The NCPE

became operational through the establishment of three technical subcommittees; the legal and policy subcommittee, the research and statistics subcommittee; and the media and awareness raising awareness subcommittee.

As part of its re-engagement in **Yemen** to support the National Transitional Program for Stabilization and Development (TPSD), the ILO supported the development and drafting of the National Youth Employment Action Plan through a series of technical advisory services. The plan includes a set of policies, programmes, activities and interventions geared towards sustainable youth employment. ILO interventions aim to support the capacity of skills training providers and business development service providers to improve the employability and the entrepreneurship capacity of both young women and men.

The **employers' activities** consisted out of two main components. First, provide participating Chambers of Commerce with a clear understanding of their basic roles and responsibilities in an emerging and new context through a “*Chamber Literacy*” programme outlining their basic roles and expectations, aimed at equipping them with the capacity to engage in effective policy and social dialogue. Second, assist

them with the ability to develop proactive national policy agendas to create employment through entrepreneurship programmes. A series of national Enabling Environment for Sustainable Enterprises reports (ESEE) studies were commissioned. These assess and analyze the key current constraints on enterprise and employment growth. Subsequently, the ESEE studies formed the basis for capacity building efforts, both nationally and regionally, for Chambers of Commerce.

Results

The Norwegian funding was critical to support the ILO re-engagement in **Yemen** following the 2011 crisis and enabled the launch of an ILO youth employment programme, which was complemented by RBSA resources. It resulted in a stronger engagement in policy dialogue with the government, donors and UN agencies and allowed the ILO to play an instrumental role in the development of the National Youth Employment Action Plan which was adopted by the Council of Ministers and presented at the Friends of Yemen conference on the margins of the UN General Assembly in September 2013.

In **Jordan**, the ILO has booked success on working with the Ministry of Labour on the issue of pay equity. As a result, the National Steering Committee on Pay Equity includes representatives from government, trade unions, professional associations, employers, civil society groups, women's research centers and the media. The aim is to promote the principle of equal pay for work of equal value and to take the lead in developing and implementing an action plan for pay equity.

With respect to **employers' organizations**, the capacity of Chambers of Commerce has been strengthened to engage in policy discussions based on identified priority issues, aiming at promoting consensus building and democratic involvement among the main stakeholders in the world of work. Strengthening their capacity to develop entrepreneurship, in dialogue with other national actors, was also reached. Positive results in working with the Chambers have been obtained in Jordan, Oman, Palestine, and Yemen.

Closing the Gender Pay Gap Symposium, under the patronage of Her Royal Highness Princess Basma Bint Talal (May 2013)

