

Sweden-ILO Partnership Programme

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



International
Labour
Organization



Sida

Annex I to the Results Report 2012–13

Detailed results per Outcome

PARDEV
Partnerships
and Field
Support
Department

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**This document provides detailed result reports per Outcome
supported by the Sida-ILO
Partnership Programme 2012-13**

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

During 2012-13, Sida funding contributed directly to **4 out of 12 member States** for which the ILO reported biennial results under **Indicator 1.1**: Number of member States that, with ILO support, integrate national, sectoral or local employment policies and programmes in their development frameworks. Beyond 2013, results are expected for **7 member States** where the ILO worked with Sida funding.

1. Outcome strategy

The Office strategy for providing timely and customized responses to the large number of requests for employment policies and programmes across countries at different levels of development entails a twin focus on:

- short-term measures that prioritize the needs of the most vulnerable population groups and speed up labour market recovery; and
- structural policies placing employment and decent work at the centre of economic policies.

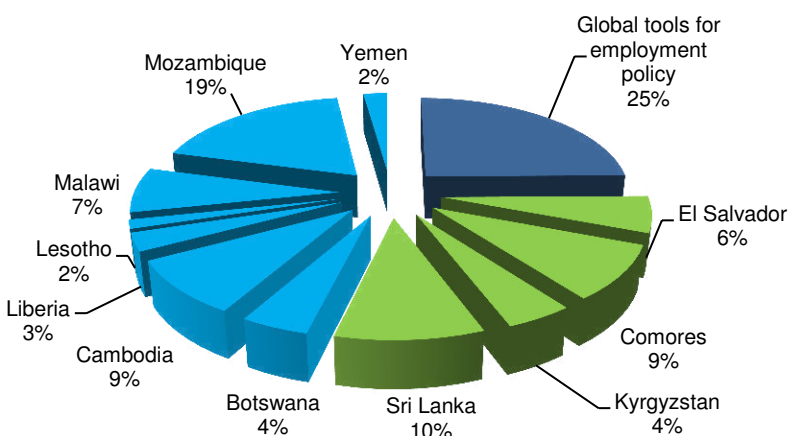
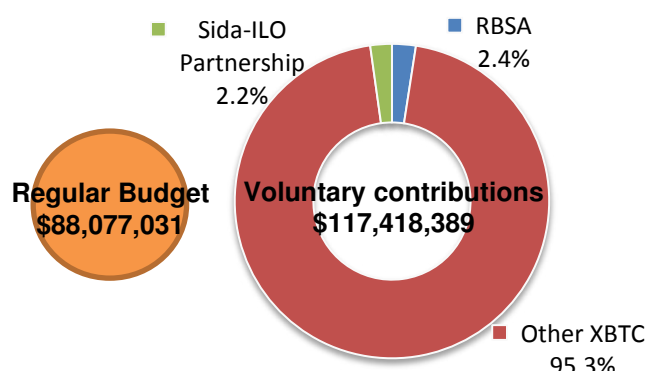
This strategy is conducted at country level through:

- research and knowledge development
- advocacy
- policy dialogue and
- capacity building of governments and social partners.

2. Sida's contribution to Outcome 1

In 2012-13, the ILO spent a total of **US\$ 205,495,420** in support of Outcome 1. Of this amount, US\$ 88,077,031 was provided through the Regular Budget (RB), US\$ 2,870,245 through the fully unear-marked Regular Budget Supplementary Account (RBSA) and US\$ 114,548,144 through earmarked Extra-Budgetary Technical Cooperation (XBTC)¹. Sida's contribution of **US\$ 3,179,548** is recorded under XBTC and amounts to 2.2% of ILO expenditure (voluntary contributions) on Outcome 1.

ILO expenditure under Outcome 1, 2012-13



These resources were utilised by the ILO to support **global tools for employment policy and 11 Country Programme Outcomes (CPOs)**.

The global product allows through research and knowledge-sharing for systematic review and consolidation of global tools and methods in support to country-level advice in employment policy making.

Indicative

¹ Source : [Programme Implementation Report 2012-13](#), p.17

The list of countries supported has been determined after consultation with ILO regional and country offices and is based on constituents' priorities, demands and commitments. The Office has also given priority to the allocation of funding of already selected target countries and strong pipeline countries under Outcome 1. In accordance with Sida's criteria, least developed countries were given priority. Sida's contribution was significant for all the countries covered, providing flexible resources to respond to country needs and commitments.

Synergies were realized with the previous phase funded by Sida and other ILO sources of funding and other organizations and development partners. For instance, in **Cambodia**, the intervention was built on past work under the EU-funded ILO project on "*Improving social protection and promoting employment*". In addition, the policy development process has forged a closer partnership with the Asian Development Bank. In **Mozambique**, Sida funds combined with resources from the UN Common Fund were the basis for broadening the ILO intervention on employment policies. In addition, under the umbrella of One UN, it was possible to enhance the UN joint capacity on employment by working together with the UN Resident Coordinator Office and UNDP. This translated into co-funding of a number of country activities in 2013 including a High Level Conference on Employment Challenges in March 2014, jointly organized by the ILO, UNRCO, and UNDP and with participation of the World Bank. In **El Salvador**, ILO RBSA funds were used to complement Sida funding to provide technical assistance to the *Secretaria Tecnica de la Presidencia* to undertake an impact study of the country's public investment and its public policies on employment. This work facilitated activities under the National Employment Project.

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

Results under Outcome 1 are measured through a set of indicators outlined in the ILO [Strategic Policy Framework 2010-15](#).

Outcome 1 Indicators	Target by 2015	Results by 2013*
1.1 Number of member states that, with ILO support, integrate national sectoral or local employment policies and programmes in their development frameworks	18	22
1.2 Number of member States in which, with ILO support, national public authorities adopt social finance policies that encourage decent jobs and services to the working poor through local financial institutions.	27	12
1.3 Number of member States that, with ILO support, put in place or strengthen labour market information and analysis systems and disseminate information on national labour market trends.	25	19
1.4 Number of member States that, with ILO support, include the promotion of productive employment, decent work and income opportunities in their disaster risk reduction/recovery measures and in their conflict prevention, reconstruction and recovery programmes.	21	14
1.5 Number of member States that, with ILO support, show an increasing employment content of investments in employment-intensive infrastructure programmes for local development	18	13
1.6 Number of member States where, with ILO support, governments, employers' and/or workers' organizations have taken initiatives in policy areas that facilitate transition of informal activities to formality	12	10

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

Results achieved in 2012-13

Sida's contribution under Outcome 1 was programmed to support progress towards achieving **Indicator 1.1**, aiming at integrating employment policies in national development frameworks. To be counted as reportable, results must meet the following **measurement criteria (MC)**:

1. National development frameworks (five-year plans, poverty reduction strategies) prioritize productive employment, decent work and income opportunities within their macro analysis, sectoral or economic stimulus strategies.
2. Comprehensive national employment policies and/or sector strategies are developed, in consultation with social partners, and endorsed by government (cabinet, parliament, or inter-ministerial committees).

Under this indicator, 12 ILO member states achieved a result in 2012-13. From these countries, the following 4 received Sida funding.

MC	Result, as per ILO Programme Implementation Report	ILO contribution
1	The Economic Cabinet explicitly included the employment objective in the “Diversification and Productive Transformation Policy” (Política de Diversificación y Transformación Productiva), approved in July 2013 and currently underway with the support of the ILO, in coordination with the Technical Secretariat of the Office of the President, the Ministry of Economy and the Central Bank of El Salvador (Banco Central de Reserva), also serving commitments expressed in the Five-Year Development Plan	The ILO, in December 2012 – February 2013, provided technical assistance in the mid-term evaluation of the impact of public expenditure and investment on generating employment, having identified the absence of a registry mechanism and the need to have tools to assess the impact of public policies on generating employment. - The ILO provided technical assistance for the inclusion of employment-related topics in the Policy, and supported the implementation of the first phase through technical assistance for targeting quality jobs objectives as a key component of the policy. (July-November 2013). - The ILO provided technical assistance to the Ministry of Economy to conduct sectoral studies for identifying actions that ensure the employment objective in the policy through dialogue with enterprises in specific sectors with high employment potential in the framework of the policy (priority sectors: textile manufacturing, electronics, aeronautics, chemical-pharmaceutical, remote business services). (July-November 2013).
2	There is a mechanism of registry and assessment of the impact of public expenditure and investment on generating employment, implemented in at least two governmental institutions. The Ministry of Infrastructure, Housing, Urban Development and Transport (MOPVDUT), the Road Maintenance Fund (FOVIAL) and the Social Investment Fund for Local Development (FISDL) have developed an employment registry mechanism at the sectoral level.	Together with the Office of the President Technical Secretariat, the ILO supported the design of a mechanism of registry and assessment of the impact on employment of public expenditure and investment, in coordination with the Ministry of Infrastructures/ FOVIAL and the Social Investment Fund for Local Development (Fondo de Inversión Social para el Desarrollo Local). (March-November 2013). Government officials and social actors have strengthened their capacities to measure/prospect the impact of economic policies on employment through a Social Accounting Matrix. In coordination with the Central Bank and the Ministry of Economy, institutional capacities of various actors (universities, research centers, employers, workers and government) were strengthened to measure the impact of economic policies on employment through a Social Accounting Matrix (SAM), also identifying the needs and the roadmap for building a SAM in El Salvador. (July-September 2013). The Central Bank has committed itself to institutionally develop such an instrument by next year.
Use of Sida funds in support of the result		
Sida funding supported the policy making process through research and knowledge building: 1. The Employment Registry methodology to assess the impact of public expenditure and investment on generating employment in partnership with the Technical Secretariat of the Office of the President and the Ministry of Infrastructures. 2. The study on identifying employment multipliers and employment generating sectors (Social Accounting Matrix) in partnership with the Central Bank and the Ministry of Economy. 3. A sectoral study in the framework of the recently approved “Diversification and Productive Transformation Policy” in partnership with national employers’ organizations and the Ministry of Economy. In addition, capacity building of constituents was ensured through training courses on employment policy at the ITC-ILO, on the Social Accounting Matrix in El Salvador and the publication of a policy resource guide “Informal economy and Decent Work. Supporting Transitions to Formality” in Spanish as a tool for policy dialogue and capacity building activities. National tripartite dialogues were also facilitated by hiring national consultants. Workers’ and Employers’ organizations submitted their priorities for the formulation of a National Employment Policy to the Government with technical support from the ILO.		

MC	Result, as per <u>ILO Programme Implementation Report</u>	ILO contribution
1	The Action Plan 2010-2014 for the implementation of the Poverty Reduction Strategy Paper (PRSP) foresees in its strategic pillar II the strengthening of growth sectors through the establishment of an enabling environment capable of stimulating the development of initiatives to create gainful and productive jobs. Similarly, the strategic pillar V highlights the need for consistency of the vocational training with the labor market to better develop human capital, particularly in relation to the need to ensure maximum socio-professional integration of the existing workforce. In 2012-2013: Capacity building of tripartite constituents (Ministry of Labour and Employment, Employers' organizations, Workers' organizations) and the Ministry of Planning to promote the employment dimension in the PRSP.	The ILO has continuously conducted strong awareness among various governmental bodies involved in the development planning, of the need to place employment at the heart of national policies and development strategies. Promoting youth employment is a priority of the DCPNE and the ILO has intensified its support in this area by making advocacy to all the key players who contributed to resources mobilization with the Peace building Fund, for the implementation of the project in support of the continuation of peace by promoting youth employment and civic education (APPEJEC).
2	The National Employment Policy called “Document Cadre de Politique Nationale de l'Emploi” (DCPNE) was officially approved and adopted the 22th May 2013 by the tripartite constituents. The draft law was adopted by the Council of Ministers in September 2013. The DCPNE identifies youth employment among its priorities, particularly youth entrepreneurship. A 2014 interim action for the implementation of the DCPNE is also available. The country's commitment is also reflected in the establishment of the Employment Bureau (Maison de l'Emploi) and the Start & Improve Your Business (SIYB) network to promote the training of young people using this approach at national level in the framework of the implementation of the DCPNE. A PRODOC on the reconstruction and socio-economic prevention in disaster areas in Comoros in accordance with the HIMO approach has also been developed in November 2012. The workshop reviewing the DWCP and the capacity building training of constituents in results-based management, monitoring and evaluation and resource mobilization took place in August 2012.	The ILO provided technical assistance throughout the process of the revision of the DCPNE technical assistance (support from EMP/CEPOL specialist, an international consultant and a national consultant), and the required funds for the organization of the national validation Workshop held in May 21 and 22, 2013. Funding of the training on national employment policies in April 2013 in Dakar for a tripartite inter-ministerial delegation (Employment and Plan) of the Comoros. With support from the Ministry of Employment and resources from Sida, a training of trainers on “SYOB” methodology was held in the context of youth entrepreneurship promotion. The employment agency, Ministry of Labour (3 islands) and the social partners now have the capacity to deliver quality services in youth entrepreneurship training through the establishment of SIYB network. In addition, the ILO has provided budget and resource persons to the development of a PRODOC HIMO, supervision for the review of the DWCP and capacity building of constituents in results -based management, monitoring and evaluation and resource mobilization.

Use of Sida funds in support of the ILO result

1. The ILO worked with various governmental bodies involved in development planning, advocating for placement of employment at the centre of policies and national development strategies. This was done with support of a national expert based in Moroni,
2. The Sida funding was used to support the process of revision, adoption and implementation of the National Employment Policy, (Document Cadre de Politique Nationale de l'Emploi, 2013) through multiple capacity building activities and consultative dialogues.

Specific action was taken to strengthen the main structure of the Employment Bureau to support the **implementation** of the National Employment Policy. The ILO trained 16 trainers in the “Start and Improve Your Business” methodology (SIYB). In addition, 80 youth were trained in entrepreneurial skills. Promoting youth employment is a priority for the operationalization of the employment policy.



Training of trainers/ Young people assisted by their coaches on entrepreneurship training

Kyrgyzstan CPO KGZ129 “Labour market and employment promotion policies and programmes developed and being implemented on the basis of tripartite dialogue.”

MC	Result, as per <u>ILO Programme Implementation Report</u>	ILO contribution
1	The National Strategy for Sustainable Development of Kyrgyzstan for 2013-2017 - which is the main development framework of the country - considers job creation for poverty reduction as one of the major directions of the strategy. Some employment indicators have been integrated in Kyrgyz UNDAF (2012-2016).	- Decent Work Country Profile for Kyrgyzstan developed and validated by tripartite constituents in 2013. - Decent work indicators can be used for monitoring Kyrgyz UNDAF (2012-2016) Outcome 1: "By the end of 2016, population, especially vulnerable groups, benefit from inclusive growth, improved access to resources, markets, decent and productive employment, and food security" which is under UNDAF Pillar C: "Inclusive and Sustainable Job-Rich Growth for Poverty Reduction". - Decent work indicators could also be used for monitoring the National Strategy for Sustainable Development (2013-2017) which considers job creation for poverty reduction considered as one of the major directions of the strategy.
2	Adoption of “Programme of employment promotion and regulation of labor migration till 2020” by the Government of the Kyrgyz Republic in September 2013.	- Comments and technical assistance provided by the ILO on the draft National Employment Policy, which have been sent to Ministry of Labour. - Capacity building of six constituents which were trained at the employment policy course in ITC Turin (September 2012) to formulate comprehensive employment policies.
Use of Sida funds in support of the result		
1. Sida funding contributed to the completion of the Decent Work Country Profile in Kyrgyzstan which provides an overview of decent work in the country as well as key indicators to be used for monitoring the National Strategy for Sustainable Development (2013-2017). The strategy is the main development framework of the country and considers job creation for poverty reduction as one of its major directions. Moreover, some employment indicators have been integrated in Kyrgyzstan's UNDAF (2012-2016). 2. Technical assistance to the employment policy development and capacity building was provided to constituents through an employment policy course at the ITC-ILO. Following the course, participants provided comments on the “Programme of employment promotion and regulation of labor migration until 2020”, which was adopted in September 2013. The government officials trained by the ILO played a key role in drafting the National Employment Programme. In addition, capacity building on informal employment was undertaken as it represents an employment challenge in the country.		

Sri Lanka CPO LAK101 “The Government and its social partners develop and implement employment policies and programmes in line with ILO principles.”

MC	Result, as per <u>ILO Programme Implementation Report</u>	ILO contribution
1	Master Plan for Human Resources Development and Employment, in line with the National Development Plan (2010-2016), based on the NHREP, has been developed and pending stakeholder validation for submission to the Cabinet by end of 2013. The NHREP and Master Plans are premised upon the country's vision for poverty reduction through 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 country established institutional frameworks for the formulation of the Policy which will be continued for the implementation, monitoring and evaluation of the Policy.	Technical and financial support to the consultative process, coordination including the setting up of a monitoring and evaluation mechanism (work-in-progress) has been provided.
2	National Human Resources and Employment Policy (NHREP) formulated and adopted in 2012 by the Government following a series of tripartite regional and national consultations. The NHREP entails a wide range of employment promotion and decent work measures.	The ILO provided financial and technical support for the formulation processes, involving regional and national consultations, policy document translation and dissemination.
Use of Sida funds in support of the ILO result		
Technical and financial support was provided during the development of the National Human Resources and Employment Policy (NHREP) from formulation to adoption and implementation. It was followed by a similar exercise in consultation with 26 line ministries to formulate and validate a related Master Plan for implementation of the NHREP which facilitates setting-up of a monitoring and reporting system to support results-based management of policy implementation. The NHREP Master Plan is expected to secure Cabinet approval, be debated in Parliament, and secure the necessary political consensus to ensure that fiscal space will be provided through the national budget in the future years. The Plan spans a period of 10 years starting from 2013. Technical and financial support was also provided to resource mobilisation efforts for the Plan's implementation phase.		



A NHREP launch event was organized in the presence of his Excellency President Mahinda Rajapakse at the Presidential Palace on 30 October 2012.

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

In the following 7 countries the ILO worked with Sida funding to pave the road towards attaining results beyond 2013 (as per measurement criteria for Indicator 1.1). Some results for these countries are expected in the biennium 2014-15.

	Country Programme Outcome	Progress
Botswana	BWA101 <i>"Employment creation mainstreamed in National Development Frameworks"</i>	The Government of Botswana requested ILO's support in developing a National Employment Policy. The first draft was developed and submitted to the Government in January 2013. A following request concerned the development of a National Action Plan together with the National Employment Policy to ensure that comprehensive employment sectoral strategies and targets are set. Support was provided through policy research to inform the policy making process, various policy dialogues and capacity building activities. Given the political commitment and ownership of the process combined with the ground work undertaken in 2012-2013, the National Employment Policy development is at an advanced stage. The validation and the subsequent adoption of the National Employment Policy and the national Action Plan are expected to be outputs in the 2014-2015 biennium.
Cambodia	KHM201 <i>"Development of a National Employment Policy and relevant institutional framework for promoting equitable employment and protection"</i>	Following the request from the Royal Government of Cambodia to develop a National Employment Policy in 2011, various activities with solid achievements were delivered at country-level in 2012-2013 to support the initial steps of the formulation of the Policy. They included the conduct of background studies that generated recommendations for the development of the national employment policy and which were discussed during tripartite national dialogues; as well as various activities aimed at building constituents' capacities in the policy development making process. An outline is available based on various consultations and technical missions held. Subsequent work on the policy is necessary to complete its development in 2014-2015.
Liberia	LBR106 <i>"Coherent Policies generate inclusive job-rich growth, employment generation and reduces poverty in Liberia."</i>	At the ILC held in June 2012, a specific request was made by the Liberian delegation to support multi-stakeholders' consultations informing the revision of the National Employment Policy Action Plan (NEP-AP) within the context of the new Administration's vision on job creation and restructuring of the National Bureau of Employment. Consultations took place with government ministries and institutions in charge of education and training, universities, polytechnics, technical and vocational institutions, and with the private sector. The final draft NEP-AP was completed and validated in September 2012, it was accepted by the Ministry of Labour in April 2013 and printed in June 2013. The National Employment Policy-Action Plan was officially launched on 1 July 2013 and integrated in the Liberia's medium term development framework for 2013-2017. After the launch of the NEP-AP, a mission supported the Ministry to undertake consultations with the Sida Office in Liberia which has indicated support for the implementation of the action plan. Other consultations with the GIZ, EU, and USAID will take place in support of mobilizing resources for the action plan.

Lesotho	LSO103 <i>“Employment creation, particularly youth employment is mainstreamed in macroeconomic and sectoral planning frameworks.”</i>	The National Strategic Development Plan (NSDP) serves as an implementation strategy for the National Vision 2020 and targets employment as one of the key themes. To realize the employment objectives and targets for Lesotho as per the NSDP, the ILO provided capacity building of constituents through the participation of a tripartite delegation to the Employment Policy Course at the ITC/ILO. In addition, a tripartite knowledge sharing event on how to organize a high level national dialogue on employment policy formulation and implementation was undertaken.
Malawi	MWI101 <i>“Conducive environment created and progress made towards increased, gainful and decent employment for men and women in the context of the MGDS.”</i>	Prior work on employment policy development was done in 2011-2012 with Sida funding when the National Employment and Labour Policy (NELP) and its action plan were first drafted. Both were finalized and validated in the course of 2012-2013. A consultant was hired to align the draft NELP to the national economic recovery plan and incorporate the comments made by the social partners and participants during the high level national policy dialogue held in October 2012. The finalized NELP with its Implementation and Evaluation plan were handed over to the Ministry of Labour in July 2013 for submission to the Office of the President and to the Cabinet. In addition, an “Enabling Environment for Sustainable Enterprises” (EESE) assessment was conducted which is expected to inform the MSME policy and strengthen policy area components of the NELP.
Mozambique	MOZ101 <i>“A conducive policy and legislative environment in place for the creation of Decent Jobs, business development and growth, and improved investment conditions”</i>	An ILO concept note on employment policies was drafted, presented to and shared among national and international partners (e.g., UN and WB) leading to an endorsement of this approach to employment policies. Taking into account the fact that Mozambique is a UN Reform Pilot Country, the ILO framed its activities under the UN policy support to the Government. Through technical assistance, the capacity of national constituents was strengthened and in-country policy research provided relevant factual evidence to inform future policy choices on employment. A High Level Conference on Employment Challenges took place at the end of March 2014 and was opened by the President with attendance of high level officials from various Ministries, including Finance, Industry & Labour and social partners. The Conference was organized in collaboration with UNRCO, UNDP and with the participation of the World Bank. The Conference aimed at promoting a national dialogue on employment challenges and a coordinated approach in this area.
Yemen	Yemen was not a CPO under Indicator 1.1 in 2012-2013. It has been proposed that the country becomes a CPO in 2014-2015 and receive support in the development of an employment policy if need be.	A tailor-made training course on Employment Policy was organized at ITC, Turin in December 2013 upon the request of the Yemen's Ministry of Labour. The course aimed at increasing the capacity of government officials, social partners and other relevant stakeholders on the design, implementation, monitoring and evaluation of effective national employment policies. The course was attended by high-level Yemeni government officials from the Ministry of Labour, the Ministry of Planning and other public institutions and agencies directly involved in the formulation of national employment policies, plans and programmes as well as representatives of Workers' and Employers' organizations.

Global Product

Tools and training material developed under the global product “*Global tools to enhance the employment content of growth and to improve labour market policies*” have taken into account ILO experiences at the country level, and have subsequently been used in country level work, improving ILO's policy advice as well as the capacity of ILO constituents in developing national employment policies.

Research and knowledge management: Country level documents were catalogued and analyzed based on a set of agreed variables that follow the categorization in the Global Employment Agenda. By the end of 2013, information on national development frameworks and national employment policies from 63 countries were included in the database. The tool has been developed to address ILO constituents' demands for accurate and up-to-date information on employment policies and their articulation with national development frameworks.



Capacity building of tripartite constituents: Annual two-week employment policy courses were held at the ILO-ITC in Turin. Sida funding enabled the participation from 8 countries (Kyrgyzstan, Malawi, Cambodia, Liberia, El Salvador, Botswana, Lesotho and Yemen). In addition, the ILO organized sub-regional training for francophone African countries in Dakar in April 2013 and various training at country level.

Through the employment policy courses, participants have become acquainted with: (a) employment policy-making based on tripartite social dialogue and involving all relevant actors; (b) the technical areas constituting its main pillars; (c) the elements of a policy implementation strategy; and (d) monitoring and evaluation systems and impact assessment techniques.

Sida funding directly contributed to the publishing of the “*Guide for the formulation of national employment policies*” in the three ILO official languages by financing the translations and the printing costs of the English, French and Spanish versions (2,000 English, 1,000 French and 1,000 Spanish). The project contributed to the printing of the Portuguese, Khmer, Arabic and Russian versions as well, contributing with other funding sources towards their completion. The guide has been widely distributed among constituents through the ILO field network as well as through country-level capacity building activities and the Employment Policy Course in Turin.

Other tools were developed and are now under completion including drafts on “*Guidelines on pro-employment public budgeting in Africa*” and “*National Employment Policies: A Guide for Workers’ Organizations*” jointly developed with the ILO Bureau for Workers’ Activities.

4. Lessons learned

The *ILO Program Implementation Report 2012-13* includes the following for Outcome 1:

Good performance was achieved in most cases in meeting or exceeding targets in the wake of a global environment which witnessed increased demand and policy attention on widespread employment challenges. Political commitment by member states, key donor support and partnerships with other international and regional institutions proved critical in the effective and timely delivery of services to constituents under Outcome 1. Greater synergy and coherence in the cycle of research and knowledge, production of new accessible and customized tools, policy advisory services and capacity building initiatives, on themes such as on macroeconomic and sectoral strategies, transitions to formality, labour market information systems, methodological innovations in employment impact assessments of investment in infrastructure, facilitated informed dialogue amongst key actors and provided tangible results in the development of national employment policies and action plans. The production and extensive use of a Resource Guide that provides a holistic template on employment policy formulation and implementation, the introduction of a systematic capacity building course on the same with ITC multiplied the impact and outreach. In the next biennium, a similar approach will be extended to the newly published Resource Guide on multiple pathways to transitions to formality. Furthermore, the need for systematic assessment of effective approaches to employment and crisis response and deeper dissemination strategies in all regions through the ACIs has been clearly identified.

With regard to Sida’s contribution:

1. Employment policy development often takes more than a biennium from formulation to adoption. The short time frame for such an intervention proved manageable in some countries but more time is generally needed to ensure completion of the employment policy.
2. Extending support beyond the policy development stage is needed to support constituents in implementing the policies subscribed to and see their results.
3. Outcome-based funding provides the flexibility often required in the context of employment policy development at the country level. Outcome-based funding allows for (i) more flexibility between countries; (ii) taking in more countries (even for smaller interventions) and (iii) cross-country sharing of expertise.
4. The flexibility of the funding allowed for reaction to the specific needs of each country, depending on where they stood in terms of employment policy development. Reactions to changing realities were easily possible.

Youth employment

During 2012-13, Sida funding contributed directly to **4 out of 13 member States** for which the ILO reported biennial results under **Indicator 2.5**: Number of member States that, with ILO support, develop and implement integrated policies and programmes to promote productive employment and decent work for young women and men.

1. Strategy

The youth employment component of the Partnership with Sida contributes to three ILO Outcomes (*country level work is linked to Indicator 2.5 and the Global Product is linked to Outcome 1*)

Outcome 1: Create greater opportunities for women and men to secure productive employment and decent work.

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

Outcome 3: Sustainable enterprises create productive and decent jobs.

At the 2012 International Labour Conference, the Resolution [The Youth Employment Crisis: a Call for Action](#) was adopted. It underlines the urgency for immediate and targeted interventions to tackle the unprecedented youth employment crisis that is affecting most countries across all regions. It provides guiding principles to support constituents in shaping national strategies and action on youth employment. It proposes a multi-pronged and balanced approach to foster pro-employment growth and decent job creation through macroeconomic policies; education, training and skills; labour market policies; entrepreneurship and self-employment; and rights for young people. It also calls for the ILO to play an active role in providing global leadership and acting as a centre of excellence on youth employment, as well as in supporting action by governments, social partners and the multilateral system to address the youth employment crisis and promote decent work for youth at national, regional and global level.

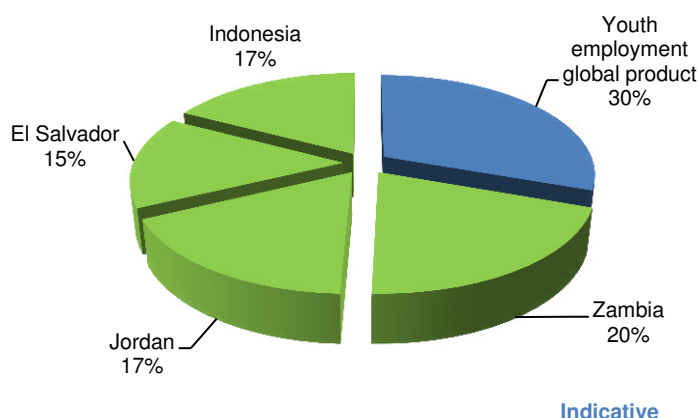
During the November 2012 Governing Body, a [follow-up plan](#) was endorsed for the Office's action in implementing the priorities highlighted in the Call for Action. This plan has a scope of seven years and is built around three main pillars:

1. Knowledge building
2. Technical assistance
3. Partnerships for decent work for youth.

Eight areas of critical importance (ACIs) were introduced in the [Programme and Budget for 2014-15](#) to encourage the Office "to achieve greater focus and collaborative action on key issues in the world of work" and, in particular, to "focus on work that can only be pursued drawing from inputs from different technical fields". The area of critical importance for jobs and skills for youth has provided the ILO strategy on youth employment with additional support to its work on youth employment through the integration of a number of ILO areas of expertise. The ACI focus on "what works for youth employment" includes a capacity building strategy that is very much in line with the global product, *Training Package on Decent Work for Youth*, prepared under the ILO-Sida Partnership.

2. Sida's contribution to youth employment

The ILO-Sida Partnership allocation for 2012-13 amounted to **US\$ 1,744,746** for youth employment. These resources were utilised by the ILO to support **1 Global Product and 4 Country Programme Outcomes (CPOs)**.



The global product aims at developing a coherent and efficient capacity building strategy for the ILO on youth employment. The main product is a training package on Decent Work for Youth, which is a knowledge sharing and capacity building tool developed as a response to ILO constituents' demands to tackle the youth employment crisis. 16% of the global product was used for regional support to Africa.

The intervention in **Zambia** was designed under the youth employment component of the **Zambian Decent Work Country Programme (DWCP) 2010-15** and the wider **United Nations Development Assistance Framework (UNDAF)**.

Through the development of the National Action Plan on Youth Employment which highlights employment for rural youth as a priority, the programme formed the basis for the UN Joint Programme on Sustainable Livelihoods for Young People. This initiative is part of a broader programme of the ILO, FAO and NEPAD (New Partnership for Africa's Development) to promote decent work and food security in Southern Africa. The programme in Zambia also worked closely with the ILO's Work-4-Youth project funded by the MasterCard foundation, which is conducting research on the transition of young people from education into the world of work. In **Jordan**, youth employment is one of the priorities identified in the DWCP (2012-15) and the intervention is built around previous experience, such as the joint ILO-UNDP policy analysis on youth employment in Jordan, a school-to-work transition survey and a child labour project on informal apprenticeship. In **El Salvador**, the intervention was devised in conjunction with other programmes such as the UN Joint Programme on Violence Prevention and Social Capital which developed complementing methodological approaches to support young entrepreneurs. In addition, support costs were shared with the programme on the national employment policy under Outcome 1. As a result of this interaction youth employment was identified by tripartite constituents in El Salvador as a priority in the country's national employment policy. In **Indonesia**, the programme contributed to the first priority of the Indonesian DWCP (2012-15) on employment creation and inclusive, sustainable growth. The efforts made also took advantage of previous ILO experiences and networks built through the Education and Skills Training for Youth project and previous support from the Youth Employment Network.

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

Based on the ILO's [Strategic Policy Framework 2010-15](#) and the Programme and Budgets for 2010-11 and 2012-13, Country Programme Outcomes (CPOs) on youth employment are measured through **Indicator 2.5** that aims at improving employment policies, but also addresses youth employment through the implementation of initiatives for skills development and entrepreneurship development initiatives (Outcomes 1,2 and 3).

Youth Employment Indicator 2.5	Target by 2015	Results by 2013*
<i>Number of member States that, with ILO support, develop and implement integrated policies and programmes to promote productive employment and decent work for young women and men.</i>	35	29

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

Results achieved in 2012-13

The youth employment CPOs funded by Sida are linked to the **SPF Indicator 2.5**. To be counted as reportable, results must meet at least two of the following **measurement criteria (MC)**:

1. Youth employment is a priority of national development strategies or national employment policies.
2. National plans promoting youth employment are developed by the government and the social partners and contain priority measures as well as human and financial resources for their implementation.
3. National programmes promoting decent employment of disadvantaged youth are implemented by the government with the support of the social partners.
4. An information dissemination, awareness-raising, training or outreach strategy on youth employment is implemented by one or more of the tripartite constituents, as documented through evidence of, for example, establishment of hotlines and brochures, training courses, services or recruitment campaigns.

Under this indicator, 13 ILO member states achieved a result in 2012-13. From these countries, Zambia, Jordan, El Salvador, and Indonesia received direct support through Sida funding:

Zambia CPO ZMB127 “Enhanced employment and self-employment opportunities for young people through access to skills development.”

MC	Result, as per <u>ILO Programme Implementation Report</u>	ILO contribution
1	Youth employment is mainstreamed in the Sixth National Development Plan of Zambia that was revised in 2013 and in the Industrialization and Job Creation Strategy.	An in-depth review of policies, institutions and programmes affecting youth employment in Zambia was conducted by the ILO as part of a technical cooperation project on youth employment that was sponsored by Sida. The government used the findings of this review for the revision of the National Development Plan and the drafting of the Strategy.
4	An outreach strategy for increasing awareness on decent work for young people, with special focus on disadvantaged youth, was implemented in Zambia. This strategy was implemented through a series of initiatives, including a national forum to discuss the results of a national school-to-work transition survey and the policy implications; a national campaign that consisted of the organization of youth employment exhibitions and the publication of a youth employment newsletter by young journalists; and the establishment of a national platform for young people and policy-makers to discuss action to be taken on youth employment.	Within the framework of the youth employment project sponsored by the ILO/Sida partnership, the Office supported the organization of the national tripartite forum to discuss the results of the ILO's school-to-work transition survey, the implementation of the exhibitions and publication of the newsletter, and the organization of the dialogue between young people and policy-makers.
MC	Use of Sida funds in support of the result	
1	Strengthening the framework for youth employment promotion in Zambia through data based decisions/plans. - Fresh data was collected and analysed (through the School to Work Transition Survey (W4Y Project) and Labour Force Survey, providing an updated knowledge base on the nature of the youth employment challenge in the country, effectiveness of the labour market, identification of job-rich sectors and their value chain potential. - A review of effectiveness of country policies and programmes on youth employment has been undertaken and is available to constituents and other partners. - Specific youth employment issues were identified and became the starting point to review the National Plan of Action and address youth employment through decent work principles	
4	Increased awareness and knowledge on youth employment challenges and improved attitudes of young women and men towards entrepreneurship through media-based promotion, programmes, campaigns and newsletters. The ILO, together with the Ministry of Youth and Sport has undertaken different entrepreneurship trainings: • Ceramic production: 23 youth trained; • Gender Entrepreneurship Training (GET Ahead): 30 youth trained; • Improve Your Exhibition Skills Training: 72 youths trained • Value Chains in partnership with Commonwealth Youth programme and Zambian Breweries: 120 youths trained.	
3	<i>Not reported in the Program Implementation Report</i> Business Development Services (BDS) and access to finance for self-employment have improved for youth. • Business Development Service organizations offer more relevant and quality services to young entrepreneurs; • Finance institutions develop more youth-friendly financial products and services; • Youth entrepreneurs associations and cooperatives provide more valuable support services to their members, including knowledge on rights at work and promoting gender equality.	
Gender mainstreaming the Partnership 		
To build critical mass of resources for gender mainstreaming, the ILO Bureau of Gender Equality (GENDER) concentrated its effort in countries where two or more CPOs were funded by Sida. This includes Zambia where the youth employment programme was implemented together with GENDER to make sure that gender was embedded in all phases: 1. A Participatory Gender Audit training for the Ministry of Youth and Sport staff was undertaken in Livingstone (May 2013). 2. A Youth Employment newsletter included awareness-raising on challenges and good practices in respect of gender equality; 3. Support to Youth participation at the UNWTO to facilitate the participation of young women in mentorship and leadership training programmes. 4. The ILO, with other UN agencies provided technical assistance to the Ministry of Youth and Sport to review the National Youth Policy and to ensure it was gender responsive. In addition, the Zambian Congress of Trade Union (ZCTU) formed a youth wing and developed the Unions Youth Policy to encourage the participation of young people in trade unionism. The youth committee was gender balanced and the draft youth policy mainstreams gender throughout		

Jordan CPO JOR104 “Employability and job opportunities for young people in selected regions increased.”

MC	Result, as per <u>ILO Programme Implementation Report</u>	ILO contribution
1	Youth employment is a priority of the National Employment Strategy that was launched in 2012.	Advisory services were provided by the Office for the development of the youth employment priority within the national employment strategy. These included the implementation of a national school-to-work transition survey
3	National programme to operationalize the youth employment priority of the National Employment Strategy was implemented through the improving of national system for assessment and certification of skills, the strengthening of apprenticeship programmes and the introduction of labour rights modules for young people in skills development programmes	Technical support was given by the ILO through the implementation of the youth employment project that was part of the ILO/Sida partnership. This included the evaluation of active labour market policies, particularly those targeting young people, and the assessment and introduction of an upgraded model of the informal apprenticeship system. The Office provided capacity building services on skill testing to the “Employment, Technical Vocational Education and Training Council”, the “Centre of Accreditation and Quality Assurance” and the trade unions on the piloting of the rights at work modules.
MC	Use of Sida funds in support of the result	
1,3	Sida funding has been a key contribution to improve the national system for skills testing. In 2008 the Center for Accreditation and Quality Assurance (CAQA) was established as the national body for skills testing in Jordan. Sida funding made an important contribution to the Centre mainly by: - Identifying the main requirements for improving the system of skills testing and certification; - Developing a Guide on skills testing in Jordan including methodologies, strategies and tools for improving skills and occupational tests in Jordan; - Developing booklets on skills testing tools in two sectors: auto repair, and printing and binding; - Identifying the main criteria for selecting assessors, test designers and test centres/locations; and - Training a number of potential assessors and test designers on the guide and the methodologies of skills testing. Sida funding supported the introduction and implementation of an upgraded apprenticeship model that is based on existing apprenticeship programs, best practices in Jordan and on ILO experiences. This included: - Conducting field research on practices in informal apprenticeship in Jordan in two sectors: auto repair, and printing and binding; - Introducing, designing and implementing a model of upgraded apprenticeship in auto repair in micro or small enterprises (lessons learnt could be the starting point for the replication of this model or adapting/expanding it at a national level); and - Piloting two workshops on apprenticeship, one of them at a regional level for Arab countries.	
4	<i>Not reported in the Program Implementation Report</i> - Trade unions have been supported to integrate youth in their organizations and to promote youth rights at work. - Two manuals one for “Skills Testing and Certification” and the other on “Youth Rights at Work” were produced as part of the mentioned technical training and for the purposes of awareness-training and empowerment of young people.	

El Salvador CPO SLV126 “The country, with support of the ILO, improves vocational training opportunities and employment for the young population, incorporating the specific needs of women”.

MC	Result, as per ILO Programme Implementation Report	ILO contribution
2	The government adopted the National Action Plan on Youth Employment for the period 2012-2014.	The ILO provided technical assistance on the establishment of a national technical team that was tasked to formulate and implement the National Action Plan. Through a youth employment project that is part of the ILO/Sida partnership and RBSA funds, it supported the exchange of good practices and the provision of international expertise that was instrumental to the development of the Plan.
4	The Ministry of Labour together with the National Institute for Youth developed a promotional strategy for the dissemination of information among young people that related to access to youth employment programmes (Mi Primer Empleo, RENACEMPLEO, Ventanilla única para jóvenes).	The ILO provided technical support to the Ministry of Labour for the design of the promotional strategy. This support was included as an output of the Sida's funded youth employment project. Through the same project, the ILO assisted the National Institute for Youth in the development of a comprehensive programme for young entrepreneurs. It also provided capacity building services to the National Employment Agency on the development and promotion of a line of services targeting potential young self-employed.

MC	Use of Sida funds in support of the result
2,4	The Sida funding was key to the fulfilment of the following outputs: - Strengthened the capacities of the Salvadoran government to implement actions to promote youth employment through, for instance, the “Youth Employment Overview in El Salvador” and by the awareness raising and communication strategy to promote youth employment. These tasks were undertaken in close coordination with the Ministry of Labour and the National Institute for Youth (INJUVE). - Knowledge generation and coordination among constituents and other stakeholders. Proposals designed to improve access to employment and employability of young people has been developed: the One-stop-shop service at the Ministry of Labour and the Integrated model Approach of entrepreneurial service has been implemented.
3	<i>Not reported in the Program Implementation Report</i> - Training and youth employment promotion activities have been implemented in order to strengthen and increase the employability of young people in El Salvador. - Capabilities of workers and employers on design and implementation of processes generating youth leadership and entrepreneurial skills in youth employment were strengthened. Proposals for strengthening units of youth employment in workers' organizations were developed in conjunction with youth union leadership.

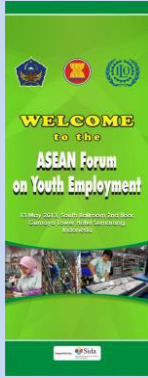
Gender mainstreaming the Partnership

To build critical mass of resources for gender mainstreaming, the ILO Bureau of Gender Equality (GENDER) concentrated its effort in countries where two or more CPOs were by Sida. This includes El Salvador where the youth employment programme was implemented together with GENDER to make sure that gender was embedded in all elements:

1. A training program for the members of the gender unit of the Ministry of Labour (MTPS) was undertaken and the implementation of the gender action plan was supported..
2. A campaign to combat the gender stereotypes in the promotion of youth employment was designed and launched.
3. A subregional study on young people neither in education nor employment (NINIs in Spanish) integrating the gender perspective was published and disseminated.
4. A training of trainers' workshop *Promoting gender-based non-discriminatory practices within the employment services* was held for officials of the employment services of the Ministry of Labour (MTPS) and an assessment of the employment services effectively mainstreamed gender equality.
5. An evaluation of the business environment for the development of women's enterprises (EFADEMU in Spanish) in El Salvador was published and disseminated.
6. Two activities took place in other countries: a National Congress on Gender in Vocational Training was organized by the Costa Rican public vocational training institution (INA) and a Tripartite Meeting on Vocational Training and Gender equality in Central America and Dominican Republic was organized by the ILO.

Workers and employers were involved through focal points assisting in the campaign to combat gender stereo-types. Both were active in designing gender responsive vocational training programs.

Indonesia CPO IDN128 “Youth Employment policy and programme to better equip young people for school to work transition and enter the world of work “.

MC	Result, as per ILO Programme Implementation Report	ILO contribution
3	A national strategy for the acceleration of poverty alleviation with youth employment programme implementation as priority was adopted by the government under the coordination of the Office of the Vice President of Indonesia.	An ILO expert was seconded to the Office of the Vice President and provided advisory services to the national team that was tasked to develop the strategy. As part of the youth employment project sponsored by the ILO/Sida partnership, the Office conducted a review of policies, institutions and programmes affecting youth employment in Indonesia supported the assessment of the system of apprenticeship and youth entrepreneurship support. With the support of the ILO, the Ministry of Education piloted and subsequently expanded to national level the implementation of youth entrepreneurship modules as part of the school curricula. Pilot activities were also supported by the ILO in the domain of youth entrepreneurship development in the green economy. An Indonesian green entrepreneurship programme forum was established with the support of the ILO and the involvement of the Ministry of Planning, several line ministries and the Central Bank of Indonesia.
4	A series of promotional initiatives were implemented in Indonesia to advocate for decent work for youth. These included the development of a series of youth employment and entrepreneurship videos, the establishment of a national platform for dialogue between young people and policy-makers and a programme on youth entrepreneurship and financial education that was implemented by the government and the social partners with disadvantaged youth as target.	 The ILO supported the implementation of the advocacy strategy, the production of the videos and the design and implementation of activities to reach out to disadvantaged youth. It also organized a national event for dialogue between policy-makers and youth. Through the project sponsored by the ILO/Sida partnership, it supported the government and the ASEAN Secretariat in the organization of a conference on youth employment involving the countries that are members of the ASEAN.
MC	Use of Sida funds in support of the result	
3	An inventory of youth employment programs in Indonesia related to apprenticeship and entrepreneurship was developed, and a report analysing the progress made in skills development in Indonesia was produced. These were used to inform the development of national pilot projects in entrepreneurship and vocational skills training. A follow up report on apprenticeships with recommended ways forward is being developed. Sida funding for youth employment programmes in Indonesia contributed to a number of achievements related to entrepreneurship and vocational skills development, including: • Start Your Business (SYB) and Know About Business (KAB) training, promotion and delivery improved. • New strategies for promoting SYB and screening both participants and trainers has resulted in better targeting and improved outcomes in terms of interest and follow up on the part of both groups. Quality vocational and entrepreneurship training was delivered as a result of the increased capacity of local stakeholders and trainers. • The programme has created a knowledge sharing community of SYB trainers and participants, which is an example of cooperation and positive relations between the Employers' Association (APINDO) and the local Ministry of Manpower and Transmigration (MOMT). • MOMT and APINDO have greater awareness of youth employment issues and challenges as a result of the Sida-funded programme. They also have a greater awareness of good practices and programmes in finding solutions to the challenges faced by youth. • As part of the entrepreneurship training, young people were also exposed to basic financial literacy training, and to developing a business plan in order to access finance. Business Development Services (BDS) tools were also targeted in order to improve their capacity in working with young people, and to understand the needs of young entrepreneurs better. A major achievement for entrepreneurship and vocational training is the willingness of the Ministry of Education to explore scaling up of Know About Business Start Up & Go to the national level and of the Ministry of Manpower and Transmigration to expand the Start Your Improve your Business and Green Jobs Training of Trainers to additional provinces. If this is realized, thousands of young people may have improved access to the skills they require.	

4	The communications strategy funded by the Sida has helped to raise awareness among stakeholders and a broader audience of some of the youth employment initiatives of various constituents.i.e., Bank of Indonesia, Ministry of Manpower and Transmigration, APINDO, Ministry of Education, and the impact these programs have had on the youth themselves. A regional knowledge sharing and action planning meeting for ASEAN member States was organized with funding from the Sida project. This brought together representatives from almost all ASEAN countries to discuss their different and similar challenges with youth employment, and to share best practices and ideas in finding effective solutions. The outcome of the meeting was a clear set of priorities for youth employment among ASEAN member States which were endorsed by the Senior Labour Officials.
1	<i>Not reported in the Program Implementation Report</i> A Youth Employment Policy and Program Review funded by Sida is in its final stages. This review provides a comprehensive look at the Government of Indonesia's response to youth unemployment and the school to work transition by creating an inventory of the existing policies and programs, and an in-depth analysis of the gaps and challenges which continue to exist. This document will inform policy makers and help guide the government in its midterm development planning and programming for youth. The document will not only be provided to policy makers in Indonesia, but also become a tool for the international community and other agencies/institutions in Indonesia.
2	<i>Not reported in the Program Implementation Report</i> A Policy and Program review was undertaken with Sida funding because it was a specific output listed in the programme; it should be a helpful contribution to the formulation of a national plan on youth employment, to be developed by the Government of Indonesia and to be included in the country's Job Creation Strategy. The ILO currently has a youth employment consultant seconded directly to the Vice President's Acceleration of Poverty Alleviation task force, who will bring this review to the table of those who are responsible for the final job creation strategy."

Global Product

Through the Sida funding, the ILO has been able to produce the training package on Decent Work for Youth that will be the basis for capacity building strategies for ILO constituents on youth employment. Therefore, it is envisaged that this funds will have a long-lasting impact in the work of the ILO on youth employment at the country-level. The guide includes two parts. The guide addresses youth employment policy based in the ILO's youth employment intervention model. Second, it highlights the 5 policy areas of the 2012 ILC Resolution on youth employment: economic policy, labour market policy, employability, entrepreneurship and rights for young people.

Other products include the finalisation of the Project Operations Manual (POM) for youth employment and support to the Addis Ababa office to promote and support youth employment at the regional level, which has proven instrumental in meeting the demand for African youth employment CPOs.

4. Lessons learned

For **Zambia**, mainstreaming gender in the programme helped to increase its relevance, especially in the area of access to finance. Through gender mainstreaming the programme was able to collaborate with the Central Bank and the African Development bank which are working to increase the access to finance for women and, in particular to young women.

In **Jordan**, the system of skills testing and certification has scope for further improvements and for replication in other sectors. The system is too fragmented with two separate national bodies supervising the skills tests and certification for higher technical education and vocational training. Furthermore, there is no national accreditation for informal apprenticeships; this situation requires more research and intervention. In general, there is also a mismatch between wages and skills, hence tripartite interventions at the political level are necessary. A national model for upgraded apprenticeship could be a step towards the linking of training with employment. Also, given the skills division with men, introducing training programs that are attractive to young women remains a challenge. Many other challenges remain since informal economy workers account for around 50%-70% in some sectors (e.g., auto repair) and finally rights at work for youth at are risk. Awareness-raising, training, and labour inspections need to be reinforced. The manual on Youth Rights at Work is an effective tool, which could be more effectively made use of by the constituents.

In **El Salvador**, a key element for greater impact of interventions is strengthening tripartite coordination. The Technical Committee of Youth Employment, formed by different stakeholders and the government, facilitated dialogue, provided feedback and validation of products, has led to furthering sustainability. Furthermore, particular needs to strengthen and create specialized units for youth employment were identified in workers' organizations. This will require technical support for their design, capacity building, establishment and operationalization. As for employer's organizations, the experience of designing and implementing a program to strengthen entrepreneurial skills has generated significant expectations on the institutionalization of the program and replicating it with members or other business organizations. Finally, the integration of public employment services in the form of a one-stop-shop, the articulation of business development services (BDS), and the support and creation of technical capabilities is key to promote the entering of young people in the labour market.

In **Indonesia**, there is a need for an improved skills development system. The current apprenticeship system does not absorb enough young people, provides weak and unclear certification and often does not provide young people with the skills that they really need. Training programs must therefore respond better to market needs. There are also few specific policies on employment although young people are included in existing policies on general unemployment and but not as a focus. The result is that the particular challenges faced by young people entering into the labour force are not being addressed. Furthermore, regional discrepancies remain significant in Indonesia. Young people from remote and disadvantaged provinces have less access to training, formal employment and little labour market information. In the area of entrepreneurship, there are 'too many chefs in the kitchen'. Currently, 17 government ministries have their own unconnected entrepreneurship training programs. In some cases (physical reach, specific industry, and so on) this makes sense, but there is no authority over the programs, no accepted set of standards or core skills, and often different ministries will not recognize each other's training program.

All countries mentioned above will continue to have a CPO, even though some with less funding, on youth employment in 2014-15.

Outcome 5 Women and men have better and more equitable working conditions

*During 2012-13, Sida funding contributed directly to **5 out of 12 member States** for which the ILO reported biennial results under **Indicator 5.1**: Number of member States in which tripartite constituents, with ILO support, adopt policies or implement strategies to promote improved or more equitable working conditions, especially for the most vulnerable workers. Sida funding also contributed directly to the results in **1 out of 9 member States** under **Indicator 5.2**: Number of member States that, with ILO support, strengthen their institutional capacity to implement sound wage policies.*

1. Outcome strategy

Improved working conditions include specific policy areas, i.e., wages and income, working time, work organisation, work and family, and maternity protection. ILO results under Outcome 5 are measured through the 2 indicators mentioned above, as identified in ILO's Strategic Policy Framework 2010-15.

Domestic workers

In 2012-13, domestic workers was a major focus for Outcome 5 in light of the adoption by the International Labour Conference in 2011 of the new international labour standards concerning domestic workers (Convention No. 189 and Recommendation No. 201) and the Resolution on Domestic Workers. In November 2011 the ILO Governing Body endorsed the ILO strategy on *"Making decent work a reality for domestic workers"*, calling for the extension of assistance to member States - those that intend to ratify C189 as well as countries that are not contemplating ratification - in improving protection and working conditions of domestic workers.

An estimated 53 to 100 million (83% being women) domestic workers are amongst the world's most vulnerable categories of workers. Abusively low pay, excessive in-kind remuneration, no rest day, income insecurity, moral, physical and sexual abuse, and human trafficking are preponderant in the domestic work sector. These deplorable working conditions are partly due to the exclusion of domestic workers from workers' protection and social security. The sector has grown rapidly in the last 20 years, and is likely to continue to grow. In contrast to the huge decent work deficits suffered by domestic workers, their work is valuable for the wellbeing of families and functioning of national economies. The unequal treatment of domestic workers is a key driver of gender-based inequality in wages and working conditions. It reinforces the undervaluation of women's paid and unpaid care work and the multiple discriminations faced by women from social disadvantaged groups.

Wage policies

Wage policies are essential to advance decent work and are especially critical for vulnerable categories of workers, such as domestic workers, who live in poverty and insecurity and are powerless to bargain for better wages and employment benefits.

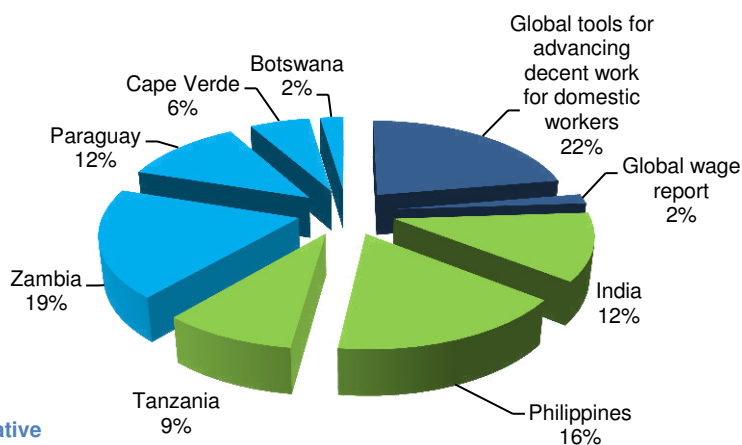
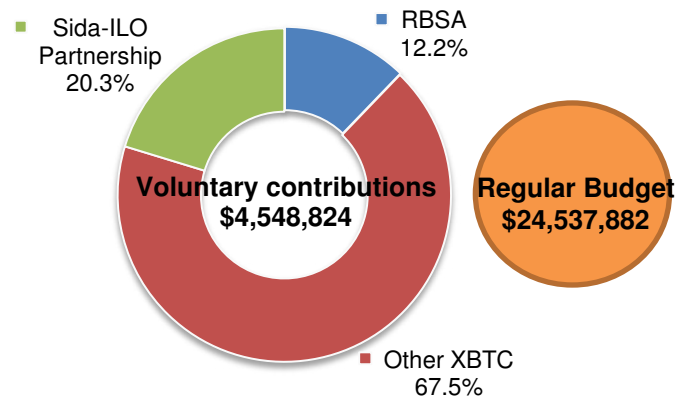
The Outcome 5 strategy is conducted through a) policy research and development, b) technical advisory services to national constituents and c) capacity building.

These actions take place at two levels: (1) at country level, direct assistance to national constituents, and (2) at global level, the production of new knowledge base and policy tools.

2. Sida's contribution to Outcome 5

In 2012-13, the ILO spent a total of **US\$ 29,086,706** in support of Outcome 5. Of this amount, US\$ 24,537,882 was provided through the Regular Budget (RB), US\$ 554,434 through the fully un-earmarked Regular Budget Supplementary Account (RBSA) and US\$ 3,994,390 through earmarked Extra-Budgetary Technical Cooperation (XBTC)². Sida's contribution of **US\$ 1,178,658³** is recorded under XBTC and amounts to 20.3% of ILO expenditures (voluntary contributions) on Outcome 5.

ILO expenditure under Outcome 5, 2012-13



These resources were utilised by the ILO to support **2 Global Products and 7 Country Programme Outcomes (CPOs)**.

Since domestic work is a relatively new area for public policy and labour regulation, practical knowledge at the country level has been inadequately systematized and shared. Since the adoption of the Domestic Workers Convention (C189), the Office also received an increasing number of requests from national constituents on how to extend protection to domestic workers. At the same

time, many countries do not have reliable data on the size of the domestic work sector or its working conditions. Through policy resource packages and guidelines on monitoring and assessing the situation in domestic work, the global product **"Advancing decent work for domestic workers"** provided support to capacity-building, social dialogue and policy development at the country level. It also developed the tools necessary to assist national constituents to promote decent work for domestic workers. Regular Budget funds were used for follow-up action.

The "Global Wage Report" is designed to advance knowledge on wage policy and improve evidence-based knowledge on wage policies to promote inclusive labour markets that protect vulnerable groups, which is key to advance decent work for domestic workers.

The list of countries supported was determined after consultation with ILO regional and country offices and based on constituents' priorities, demands and commitments. For instance, **India** has a large domestic work sector (estimated at 2.3 to 10 million). Root causes of labour exploitation and extremely poor working conditions are besides a lack of adequate legal protection for domestic workers, also to be found in gender, caste and ethnic-based discrimination. Following a 2010-11 task force on domestic workers, which received technical support from the ILO, the Labour Ministry continues to assign high importance to developing national policy frameworks. In order for these initiatives to continue and result in concrete improvements, the Labour Ministry and the ILO agreed on domestic work as one of priorities for collaboration. In the **Philippines**, official statistics place domestic workers at 1.94 million. In addition, migrant domestic workers comprise an increasing share of deployed overseas workers (22% in 2009). In 2011, the Philippines Senate agreed with President Aquino's decision to ratify Convention 189 and the Labour Secretary requested ILO support for ratification and legal reform on domestic work. In early 2011, the Government of **Zambia** passed legislation specifically regulating working conditions of domestic workers. The big challenge remains its implementation. In collaboration with the Ministry of Labour and Social Security and social partners, the ILO designed support to sustain these commitments to improve the life of domestic workers. In these three countries, Sida funding was complemented by resources from the ILO Regular Budget.

² Source : [Programme Implementation Report 2012-13](#), p.17

³ This includes a US\$ 111,157 transfer from the previous Partnership phase.

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

Results under Outcome 5 are measured through a set of indicators outlined in the in ILO [Strategic Policy Framework 2010-15 \(SPF\)](#).

Outcome 5 Indicators	Target by 2015	Results by 2013*
5.1 Number of member States in which tripartite constituents, with ILO support, adopt policies or implement strategies to promote improved or more equitable working conditions, especially for the most vulnerable workers.	15	17
5.2 Number of member States that, with ILO support, strengthen their institutional capacity to implement sound wage policies.	9	12

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

Results achieved in 2012-13

Sida's contribution under Outcome 5 was mainly programmed towards achieving **Indicator 5.1**, aiming at improving working conditions with a special focus on the most vulnerable categories of workers. To be counted as reportable, results must meet at least two of the following **measurement criteria (MC)**:

1. A national plan of action is adopted by the tripartite constituents covering key priorities on working conditions, including for the most vulnerable workers.
2. New or modified legislation, regulations, or policies, or national or sectoral programmes, are adopted to improve working conditions, including for the most vulnerable workers, in one or more specific areas: maternity protection, work-family reconciliation, domestic work, working time and work organization.
3. An information dissemination or awareness-raising campaign on improving working conditions is implemented by one or more of the tripartite constituents in one or more specific areas: maternity protection, work-family reconciliation, domestic work, working time and work organization.
4. A training strategy for improving working conditions is implemented by one or more of the tripartite constituents in one or more specific areas: maternity protection, work-family reconciliation, domestic work, working time and work organization.

Under this indicator, 12 ILO member states achieved a result in 2012-13. From these countries, the following 5 received Sida funding:

India CPO IND127 *"Enhanced national capacities in developing/implementing policy, legal and other measures/programmes that are aimed at making decent work a reality for women and vulnerable workers, with particular focus on domestic workers"*

MC	Result, as per <u>ILO Programme Implementation Report</u>	ILO contribution
2	The Government adopted the Sexual Harassment of Women at Workplace (Prevention, Prohibition, and Redressal) Act in March 2013, which included domestic workers.	ILO advocated for the inclusion of domestic workers under the new sexual harassment law during the Inter-Ministerial Tripartite Task Force on Gender Equality in the World of Work's meeting in March 2012. ILO commented on the draft legislation prior to its adoption. The new legislation reflects these recommendations through the law's inclusion of domestic workers. ILO prepared a step-by-step implementation guide for stakeholders regarding the sexual harassment law and gave training to tripartite constituents on how to address sexual harassment issues. The guide and the training raised awareness about the new legislation to improve its implementation.

3 National trade unions (Indian National Trade Union Congress, All India Trade Union Congress, Bhartiya Mazdoor Sangh, and the Trade Union Coordination Centre) sensitized their affiliates and state-based representatives to the working conditions, rights, and minimum wages of domestic workers through awareness raising campaigns. For example, a Trade Union (TU) Women's Committee Workshop was held in March 2012; it brought together representatives from five national trade unions to work on issues related to domestic work (40 participants from 11 different states). Another workshop on organizing domestic workers was held in Bangalore in April 2013 (50 participants). The Trade Union Coordination Centre also held a workshop in Hyderabad in July 2013.	The ILO provided financial support and technical inputs for the trade-unions' campaigns. The ILO commissioned case studies that looked at minimum wage setting practices and the extension of Rashtriya Swasthya Bima Yojana (RSBY – national health insurance programme) to domestic workers in various States. The ILO disseminated information from these case studies during the Hyderabad workshop, which enhanced constituents' understanding of the weaknesses and strengths of the two policies; the information stimulated interest among both state labour departments and trade unions.
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Use of Sida funds in support of the result

Sida provided the core funding for actions on domestic work, leveraging ILO Delhi Regular Budget Technical Cooperation funds earmarked for workers' activities and social protection. Key outputs for which Sida funding was valuable are:

- (1) case study of minimum wage fixing practices in six states and case studies on extension of RSBY Rashtriya Swasthya Bima Yojana health insurance to domestic workers in three states. These case studies provided a knowledge base for discussions among state governments, trade unions and domestic workers unions from 14 states in Hyderabad. Moreover, RSBY case studies in Jharkand and Chhattisgarh provided inputs for social dialogue among constituents on the health insurance scheme in these states;
- (2) knowledge-sharing workshop on minimum wage and RSBY and social protection in Hyderabad, after which some states began initiatives on implementing minimum wages, RSBY, and welfare boards;
- (3) knowledge-sharing workshops among trade unions on organizing domestic workers and social protection; and
- (4) production of an information kit (collection of reader-friendly notes) on domestic workers and on minimum wage, RSBY and welfare boards, which the state governments and trade unions could use for further awareness raising and policy dialogues; capacity building.



Domestic workers, explaining their working conditions during the conduct of a case study on minimum wage setting in Patna., November 2012.

Philippines CPO PHL132 “National legal framework on domestic workers adopted and capacities for implementation developed”

MC	Result, as per <u>ILO Programme Implementation Report</u>	ILO contribution
1	The Tripartite Working Group (TWG) developed a national action plan which promoted effective implementation of C189 and the new law on domestic workers. The plan served as a strategic framework for joint and separate actions of the members of the TWG. Three trade unions, together with the Centre for Migrant Advocacy (CMA), convened a subgroup of the Domestic Work TWG (known as All Workers DWTWG) and adopted a common strategic framework and action plan for organizing domestic workers in the Philippines. As a result of its formation, a Domestic Workers Centre, responsible for coordinating trade unions activities for domestic workers, was established	ILO provided financial support, technical inputs on C189 and helped facilitate the TWG's Planning Session in November 2012. As a result of transitional changes, the ILO also served as the TWG's Technical Secretariat. In preparation for the ratification of C189, the TWG considered some of the technical inputs provided by the ILO in the formulation of the national action plan. In consultation with the three trade unions, the ILO financed a consultant who drafted a strategic plan to organize domestic workers. The plan established a coordinated approach to the organization of domestic workers across the trade unions. The consultant's work guided the decision of the DWTWG to establish a Domestic Workers Centre.
2	The Government ratified C189 in September 2012 and enacted a national law on domestic work (Republic Act 10361) in January 2013. It also approved the final implementing rules and regulations for the law in May 2013.	ILO participated in and provided policy advice in support of the national law during committee hearings in both the Senate and the Lower House up to the Bicameral Committee sessions. ILO staff also served as resource persons during national, island-wide, and sectoral consultations on the Implementing Rules and Regulations of the Domestic Workers Act. In addition, the ILO co-financed some of the consultations. Ratification of C189 reflected consideration for ILO policy advice in national policy design.
3	The TWG raised awareness about the law by addressing public inquiries, and public reactions and concerns regarding the provisions of the domestic workers law. TWG members appeared as media guests on TV, the radio, and via social media. The Employers' Confederation of the Philippines (ECOP) also drafted a primer explaining “What household employers should know and do” in order to improve household employers' awareness of their responsibilities.	ILO participated in the TWG, which established the communication strategy and advocacy plan. ILO financed a consultant who drafted a resource guide for advocates of domestic workers and a FAQ on domestic workers.
4	Trade unions, domestic workers and representatives of employers devised and implemented respective training plans which promoted compliance with the domestic workers law among their respective members; TWG member organizations organized orientation sessions for their respective members and staffs on compliance with the new law and registration of their domestic workers with the Social Security System, Philhealth (national health insurance), Pag-IBIG (mutual fund scheme for housing) and in the barangays.	ILO carried out Training of Trainers on Decent Work for Domestic Work in June 2013. The training trained 27 participants, which resulted in the creation of training plans specific to each individual constituent group's needs.

Use of Sida funds in support of the ILO result

Sida funding was used especially for technical consultancies and advisory services required by the TWG consultations across the country with social partners and multi-stakeholders on draft implementing rules and regulations of Batas Kasambahay (National Domestic Workers Act) development of communication and information materials; and qualitative research on employment practices and working conditions.



The Employers' Confederation of the Philippines convene an All Employers Forum (16 April 2013) and representatives of trade unions, domestic workers and civil society organizations convene an All Workers Consultation (15 April 2014) on the draft Implementing Rules and Regulations of Batas Kasambahay, Makati City.

Gender mainstreaming the Partnership

To build critical mass of resources for gender mainstreaming, the ILO Bureau of Gender Equality (GENDER) concentrated its effort in countries where two or more CPOs were being funded under the Sida-ILO Partnership Programme. This includes the Philippines where the domestic work programme was implemented together with GENDER to make sure that gender was embedded in all phases.

The reported strategic plan, resource guide and trainings on domestic workers received inputs to ensure they were gender responsive, including contributing resources to ensure that this was the case.

United Republic of Tanzania CPO TZA104 “Improved and equitable working conditions, particularly for vulnerable groups and informal economy”

MC	Result, as per <u>ILO Programme Implementation Report</u>	ILO contribution
1	In October 2012, the Labour ministry and social partners adopted a tripartite action plan which promoted decent work for domestic workers. The action plan outlined key actions to be undertaken by stakeholders in the period 2012-14 to improve working conditions of domestic workers (including ratification of C189). Implementation of the action plan is on-going under the oversight of a tripartite working group (TWG).	ILO sponsored three stakeholders' workshops, which facilitated the development of an action plan. It also provided translation and legal support for the interpretation of C189 and policy advice to the TWG for the implementation of the action plan. Following this action plan, the ILO commissioned a national law and practice review, a national survey on magnitude of the domestic work sector, and a qualitative research on working conditions; these studies filled information gaps about the number and conditions of domestic workers, required by the TWG to carry out the remainder of its action plan.
2	Trade Union Congress of Tanzania (TUCTA) and the Conservation, Hotels, Domestic and Allied Workers Union (CHODAWU) familiarized domestic workers with C189, informed them of ways to access their rights, and raised public awareness about domestic workers' rights through awareness raising campaigns in December 2012 and September 2013.	ILO provided financial support and technical inputs related to C189 and domestic work for both awareness-raising campaigns. In July 2013, ILO financed a media specialist who conducted a training workshop, for CHODAWU and other social partners, on the design of a strategic media campaign on domestic work and on preparation of campaign materials; this workshop prepared CHODAWU representatives for the launch of its awareness raising campaign in September 2013.

Use of Sida funds in support of the ILO result

Sida funded the following key outputs:

- (1) training of CHODAWU leaders and members in media campaign strategy and development of materials;
- (2) production of CHODAWU media campaign resources and other information materials;
- (3) qualitative research in employment practices and working conditions; and
- (4) fellowship training in ILO ITC of a national project officer on domestic workers, to provide effective support to national constituents in implementing action plan.

Zambia CPO ZMB134 “Improved working conditions, particularly for vulnerable groups.”

MC	Result, as per <u>ILO Programme Implementation Report</u>	ILO contribution
1	The labour ministry and social partners adopted a tripartite action plan on the ratification of C183 during a National Tripartite Dialogue on Maternity Protection in March 2013. In December 2012, the labour ministry and trade unions adopted a set of recommendations to support and address the rights of domestic workers, which is the first step to formulating a tripartite action plan on domestic workers.	ILO gave presentations on maternity protection (MP), based on the contents of the ILO's Maternity Protection Resource Package (MPRP) and other sources, during the National Tripartite Dialogue on MP. The adopted action plan reflected ILO policy recommendations on funding MP benefits in line with ILO C183. ILO also provided financial support for the Dialogue's organization.
3	The Government of Zambia, with the support of the First Lady, raised awareness about the importance of maternity protection and promoted ratification of C183 during a high level National Tripartite Dialogue on Maternity Protection in 2013. Federation of Free Trade Unions (FFTUZ) and United House and Domestic Workers Union (UHDWUZ) raised awareness among domestic workers' about their rights	ILO and ITC-Turin trained tripartite constituents based on the ILO's MPRP during the 2011 Gender Academy in Turin and the National Training Workshop on MP in June 2012. Both trainings raised key national stakeholders' awareness about the need to improve MP for vulnerable workers. ILO supported awareness raising efforts conducted by ZFE and UHDWUZ by providing them with technical inputs on domestic work, and C189. ILO also invited Zambia to share its code of

	through information dissemination. Zambia Federation of Employers (ZFE), trade unions, and civil society organizations raised awareness about good employment practices through distribution of a Code of Conduct for Employers of Domestic Workers; this was distributed in greater numbers than expected (5000 instead of 3000 copies).	conduct at one of the ILO's regional knowledge sharing forums held in Cairo; participation in the knowledge sharing forum enhanced the capacity of participants, including those from Zambia, by informing them about on-going developments in the sector.
4	In April 2013, ZFE trained employees in 23 "maid centres" (Zambian reference to centres engaged in recruiting and placing domestic workers) in Lusaka and Ndola on national regulations, good business management practices, C189, and the code of conduct for employers of domestic workers. Trainings enhanced the capacity of maid centres to continue progress towards improving conditions of work for domestic workers.	ILO provided technical and some financial support for the training for maid centres. During the training, ZFE and the Ministry of Labour shared information about the Code of Conduct and statutory mechanisms in place, and the ILO presented information about C189.

Use of Sida funds in support of the ILO result

Sida provided the core funding for the CPO. Substantial funding was given to:

- (1) a training programme conducted by ZFE for 23 "maids centres";
- (2) assessment of organizational capacity of domestic workers' unions affiliated with ZCTU and FFTUZ;
- (3) a seminar on C189;
- (4) a national domestic work survey and qualitative research on employment practices and working conditions, and validation meetings with tripartite partners and the Statistics Office.



Participants of the Capacity Building Workshop "Supporting Effective Organizing Strategies for Domestic Workers".

Gender mainstreaming the Partnership

To build critical mass of resources for gender mainstreaming, the ILO Bureau of Gender Equality (GENDER) concentrated its effort in countries where two or more CPOs were being under the Sida-ILO Partnership Programme. This includes Zambia where the domestic work programme was implemented together with GENDER to make sure that gender was embedded in all phases:

The Sida funding enabled the ILO to support the undertaking of two national studies to determine the *Magnitude of Domestic Workers in Zambia* and the *Patterns of Employment Arrangements and Working Conditions in Domestic Work in Zambia*. The questionnaires and findings were gender responsive, i.e., disaggregated by sex, they also looked at issues of maternity protection, work-life balance, and gender stereo-types within different kinds of domestic work.

On maternity protection, the Sida funds allocated to gender mainstreaming contributed to the undertaking of a study and tripartite workshop on Maternity Protection, providing baseline data and a situational analysis to inform future policy decisions, in particular toward the potential ratification of C183.

Involving workers and employers: The ZCTU, and Domestic Workers Union, along with the Zambia Federation of Employers (ZFU) were integral to the implementation and execution of the above-mentioned surveys in terms of inputs to the concept notes, the terms of reference for the consultants and comments on the draft results.

MC	Result, as per <u>ILO Programme Implementation Report</u>	ILO contribution
2	The Government ratified C189 in May 2013.	Upon request from the Women’s Ministry, the ILO developed and distributed fact sheets on C189, information notes on the domestic work sector, and a Q&A on C189 which was distributed at parliamentary committee meetings. The ILO also provided an analysis of the legal situation of domestic workers in Paraguay. The ILO materials served as key elements in the campaign to ratify C189 because they improved legislators’ and public knowledge of working conditions for domestic workers.
3	National trade unions raised awareness about C189 through awareness raising activities under the ITUC 12x12 campaign. The Ministry of Justice also raised awareness about paid domestic work through an information dissemination campaign held in March 2012 in conjunction with other state institutions and with support from the Programa Conjunto Oportunidades (PCO). The Ministry of Labour also raised awareness about domestic work through the establishment of information centres for domestic workers. By December 2012, the centres had received 800 domestic workers. To increase affiliation of domestic workers to the social security scheme covering them, IPS (social security institute) launched campaign spots in their website in the course of 2013, followed by a massive campaign in December 2013.	The ILO produced materials for distribution on C189, the domestic work sector, and also a website. The materials were distributed during the Domestic Workers National conference, held in September 2012, which strengthened domestic workers’ organization, promoted ratification of C189, and developed strategies to reach equal rights for domestic workers. The ILO also provided trainings for government staff and unions, which included about 120 officials from IPS, SNPP, SINAFOCAL, CATD and MJT, on the situation of domestic work and the provisions of C189, in the framework of cooperation with PCO.
Use of Sida funds in support of the ILO result		
Sida provided the main and primary source of funding for all CPO activities.		

A small portion of Sida’s contribution under Outcome 5 was programmed to support progress towards achieving SPF indicator 5.2, which aims at aiding member States to implement sound wage policies. To be counted as reportable, results must meet at least 1 of the following measurement criteria (MC):

1. A mechanism for the monitoring and collection of wage data is established or strengthened to expand or improve the availability of data on average wages, the wage share, or wage inequality, or other new wage indicators.
2. Legislation, regulations, or policies are adopted that improve minimum wages (national or sectoral), whether established via statute or through collective bargaining.
3. Specific measure to improve wage-setting are implemented in either the public or private sectors, such as the establishment or revitalization of a tripartite body at national level or other wage bargaining mechanisms, operating at different levels.
4. A group of wage experts, trained as part of a capacity-building programme established by the ILO, is employed by the Ministry of Labour or employers’ or workers’ organizations, or academic institutions dealing with wage policy matters.

Cape Verde received direct support through Sida funding:

MC	Result, as per <u>ILO Programme Implementation Report</u>	ILO contribution
2	A tripartite agreement was signed in June 2013 establishing a minimum wage of 11'000 escudos. The agreement, adopted by the Council for Social Dialogue (CSD) on June 28, 2013, entered into force on January 1, 2014. The agreement of 11,000 escudos excluded the public sector where the minimum wage would be 15'000 escudos.	The ILO conducted two studies on the minimum wage, in February 2011 and September 2012, which considered different minimum wage levels and projected the possible impact of the different levels on a series of economic factors and on the social security system. The CSD used the studies to decide the appropriate minimum wage level and requested ILO assistance for implementation and monitoring the impact in the 2014/15 biennium.

Use of Sida funds in support of the ILO result

To support the implementation and monitoring, Sida funding was used to fund a nationally representative survey to monitor the effects of the new minimum wage in all islands.



Interviewing a domestic worker in Praia

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

In Botswana the ILO used Sida funding to pave the road towards attaining results beyond 2013 (as per the measurement criteria for indicator 5.2)

	Country Programme Outcome	Progress
Botswana	CPO for 2014-15 <i>“Capacity building for the evaluation and adjustment of the existing minimum wage policy, with specific reference to cattle post workers and domestic workers”</i>	Collection of qualitative information in the form of face-to-face interviews with 30 stakeholders in Botswana, namely, representatives of the public and private sector workers, cattle post workers, private sector and representatives of workers and employers' organizations. The qualitative information will be contrasted with forthcoming quantitative data in the final evaluation report of these on-going CPO.

Global Products

Under the global product *Advancing decent work for domestic workers*, the following policy resources and tools were developed in 2012-13:

1. Policy resources on extension of legal protection to domestic workers: A guidebook, which provides comparative information on different legal provisions to protect fundamental rights of domestic workers and regulate the minimum level of their terms and conditions of employment was published in 2012.
2. Policy resources on working time: (a) A working time recording tool was tested by domestic workers' unions in Bolivia, Philippines, Tanzania and Thailand. Based on these pilot tests a guide on how to use this tool, including a training module for domestic workers, was drafted; (b) A policy brief on working time of domestic workers.
3. Policy resources on wages: Five country case studies (Chile, Portugal, South Africa, Switzerland, United States) of minimum wage-setting for domestic workers were completed. These case studies will be used in the forthcoming ILO manual on minimum wage setting.

4. Policy resources on compliance and enforcement: A guide on “Labour inspection and compliance mechanisms in domestic work” and a training module on labour inspection in domestic work were produced by LAB/ADMIN.
5. Policy resources on organizing domestic workers: Case studies on domestic worker organizations were carried out by ACTRAV in order to draw practical lessons and strategies.
6. A set of methodologies for assessing domestic work “*Researching domestic work*” was initiated with the preparation of two guides: (a) for an ILO Survey on Domestic Work aimed at producing national estimates of domestic workers and employers of domestic workers; and (b) for investigating domestic work employment relationships and working conditions using qualitative research methods. Both sets of guidelines are based on pilot application of methodologies in two countries (ILO survey guidelines) and three countries (qualitative research guidelines).

In addition, Sida funds were used to gather empirical evidence on the impact of the Mahatma Gandhi National Rural Employment Programme (NREGA)⁴ in India on women (agricultural) participation and the evolution of the gender wage gap. The empirical evidence shows that NREGA increased the participation of women with a direct impact in the agricultural sector, first on the supply of labour and then on the average wages offered. This study will be used to feed into the forthcoming Global Wage Report (2014-15) highlighting dynamics of wage inequality and the effect of labour market policies on wage inequality, including the gender pay gap.

4. Lessons learned

The *ILO Program Implementation Report 2012-13* includes the following for Outcome 5:

The interrelationship between products developed at the global level and country-level work proved integral to the ILO’s achievements. The products developed at the global level facilitate the transfer of knowledge between regions and countries, but also stimulate the demand for country assistance, contribute to on-going policy debates, and encourage partnerships and dialogue with other international organisations. One overarching lesson learned relates to the need to continue systematizing the methodological approach for providing country assistance related to wage policies. Based on years of practical experience, such increased systematization will generate efficiency gains in delivery, facilitate cumulative methodological improvement over time, and improve the ability to transfer knowledge to constituents. This lesson will be taken into account in implementing the strategy for 2014-15. The adoption and coordination of an Office wide strategy related to domestic work has been pivotal in promoting cross-departmental synergies and in increasing the Office’s overall delivery effectiveness. At the same time, country-level work revealed that the impact of the Domestic Workers’ Convention extends beyond ratification. In this regard, it was important to include support in the strategy for both: (1) countries that aimed to ratify Convention No. 189 and (2) others presently not envisaging ratification in the short-term, but undertaking reforms to improve working and living conditions of domestic workers. Access to supplementary and extra-budgetary resources, notably outcome-based RBSA, combined with efforts to improve the effectiveness of delivery, such as those mentioned above, allowed for the initial targets set for this outcome to be substantially surpassed.

Sida’s contribution was instrumental for the ILO’s results under Outcome 5 since it contributed to direct country-level technical assistance on domestic workers. For this substantial and integrated assistance Sida funds were complemented with ILO’s Regular Budget resources. This led to significant results since the work was undertaken in the context of the political and social processes rather than being based only on one-time or punctual activities. Sida’s contribution also helped the ILO to embark on important empirical primary research on domestic work and the impact of minimum wages.

⁴ This is an employment program that started in February 2006 and was gradually implemented across all states in India with a view of providing a basic social floor for poor unskilled households in rural areas.

Outcome 9 Employers and strong, independent and representative organizations

During 2012-13 Sida funding contributed directly to **10 out of 27 member States** for which the ILO reported biennial results under **Indicator 9.3: Number of national employers' organizations that, with ILO support, have enhanced capacity to analyse the business environment and influence policy development at the national, regional and international levels.**

1. Outcome strategy

The ILO strategy to achieve Outcome 9 is based on activities strengthening the capacity of employers and their representative organizations to enable them to adopt and pursue a strategic approach to organizational development, to improve their services in order to provide value to existing and potential members, and to strengthen their policy influence based on well-researched policy positions and advocacy materials. In essence, the strategy is focused on strengthening the key elements of institutional capacity necessary for employers' organizations in order to enhance their value to members and fulfil their mandates as business representative organizations designed to advance the interests of their members.

Building and strengthening the capacity of national institutions, and in particular that of the social partners, has always been an important part of ILO's technical cooperation strategy. Strong and effective employers' organizations (and likewise workers' organizations) are essential for good governance and promoting longer-term economic and social development.

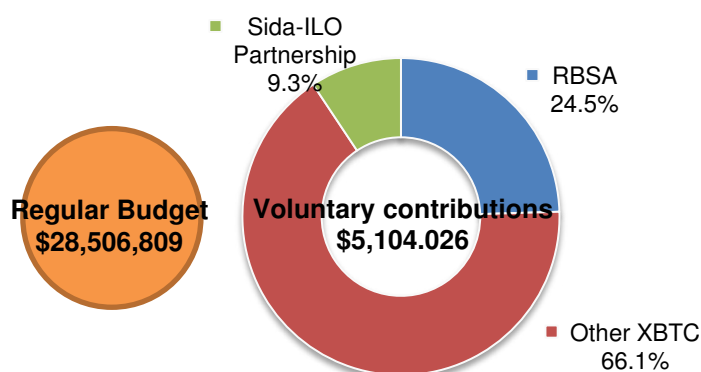
In the ILO, the Bureau for Employers' Activities (ACT/EMP) is mandated to provide the direct link with national employers' organizations, represented through the International Organisation of Employers (IOE). This mandate, coupled with technical expertise of ACT/EMP's network of specialists in all regions and technical units, both in Geneva and in Turin-ITC, has enabled the Bureau to develop high quality tools and products aimed at strengthening the capacity employers' organizations.

Promoting gender equality and non-discrimination is an integral part of the Outcome 9 strategy and the availability of extra budgetary funds has enabled ACT/EMP to increase its efforts in promoting women entrepreneurship and women's economic empowerment. In the current biennium a global survey and study on women in business and management was conducted and regional workshops for employers were held in Africa, Asia, Latin America and Eastern Europe. These were aimed at reinforcing the capacities of employers' organizations to support enterprises at the country level, to develop and implement policies on women in business and leadership as a strategic business goal.

2. Sida's contribution to Outcome 9

In 2012-13, the ILO spent **US\$ 43,506,809** in support of Outcome 9. Of this amount, US\$ 38,402,783 was provided through the Regular Budget (RB), US\$ 1,251,227 through the fully unearmarked Regular Budget Supplementary Account (RBSA) and US\$ 3,852,799 through earmarked Extra Budgetary Technical

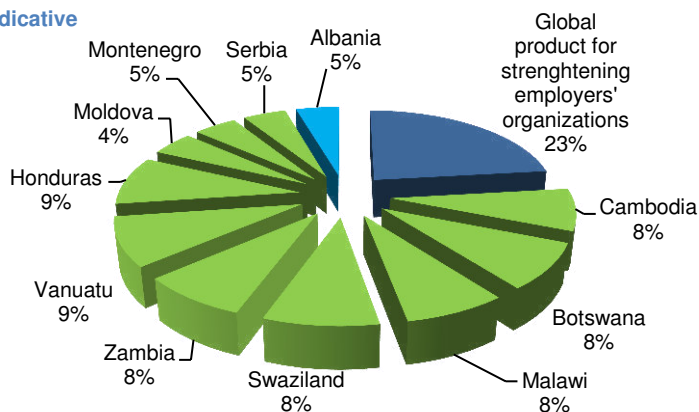
ILO expenditure under Outcome 9, 2012-13



Cooperation (XBTC)⁵. Sida's contribution of **US\$ 556,064⁶** is recorded under XBTC and amounts to **9.3%** of ILO expenditure on Outcome 9 (voluntary contributions).

Sida resources were utilised by the ILO to support **one Global Product and 11 Country Programme Outcomes (CPOs)**.

Indicative



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

⁶ This includes a US\$ 16,572 transfer from the previous Partnership phase.

The purpose of the global product is to strengthen the institutional capacity of employer organizations to better fulfil their mandates in providing value-added services, policy development and lobbying for their members.

The focus of Outcome 9 strategy in 2012-13 was to build capacity of constituents through the deployment of new and updated tools and methodologies developed in 2010-11. The strategy includes five key areas for capacity building: research, policy, services, strategic planning, and governance structures. Sida's contribution was allocated to support the refinement and wider deployment of the [Enabling Environment for Sustainable Enterprises \(ESEE\) toolkit](#). The tool kit was first reviewed to ensure it was gender responsive, in collaboration with the Gender Bureau. Application of the ESEE toolkit enabled the delivery of the CPOs listed and contributed to the delivery of the target under indicator 9.3.

For instance, **Botswana** was one of the first countries where the ESEE methodology was tested which resulted in a strong engagement of the Botswana Confederation of Chambers of Industry and Manpower (BOCCIM). Activities in 2012-13 continued to build on the basis of the research to support BOCCIM's advocacy efforts and develop a national business agenda. In **Honduras**, Consejo Hondureño de la Empresa Privada (COHEP) expressed a strong interest in developing and pursuing a national business agenda to improve a deteriorating business environment. The ESEE work with COHEP was complemented with efforts from ILO's sustainable enterprises unit. For **Albania, Serbia, Montenegro** and **Moldova**, a number of sub regional forums helped ILO to identify some common threads in demand for policy capacity and participating employers' organizations made specific plans to use ESEE as well as Woman Entrepreneurship Development (WED) methodologies. In general, Sida's contribution was leveraged with Regular Budget resources for the global product and targeted country programme outcomes.

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

Results under Outcome 9 are measured through a set of indicators outlined in ILO [Strategic Policy Framework 2010-15](#).

Outcome 9 Indicators	Target by 2015	Results by 2013*
9.1 Number of national employers' organizations that, with ILO support, adopt a strategic plan to increase effectiveness of their management structures and practices	40	20
9.2 Number of national employers' organizations that, with ILO support, create or significantly strengthen services to respond to the needs of existing and potential members	55	48
9.3 Number of national employers' organizations that, with ILO support, have enhanced capacity to analyse the business environment and influence policy development at the national, regional and international levels	49	42

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

Results achieved in 2012-13

Sida's contribution under Outcome 9 was programmed to support progress towards achieving **indicator 9.3**, which aims at enhancing capacity for employers' organizations to analyse and influence the business environment. To be counted as reportable, results must meet at least 1 of the following **measurement criteria (MC)**:

1. Employers' organizations set up or improve the functioning of internal structures to identify and coordinate the views of members, formulate advocacy strategies and objectives based on membership needs, and develop well-researched policy positions and advocacy materials.
2. Employers' organizations participate in consultations with government or other key parties to give their views, enter into partnerships with other institutions or obtain greater media coverage of their policy positions.
3. The positions of the employers' organizations are reflected in the adopted legislation or policy at the national, regional or international levels.

Under this indicator, 27 national employers' organizations achieved a result in 2012-13. From these, the following 10 countries received Sida funding. Generally, achieving results in the policy area has been a challenge due to the lack of appropriate tools and systematic support. Use of ESEE toolkit 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.

Vanuatu CPO VUT801 "Strengthened institutional capacity of employers' organisations".

MC	Result, as per <u>ILO Programme Implementation Report</u>	ILO contribution
1	Through a rigorous training process and execution of a first-ever business survey covering the retail and hospitality sector in Port Vila, the Vanuatu Chamber of Commerce and Industry (VCCI) significantly enhanced its capacity to be a "policy actor" by learning how to assess the needs of its members and advocate for the interest of the private sector in an evidence-based manner. VCCI developed a policy position paper, a two year advocacy action plan for VCCI's Employer Services Unit and a report on the four pillars of growth for an enabling environment for sustainable enterprise in Vanuatu. VCCI's policy advocacy work received extensive media coverage by Vanuatu's leading newspaper, the Vanuatu Daily. Press releases were issued during the survey, the survey validation workshop, the workshop on findings, and on the final business survey report and on VCCI's policy position.	ILO organized a training workshop for VCCI to present the EESE toolkit and a training session on lobbying, advocacy and communication including drafting position papers. The ILO also commissioned a business survey across Port Vila to understand the key business constraints faced by enterprises and identify key policy priorities. The survey was completed by 83 businesses, which represents 55 per cent of the retail and hospitality sector in Port Vila. Technical guidance from the ILO was provided from the survey design to the analysis of the survey results. ILO supported a validation workshop organized to present the findings of the survey and preliminary assessment report and gather further information, including recommendation and steps forward as inputs into the final survey report.
Use of Sida funds in support of the result		
1. Training for the VCCI-ESU team on the EESE toolkit as well as on lobbying, advocacy and communications 2. Purchase of relevant equipment and tools to support the VCCI-ESU's advocacy work 3. Design, conduct and analysis of a membership survey 4. Holding a membership survey validation meeting 5. Developing a policy and advocacy report, 6. Two missions by an employers' organizations specialist.		

Moldova CPO MDA801 "Strengthened institutional capacity of employers' organisations".

Montenegro CPO MNE801 "Strengthened institutional capacity of employers' organisations".

Serbia CPO SRB801 "Strengthened institutional capacity of employers' organisations".

MC	Result, as per <u>ILO Programme Implementation Report</u>	ILO contribution
1	In Moldova, Montenegro and Serbia, The National Confederation of Employers of the Republic of Moldova (CNPM), the Montenegrin Employers' Federation (MEF) and the Serbian Association of Employers (SAE) carried out enabling environment assessments for women entrepreneurship development (WED), resulting in a comprehensive reports in English, Moldovan, Serbian and Montenegrin on "Assessing the environment for women entrepreneurship" with concrete policy recommendations on enabling environment for women entrepreneurship. Examples: CNPM recommended continuation of the process of improving the regulatory framework on SME activity and promoting e-services to stimulate entrepreneurship among women, particularly in rural areas due to the simplified business registration procedures. The Moldovan WED report was launched in August 2013. MEF recommended that the National Bureau of Statistics (MONSTAT) continuously recorded and statistically classifies all data relevant to the development of entrepreneurship - by gender. The Montenegrin WED report was launched in September 2013. SAE recommended establishment of intensive inter-agency cooperation at the level of the Government of the Republic of Serbia, especially between the Ministry of Finance and Economy and the Gender Equality Directorate of the Ministry of Labour and Social Policy, but also between other relevant ministries through the establishment of inter-agency team. The Serbian WED report was launched in June 2013 with good media coverage.	ILO provided technical training on the African Development Bank/ILO toolkit (AfDB/ILO toolkit) for assessing the environment for women entrepreneurship. This methodology was then successfully adopted and implemented by MEF, CNPM and SAE combining primary (interviews and focus groups) and secondary data that enabled them to develop evidence based comprehensive WED reports. ILO provided technical assistance during the research and development of the WED enabling environment reports.
Use of Sida funds in support of the result		
1. Training in Skopje (June 2012) where Enabling Environment for Sustainable Enterprises (EESE methodology) was introduced for employers' organizations in the Balkan region; part of this training was dedicated to women entrepreneurship development (WED). CNPM, MEF and SAE all felt that their national business environment for women entrepreneurship needs particular attention. 2. ILO technical and financial assistance to the above mentioned employers' organizations to conduct desk research and key stakeholder interviews on EESE, including focus group meetings with women entrepreneurs. 3. Allowing the mentioned employers' organizations to validate their WED reports through member focus groups, and translate and print the results 4. Assist the respective employers' organizations to raise their profile through public launches of their reports, which attracted good media coverage.		

Cambodia CPO KHM801 "Strengthened institutional capacity of employers' organisations".

MC	Result, as per <u>ILO Programme Implementation Report</u>	ILO contribution
1	In March 2012, the Cambodian Federation of Employers and Business Associations (CAMFEBA) Board of Directors conducted a strategic planning session to review its strategic policy direction. A key outcome was the decision to broaden CAMFEBA's scope from traditional labour and social issues to a wider range of issues to better reflect broader business concerns. By listening to the needs of its enterprise members, it is now able to articulate the perspectives of business more clearly on a broader range of issues and in an evidenced-based manner.	ILO provided technical and financial support through a capacity building workshop to present the EESE toolkit, a workshop to facilitate organizational priority setting, and a national CAMFEBA survey on employer priorities. The survey involved interviews with 300 employers and 200 workers in different parts of the country along with a secondary data analysis. The ILO supported a number of workshops with the CAMFEBA Board to develop CAMFEBA policy positions and supported drafting of a "Vision statement for CAMFEBA," which is CAMFEBA's strategic policy framework for the coming 5/7 years. ILO provided technical support in Cambodia's second city where a second branch office was opened. ILO provided the analysis for the Joint ILO/CAMFEBA EESE Report which combines all primary and secondary analysis and data and is the empirical footing for all the policy work. Media training on more effective media strategies was provided.

Zambia CPO ZMB801 "Strengthened institutional capacity of employers' organisations".

MC	Result, as per <u>ILO Programme Implementation Report</u>	ILO contribution
1	The Zambia Federation of Employers (ZEF) is leading the private sector business membership organisations (Zambia National Chamber of Commerce and Industry, Zambia Association of Manufacturers, Zambia Confederation of Small and Business Associations) in developing a National Private Sector Business Agenda for the next 3 years which will consolidate private sector issues for a structured evidence based advocacy with one voice to influence policies towards sustainable enterprises. The business agenda is based on an assessment tool, which is part of the ILO's Enabling Environment for Sustainable Enterprises (EESE) toolkit.	The ILO facilitated the development of the business agenda through technical and financial inputs, trained ZEF in lobbying and policy advocacy and in the development of position papers and the role of employers organizations in skills development to meet the needs of the industry. The Zambia EESE Report informed the development of the National Private Sector Business Agenda.
2	As part of their business advocacy strategy, ZEF led a tripartite assessment of the Enabling Environment for Sustainable Enterprises. The EESE assessment outcomes informed a tripartite action plan currently being discussed for implementation to address gaps in the business environment towards enterprise growth and development in the areas of physical infrastructure; education, training and lifelong learning; enabling legal and regulatory environment; and social protection and access to finance as a cross cutting issue. The ZEF has made submissions for an Issues Paper to guide the labour law reform process and has provided policy positions for the various labour laws, which the Government plans to revise.	The ILO provided technical and financial support for the use of the ILO's EESE assessment tool to assess the Zambia business environment. ILO also supported the launch of the EESE report and development of the action plan and way forward presented to the Ministry of Commerce, Trade and Industry. The ILO provided technical support for the development of the Labour Law Issues Paper and will support all social partners in the development of their position towards the revision of the labour laws

Use of Sida funds in support of the result

1. Assessment of the enabling environment for businesses through collection of primary and secondary data using a customised survey questionnaire and the results of focus group discussion interviews.
2. Based on the EESE assessment develop a National Private Sector Business Agenda.

**Gender mainstreaming the Partnership **

To build critical mass of resources for gender mainstreaming, the ILO Bureau of Gender Equality (GENDER) concentrated its effort in countries where two or more CPOs were funded under the Sida-ILO the Partnership. This includes Zambia where the employers' organizations programme was implemented together with GENDER to make sure that gender was embedded in all phases.

In the above mentioned activities, the survey questionnaire included questions on gender-based barriers to starting and growing a business in Zambia. Care was taken to ensure that there equal numbers of women and men as interviewers and enumerators. The Zambia Federation of Employers (ZFE) presented the findings of the EESE related results at the 'Women's Dialogue on Finance', which confirmed that women are underrepresented in the financial sector. The ZFE also developed a concept note on an internship programme for young women with technical inputs provided by the ILO.

Swaziland CPO SWZ801 *"Employers' organisations promote the creation of an enabling environment through participation through in policy dialogue".*

MC	Result, as per <u>ILO Programme Implementation Report</u>	ILO contribution
1	Swaziland Federation of Employers and Chamber of Commerce (FSECC) has developed a Business Agenda (Growing Swaziland) informed by the Swaziland EESE Assessment (2011) outcomes and industry focus group discussions to guide FSECC in implementing structured policy advocacy for the next 3 years to influence policies in support of sustainable enterprises. FSECC capacity was built to develop policy advocacy materials.	ILO provided technical support for the development of the FSECC Business Agenda (Growing Swaziland) and training on the use of the ILO's EESE Toolkit as well as the role of employers' organizations in skills development to meet the needs of industry.
2	FSECC researched Information and Communication Technology (ICT) services to provide inputs into the new ICT Bill and develop position papers to engage government on the necessary reforms to create an enabling environment for business in ICT.	The ILO provided technical support for the research into ICT services and training to FSECC on lobbying and advocacy and the development of position papers.
Use of Sida funds in support of the result		
1. Technical support to develop the FSECC Business Agenda (Growing Swaziland) and conduct focus group discussions and a validating exercise. 2. Financial support to FSECC to conduct and validate a study on ITC services.		

Malawi CPO MWI801 *"Enhanced capacity for the Employers' Organisations to influence policy on the national business environment."*

MC	Result, as per <u>ILO Programme Implementation Report</u>	ILO contribution
1	The Employers Consultative Association of Malawi (ECAM) developed a Business/Advocacy Agenda for structured and evidence- based policy advocacy towards sustainable enterprises for the next three years. This earned ECAM a place as the Chair of the Skills Development Programme under the National Export Strategy Sector based in the Ministry of Industry and Trade.	The ILO facilitated training based on the EESE Toolkit to tripartite constituents. Fifteen ECAM representatives participated in the training on the use of the EESE Toolkit in October 2012. ILO also provided technical and financial support for ECAM's capacity assessment to address gaps to enable ECAM deliver on its Business/Advocacy Agenda
2	As part of the business agenda for a structured policy advocacy based on fact-based evidence, ECAM led a tripartite assessment of the Enabling Environment for Sustainable Enterprises (EESE) in Malawi. The conclusions provided guidance on how to promote enterprise development in a manner that aligns enterprise growth with sustainable development objectives and the creation of productive employment and decent work. The EESE outcomes forms a key input into the country's SME Policy- currently in draft and was launched by the Minister of Industry and Trade which is to be adopted by Cabinet. A Tripartite Action Plan informed by the EESE outcomes is currently being discussed for implementation by the Ministry of Industry and Trade, UN Women and Ministry of Education.	ILO provided support in identifying a researcher/external collaborator for data collection under the assessment, facilitated stakeholder engagement in the finalisation and validation of the EESE assessment. ILO further supported the development of the tripartite action plan on the various elements of the EESE tool and provided lobbying and advocacy training on the development of position papers for engagement with stakeholders (April, 2013).
Use of Sida funds in support of the result		
1. Assessment of the enabling environment for business through collection of primary and secondary data using the EESE Toolkit, a customised survey questionnaire and the results of focus group discussion interviews to develop the EESE Report. 2. ECAM used the EESE Report outcomes to inform further sectoral discussions on prioritisation of issues for the business agenda 3. A capacity assessment of ECAM funded by ILO.		

Botswana CPO BWA801 *"Enhanced capacity for the employers' organizations to influence the national policy environment."*

MC	Result, as per <u>ILO Programme Implementation Report</u>	ILO contribution
1	Botswana Chamber of Commerce, Industry and Manpower (BOCCIM) used the Botswana EESE Assessment and industry focus group discussions to develop a BOCCIM Business Agenda which will guide its policy advocacy for the next 3 years to influence policies in support of sustainable enterprises at the national level.	ILO provided technical support to BOCCIM in using the ILO Enabling Environment for Sustainable Enterprises (EESE) assessment tool and conducted capacity building workshops for employers' organizations in the SADC region using the "Effective Employers Organisation" training module (November 2012), and the EESE Assessment toolkit. Lobbying and advocacy training and a capacity building workshop on employers' role in skills development to meet the needs of enterprise development and growth (April, 2013) were also provided.
2	BOCCIM surveyed and ranked Public Sector Service Delivery as a basis for engagement with government for reforms promoting enterprise growth and development. BOCCIM researched the Incidence of Levies and Taxes on business, especially SMEs and engaged government on reforms.	ILO provided technical support to conduct the survey on private sector rating of Public Sector Service Delivery and the research on Incidence of Levies and Taxes on SMEs.
Use of Sida funds in support of the result		
1. Assessment of the enabling environment for business through collection of primary and secondary data using the EESE Toolkit, a customised survey questionnaire and the results of focus group discussion interviews to develop the EESE Report. 2. BOCCIM used the EESE Report for further industry sectoral discussions on prioritisation of issues for the business agenda. 3. Research into the ranking of public sector service delivery to the private sector to engage the government on reforms. 4. Research into the Incidence of Levies and Taxes and its impact on businesses, especially SMEs, to engage government on reforms.		

Honduras CPO HON801 *"El COHEP, con el apoyo de la OIT, diseña y ejecuta una estrategia de incidencia para el desarrollo de empresas sostenibles en el país."*

MC	Result, as per <u>ILO Programme Implementation Report</u>	ILO contribution
2	COHEP designs, analyses, and proposes public policies that must be implemented by the country so that has the proper environment for local and foreign investment. Consequently, employment required by the country will be generated. With this project, COHEP influences on the generation of public policies in favor of sustainable enterprises, develops its multi-year work agenda during the second semester of 2013. Thus, its institutional presence is strengthened based on the analysis and the proposal. This National Enterprise Agenda has been presented to the Candidates to the Presidency of the Republic of the different political parties. It has also been presented to the National Assembly and to the Executive Power as a whole. In addition, a presentation was made to the media and to the business community as a whole. In August 2013, it was agreed the creation of working meetings between the Government and COHEP to follow up each of the initiatives presented. COHEP has a section in its webpage where comments about this agenda can be uploaded. A communication campaign in the now called "social media" was designed and developed.	The ILO provided technical assistance through the application of the assessment tool called "Enabling environment for sustainable enterprises".
Use of Sida funds in support of the result		
1. Analysis of institutional capabilities of COHEP and Honduran business sector (4 workshops with the COHEP Board) 2. An economic analysis of secondary sources (2 workshops with Technical Committee) 3. An enterprise survey (9 workshops) 4. Five focus group discussions 5. Presentation of the analysis 6. The preparation of the National Business Agenda 7. The communication campaign		

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

	Country Programme Outcome	Progress
Albania	CPO ALB 801 <i>"Strengthened institutional capacity of employers' organisations"</i>	In line with ILO's support to Moldova, Montenegro & Serbia (see above). Albanian professional, businesswomen and crafts association (SHGPAZ) carried out an enabling environment assessment for women entrepreneurship development (WED), resulting in a comprehensive report in English and Albanian language on "Assessing the environment for women entrepreneurship" with concrete policy recommendations on the enabling environment for women's entrepreneurship in Albania. For example, SHGPAZ recommended that special taxation policy be put in place for women entrepreneurs start-ups allowing a grace taxation period up to two years. The WED report was launched in November 2013.

4. Lessons learned

The *ILO Program Implementation Report 2012-13* includes the following for Outcome 9:

Deepening the ILO's knowledge base on employers' organizations was identified as a priority in the biennium. The areas identified for future research and technical activities in the 2012-13 strategy were confirmed including workplace organization, new skills needs, broadened policy approaches and leadership. This led to a focus on the emerging issues and transforming trends that business needs to manage in the coming decade, global business leadership and the role of employers' organizations, adapting organizational models to new reality and enhancing the value proposition of employers in a changing environment.

A second priority in 2012-13 was strengthening the capacity of employers' organizations. The capacity development of organizations requires a long-term engagement based on demand-driven programmes that ensure buy-in, ownership and commitment of employers' organizations. Prioritization, focus and critical mass will continue to be essential components of an effective ILO strategy to support sustainable results.

The strong results under 9.2 confirm that the development of membership services continues to meet the priority needs of employers' organizations. Strong results under 9.3 are linked to the continued application of the ILO's Enabling Environment for Sustainable Enterprises toolkit and availability of extra budgetary resources.

In addition to what is stated in the Programme Implementation Report it should be noted that for the last few biennia achieving targets under policy-related indicators (9.3) of Outcome 9 was challenging due to the lack of critical mass of resources to engage in longer-term support and lack of comprehensive tools and methods to build policy capacity and deliver policy-level results. The extra budgetary resources mentioned in the last sentence in the previous paragraph are to a large extent provided under the Sida-ILO Partnership Programme. Its outcome-based funding modality allowed ACT/EMP to develop a set of flexible tools and test them over the last two biennia. Measurable results at the country level have been achieved in 2012-13.

Outcome 10 Workers have strong, independent and representative organizations

1. Outcome strategy

Outcome 10 is based on the needs and priorities of the trade union movement. It highlights capacity building on core trade union issues as essential for workers to have strong, independent and representative organizations.

The global product funded by Sida covered global tools in three priority areas:

- International Labour Standards (ILS);
- Crisis Responses;
- Decent Work Country Programmes (DWCPs).

Linkages with other outcomes were an essential element both to maximise focus on workers' challenges, create synergies and to include workers' priorities better in other outcomes.

Increased capacity of trade unions to address socio-economic issues in-depth, and their growing involvement in DWCPs, underpinned by international labour standards, gender equality and other elements of the ILO Declaration on Social Justice for a Fair Globalization and the Global Jobs Pact (GJP), have helped unions achieve respect for fundamental rights. The developed tools cover several aspects of the mentioned three priority areas.

1) International Labour Standards

Workers are the first to experience negative consequences of weaknesses in national labour legislation and related enforcement systems. The key role that trade unions can play in promoting the core international labour standards has yet again been proven in the last biennium. Work included promotion of freedom of association and the right to collective bargaining as covered by Conventions Nos. 87 and 98 (C87 and C98) and their relative recommendations, as well as particular focus on the domestic workers Convention No. 189 (C189). Building on the positive experience of the networks established in the process leading up to the adoption of C189 was important in this biennium as well as the promotion of ratification and implementation of Conventions Nos. 87, 98 and 189.

2) Crisis responses

Responses to crises, financial, environmental or social, cannot be fully effective without attention to income security and greater equality. Just wages and social security are areas where people recognize trade unions having an authoritative and legitimate voice. Trade unions also have gained greater competence and confidence in tackling these issues. Hence, wages policy and social security are a central pillar of a trade union agenda for recovery and towards sustainable development and social justice. There has been wide acceptance of the crucial role played by social security in economic and social development. ACTRAV, in cooperation with the ILO Social Security unit, undertook research and capacity-building activities in support of the implementation of the Social Protection Floors Recommendation. The global product developed tools that supported the policy campaign on the Social Protection Floor as well as wage-led economic recovery policies with a focus on minimum wage.

3) Strengthening union participation and the inclusion of workers' priorities in DWCPs

Workers are principal beneficiaries as well as key actors in the process of developing and implementing DWCPs. DWCPs should be an instrument to assist governments putting in place the necessary preconditions for social dialogue, respect for the fundamental principles and the rights at work with respect to freedom of association and collective bargaining, gender equality, other core labour standards as well as other up-to-date international labour standards. The ILO will help to ensure that freely established workers' organizations have their needs and views recognised in the DWCP process. This has been an integral factor for the success of the process and was dependent on the degree to which workers' priorities were reflected and how well they were involved in all the stages of design and implementation. ACTRAV focused on strengthening union participation and common action platforms, particularly within the framework of DWCPs, with a view to fostering more effective action and eventual unification of trade unions. The objective was also to improve effective reflection of workers' interests and participation in United Nations Development Assistance Frameworks (UNDAFs) and forums with international financial and multilateral institutions such as the WTO, World Bank, IMF and regional development banks. The Global Product developed tools that assisted workers and their unions in:

- Designing, implementing and monitoring DWCPs
- Ensuring regular inclusion of freedom of association and collective bargaining in DWCPs
- Working together at national level
- Identifying issues to be included in DWCPs, especially those related to precarious work, e.g., contractual arrangements, migration, informal work, and MNEs.

Results under Outcome 10 are measured through a set of indicators identified in ILOs [Strategic Policy Framework 2010-15 \(SPF\)](#).

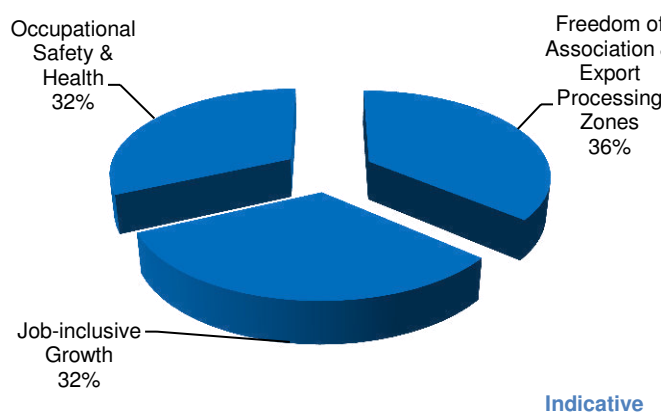
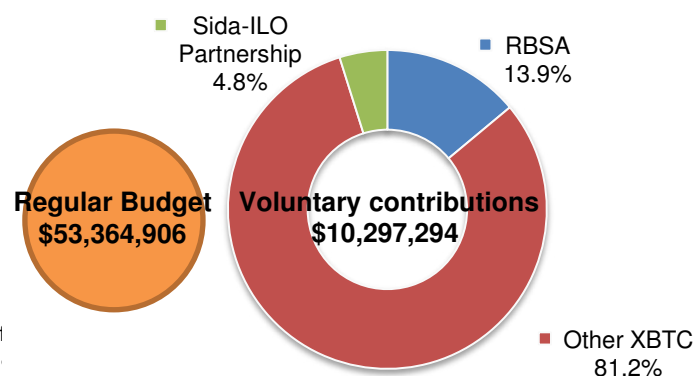
Outcome 10 Indicators	Target by 2015	Results by 2013*
10.1 Number of national workers' organizations that, with ILO support, include the Decent Work Agenda in their strategic planning and training programmes	70	69
10.2 Number of workers' organizations that, with ILO support, achieve greater respect for fundamental workers' rights and international labour standards through their participation in policy discussions at national, regional or international levels	50	44

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

2. Sida's contribution to Outcome 10

In 2012-13, the ILO spent **US\$ 63,662,200** in support under Outcome 10. Of this amount, US\$ 53,364,906 was provided through the Regular Budget (RB), US\$ 1,436,029 through the fully un-earmarked Regular Budget Supplementary Account (RBSA) and US\$ 8,861,265 through earmarked Extra-Budgetary Technical Cooperation (XBTC)⁷. Sida's contribution of **US\$ 561,074⁸** is recorded under XBTC and amounts to **4.8%** of ILO expenditure (voluntary contributions).

ILO expenditure under Outcome 10, 2012-13



strengthening of trade union policy and deficits in EPZs. Activities were undertaken in China, India, Madagascar, Togo, Uganda, Zimbabwe, Ghana, Honduras and Guatemala. Other sources of funding, notably regular budget funding was used in tandem with Sida funds to carry out activities:

1. Capacity-building activities to strengthen the institutional capacities and knowledge base of trade unions on international labour standards and decent work deficits in EPZs.
2. Policy engagement activities ranging from the mapping of EPZs to engagement in policy issues with governments or in collective bargaining with employers.
3. Promoting freedom of association and organising with a goal of organising workers in EPZs.

Publications

The programme has successfully published country case studies on EPZs in India, China, Madagascar, Nicaragua, Togo, Nigeria and Morocco. Unpublished mapping of EPZs has also been undertaken in Uganda, Zimbabwe and Ghana. A trade union manual on EPZs has been published in English, French and Spanish. This manual provides trade unions with a diagnostic tool to assess compliance with international labour standards in EPZs in their respective countries. It also provides analytical arguments to engage in policy debates with governments and employers on the EPZ strategy, and it gives trade unions several examples of organising strategies others are using to organise EPZ workers. A DVD with country experiences is attached to the manual in order to share these concrete experiences of how different unions are dealing with decent work deficits in their respective countries.

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

⁸ This includes a US\$ 21,581 transfer from the previous Partnership phase.

Organising

The programme 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. Considering the lack of freedom of association in zones and the difficulties unions encounter in organising EPZ workers, this is a significant success.

Collective bargaining

One of the main aims of the programme has been to encourage unions to engage 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 principally to the lack of social dialogue in zones and the absence of trade unions in EPZs. Thanks to the programme, a collective bargaining agreement has been signed in Togo which has improved the working conditions of EPZ workers. An agreement is also far advanced towards being signed in Madagascar with the assistance of the ILO's PAMODEC programme.

Greater awareness of rights

Another success of this programme has been the fact that it has instilled greater awareness among EPZ workers of their rights. Most EPZ workers are unaware of their rights in accordance with national labour law and international labour standards. Through this programme, EPZ workers in the different target countries have become increasingly aware of their rights and dignity.

China and India

A key success of the programme has been the organisation of national seminars on EPZs in both China and in India. In the case of China, this has been a major breakthrough in order to promote the effective exercise of freedom of association and collective bargaining in the country. The seminar was not only a means of developing an action plan with the ACFTU (Chinese trade union) but also a means of promoting a culture of freedom of association in the union and in the country. Furthermore, this seminar was significant because China has the largest number of EPZ workers in the world. In the case of India, the seminar was significant because of the governments' policy to rapidly expand the number of Special Economic Zones (another name for EPZs) in the country. The seminar therefore aimed at preparing trade unions to develop a coherent strategy to meet this emerging challenge of more and more EPZs.

Sida funding was used as core funding - other funding was provided by the ILO regular budget - and contributed very significantly towards ensuring successful implementation of the programme.

2. Develop the advanced knowledge and research capacity of workers' organizations in the area of job-inclusive growth and working conditions.

ACTRAV has built a set of institutional partnerships and networks to contribute to capacity building for workers organisations, including the [Global Labour University](#)⁹, the [Global Labour Column](#) and the Domestic Workers Research Network. The globally developed knowledge tools of these are disseminated widely. These tools are universal and are not directly related to any specific Country Programme Outcome. The priorities for publication were policies to reduce inequality, to strengthen workers' rights and to promote new ILO instruments like the ones on Social Protection Floors and the Domestic Workers..



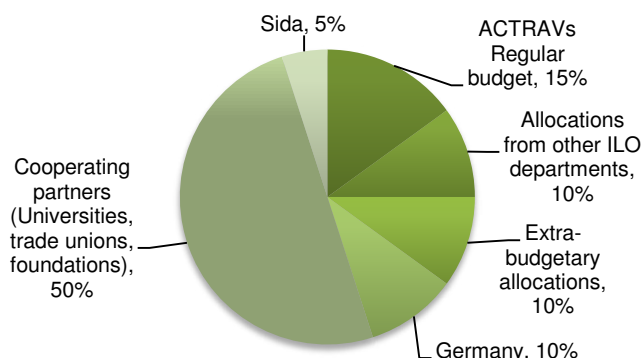
A major activity was the regular publication of the Global Labour Column, a research project on social security needs of domestic workers that was presented at the founding congress of the International Domestic Workers Federation. Other activities concerned contributions to research conferences and workshops and the development of a new Global Labour University website and an online course on global workers' rights. The Global Labour Column has several thousand subscribers from more than 50 countries. The research on social security needs for domestic workers piloted a new methodology of participatory research in two countries, i.e., on migrant domestic workers in the Netherlands and on domestic workers in South Africa. In both cases the research was carried out in direct cooperation with domestic workers' organisations as action research with the active involvement of local unions helping them formulating their own social protection demands.

⁹ The Global Labour University is the only global cooperation between universities, trade unions and the ILO spanning across 4 continents. It has over the years qualified several hundreds of highly motivated and skilled experts that are engaged with workers' organisations or labour research.

Some financial assistance was given for the implementation of Global Labour University programmes in India and Brazil in relation with the annual research conference.

An online course on global workers' rights was developed as a joint cooperation between partners from Brazil, India, South Africa and Europe to provide a multifunctional qualification tool on ILO labour standards. The course is currently being tested within the Global Labour University network. The aim is to disseminate this course to at least ten universities and/or trade union training centres during 2014-15.

The Sida funding for the Global Labour University is an integral part of a multi-donor cooperation approach.



3. Develop advanced knowledge and labour education in the area of Occupational Safety and Health.

The challenge in implementing the Occupational Safety and Health (OSH) component was to offer a product which would enable a stronger coordination and integration of the activities on this subject. All the more challenging as activities under this component were delivered by several actors in the regions in order to produce the critical mass leading to an effective increased capacity of trade unions in elaborating and implementing education and policies on OSH with a special focus on areas of interest like workers in the informal economy, the rural economy, migrant workers, women and youth. The capacity of trade unions to promote the implementation of the ILO Global Strategy on Occupational Safety and Health and the related ILO Conventions on OSH (Nos. 81, 155, 161, 187, and Recommendation 200) was enhanced. Emphasis was placed on the importance of gender mainstreaming given the glaring gender disparities in the distribution of occupational risks and the limited research into women's working conditions and their associated health problems.

Overall, the project activities aimed at contributing to the development of advanced knowledge, labour education capacity and managerial competencies of trade unions in the field of social protection. In the long term, this should enable them to play a more visible and proactive role in tackling OSH the challenges engendered by globalization.

A further significant component was activities concerning HIV/AIDS. Sida funding was used to develop a comprehensive training manual that addresses Africa's OSH and HIV and AIDS challenges in the world of work. The manual, which is available in English and French, is a valuable tool for raising awareness among trade union members and promote a culture of prevention for realising a safe and healthier working environment. Training activities were also held in the field on the following themes, places and dates:

- Training of Trainers on OSH for Trade Union Representatives in Africa, Kwame Nkrumah Africa Labour College, Accra, Ghana from 13 to 17 August 2012;
- Trade Union Training on HIV and Labour Migration, Lome, Togo from 1 to 5 July 2013, and
- Follow-up Capacity Building on OSH and HIV and AIDS, Tom Mboya Labour College, Kisumu, Kenya from 18 to 22 November 2013.

These activities were attended by a total of 55 trade unionists, including 26 female representatives who are responsible for OSH and HIV and AIDS activities in their respective national trade union centres and/or sectoral trade union organizations.

3. Lessons learned

1. Freedom of association and the process of strengthening workers' organizations in the export processing zones

Organising trade unions in these circumstances is very difficult, but not impossible. The programme shows that through persistence and the use of innovative approaches, it is possible to organise EPZ workers. The programme has proven to be effective in getting unions to promote decent work in the zones. The methodology consisted of the following: (1) mapping of freedom of association in EPZs; (2) development of action plans by unions; (3) policy engagement between unions with employers and/or governments; and (4) organising of EPZ workers in the zones. Given the success of this approach, the ILO will seek to continue using this methodology in other EPZ countries during 2014-15. Furthermore, a series of educational and research materials have been developed which will be disseminated widely in 2014-15. Finally it should be noted that significant work has been done in the last two phases of the programme, i.e., during 2010-13, in Latin America and in Africa. However, not enough work has yet been done in Asia. Therefore, in the forthcoming biennium ACTRAV will seek to focus greater attention on EPZs in Asia.

2. Develop the advanced knowledge and research capacity of workers' organizations in the area of job-inclusive growth and working conditions

The activities undertaken have met with a positive response from many users. The number of subscribers for the Global Labour Column and the visitors to the web-sites is continuously increasing as is the number of applicant for the different programmes. [A recent evaluation](#) has shown that the programme is targeting participants that tend to stay actively involved in the labour movement. The annual conferences and summer schools are constantly oversubscribed and a growing number of authors is submitting working papers for review and publication. It is noteworthy that a number of universities from different countries have expressed their interest of associate membership. For the upcoming biennium priority will be given to strengthen, in cooperation with the network partners and the ILO Turin centre, the online dimension of the Global Labour University programmes. This will allow for building a much larger network of cooperating institutions and to offer more flexible and tailor made learning opportunities. Content wise the focus of this new tools will be on global workers' rights and on strategies and experiences to ensure better voice and representation for workers in global supply chains and in particular for workers in precarious and informal employment.

3. Develop the advanced knowledge and research capacity of workers' organizations in the area of job-inclusive growth and working conditions

As result of the enhanced capacity acquired under this project, trade unions are today playing a frontline role in the promotion of a preventative OSH culture and in the fight against the HIV epidemic. Many trade unions in Africa have established functional workplace-based educational programs to deal with issues of OSH and HIV/AIDS and are also taking active part in workplace-based joint OSH committees. In addition, many trade unions have played impressive roles in labour law reform processes concerning OSH and the formulation of national policies on HIV and AIDS in several African countries in line with relevant ILO standards. However, the poor ratification of key ILO conventions concerning OSH (C155, C161 and C 187) remains a fundamental challenge. More often than not, enforcement of laws is problematic due to the ineffectiveness of the labour inspectorates in many countries. Moreover, blatant HIV-related discrimination remains in Kenya, Nigeria, Uganda and Zambia. Also, there is a serious gap between HIV awareness campaigns and behavioural change. More importantly, there has been a phenomenal growth of the informal economy; little or no attention has been given to workers in this sector. The competencies and capacities of trade unions to deliver education and training to their members on OSH and HIV/ AIDS have been reinforced by the work done under this project. The knowledge and skills gained by trade unions are of great significance to their effective participation in collective bargaining, social dialogue and in decision-making aimed at influencing policies concerning OSH and HIV/AIDS. The learning materials used in the training courses will continue to be useful tools in supporting the challenging work of union educators. It is envisaged that the knowledge and skills gained by those who took part in the activities will enable them to continue the effort of reaching other officials in the trade union movement, achieving a multiplier effect and hence a higher impact.

Outcome 14 The right to freedom of association and collective bargaining is widely known and exercised

During 2012-13 Sida funding contributed directly to of **2 out of 7 member States** in which the ILO reported biennial results towards improving the application of freedom of association and collective bargaining rights. Sida funding also contributed to **all 3 member States** reported taking significant action to introduce freedom of association and collective bargaining rights in export processing zones

1. Outcome strategy

Freedom of association and the right to collective bargaining constitute an undeniable cornerstone of the ILO since these rights are an essential part of human rights and they play a key role in the social and economic development of countries. The Freedom of Association and Protection of the Right to Organise Convention (C87) and the Right to Organise and Collective Bargaining Convention (C98) and their related instruments are the most far-reaching international instruments in this area. The ILO supervisory mechanisms which monitor progress in their application are the most advanced in the UN system. Nevertheless, despite the progress made, the two Conventions remain the least ratified of the eight fundamental ILO Conventions. There are significant weaknesses in their practical application, particularly with regard to vulnerable workers in export processing zones (EPZs), agriculture, domestic and migrant workers. These weaknesses often result also in a noticeable rights gap for women. Achieving full respect of these rights requires long-term commitment and support. Within the context of Decent Work Country Programmes, work focused on consolidating progress made and ensuring further advances through advocacy, legal reform and capacity-building of constituents. These activities were based on the priorities set by the ILO supervisory bodies, the reports of the 1998 Declaration follow-up, and the action plans approved by the Governing Body to enhance the impact of the standards system and to realize the fundamental principles and rights of freedom of association and collective bargaining.

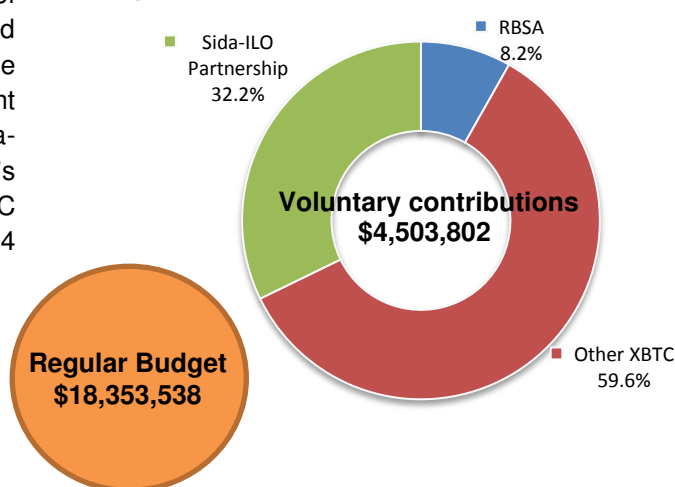
ILO results under Outcome 14 are measured through two indicators as identified in ILO's Strategic Policy Framework 2010-15 which call for countries to, improve the application of basic rights on freedom of association and the right to collective bargaining, and to take significant action to introduce freedom of association and the right to collective bargaining in export processing zones.

The Outcome 14 strategy is conducted through knowledge development and sharing; a focus on promoting awareness of the role of freedom of association and collective bargaining with particular emphasis on the rural sector, the informal economy, EPZs and the domestic work sector; building the capacity of the constituents to apply and improve respect for these rights; and the continuation of partnerships with international and regional organizations.

2. Sida's contribution to Outcome 14

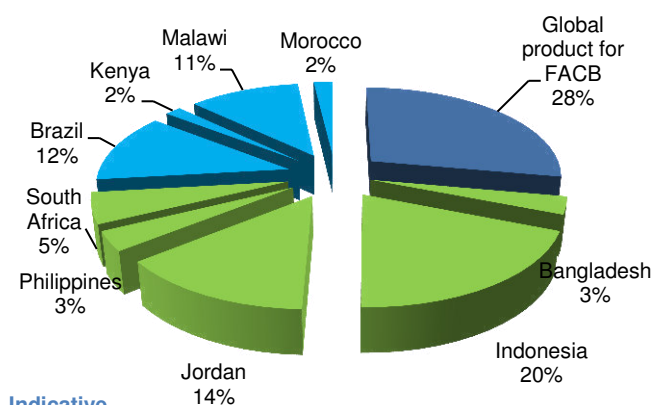
In 2012-13, the ILO spent **US\$ 22,857,340** in support of Outcome 14. Of this amount, US\$ 18,353,538 was provided through the Regular Budget (RB), US\$ 368,915 through the fully un-earmarked Regular Budget Supplementary Account (RBSA) and US\$ 4,134,887 through earmarked Extra-Budgetary Technical Cooperation (XBTC)¹⁰. Sida's contribution of **US\$ 1,862,097**¹¹ is recorded under XBTC and amounts to **32.2%** of ILO expenditure on Outcome 14 (voluntary contributions).

ILO expenditure under Outcome 14, 2012-13



¹⁰ Source : [Programme Implementation Report 2012-13](#), p.17

¹¹ This includes a US\$ 14,044.72 transfer from the previous Partnership phase.



The programme consists out of **1 Global Product** and **9 Country Programme Outcomes**.

The global product has a systematic approach aimed at developing and bolstering labour market governance institutions, social partners and other relevant actors in the knowledge and capacity to exercise these rights. Specific assistance within the programme is provided to facilitate the promotion of organizational rights for workers in export processing zones, rural workers and those in the informal sector. A diagnostic tool developed under the Global Product was refined and rolled out in a number of member States.

The CPOs covered countries that had already been involved in the first phase of the Programme (**Bangladesh, Philippines, Kenya and South Africa**) as well as other countries likely to benefit. **Brazil** was included due to a large domestic work sector, with examples of decent work deficits, including child labour, forced labour, discrimination and poor working conditions and social security coverage. Moreover, there are few organizations of either domestic workers or their employers existing in the country. At the same time, the country has a strong tripartite structure. Accordingly, the project was expected make a real impact in Brazil, by contributing to FACB rights of domestic workers and domestic work employers. In addition, there are interesting opportunities to obtain good practice examples of organizing in the domestic work sector that would be useful globally. **Indonesia** and **Jordan** are both strategically important in their respective regions. Indonesia offers potential synergies in relation to the export sectors in the Philippines and Bangladesh. Jordan was an interesting testing ground for the diagnostic process in the Arab States. In addition, selecting these CPOs ensured positive collaboration with other ILO work at the country-level (Better Work, Sustaining Competitive and Responsible Enterprises (SCORE) in Indonesia, and programmes funded by Norway on promoting sound industrial relations in Indonesia and on freedom of association and collective bargaining in Jordan).

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

Results under Outcome 14 are measured through a set of indicators identified in ILOs [Strategic Policy Framework 2010-15 \(SPF\)](#).

Outcome 14 Indicators	Target by 2015	Results by 2013*
14.1 Number of member States that, with ILO support, improve the application of basic rights on freedom of association and the right to collective bargaining.	30	27
14.2 Number of member States that, with ILO support, take significant action to introduce freedom of association and the right to collective bargaining in export processing zones.	6	5

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

Results achieved in 2012-13

Sida's contribution under Outcome 14 was in part programmed to support progress towards achieving **SPF Indicator 14.1**, which aims at improving the application of basic rights on freedom of association and collective bargaining. To be counted as reportable, results must meet at least two of the following **measurement criteria (MC)**, as observed by the ILO supervisory bodies or in the framework of the 1998 Declaration follow-up mechanism:

1. An awareness-raising strategy and/or programmes on freedom of association and collective bargaining targeting the tripartite constituents are launched.
2. Convention No. 87 or 98 is ratified.
3. There is progress in the respect of the fundamental civil liberties of the members of trade unions and employers' organizations.
4. Changes are introduced in law, policy or practice to ensure that trade unions and employers' organizations can be registered and function without undue restrictions.
5. Mechanisms to ensure protection against acts of anti-union discrimination or interference are established or expanded. Policies and mechanisms to promote collective bargaining are established or expanded.

Under this indicator, 7 member States achieved a result in 2012-13. From these, Bangladesh and South Africa received direct support through Sida funding.

Bangladesh CPO BGD226 "Country takes effective measures to respond and implement CEACR recommendation including fulfilling its reporting obligations."

MC	Result, as per <u>ILO Programme Implementation Report</u>	ILO contribution
1 & 4	Amendments to the Bangladesh Labour Act in July 2013 have improved the protection of workers' representatives and ensured free worker participation in their elections. However, the amendments do not address all concerns previously raised by the ILO. In addition, the specific EPZ law still needs to be amended along the lines of the supervisory body comments and the Industrial Relations Regulations also need to be amended to reflect the Bangladesh Labour Act amendments.	ILO advice was sought throughout the process of reviewing proposed amendments to the Labour Law. ILO comments were delivered by the Country Director at the two public hearings of the Parliamentary Standing Committee on Labour on the Bangladesh Labour Act amendments. Training programmes are being finalised for MoLE/Industrial Relations Institute (IRI)/DL, the employers, and the trade unions on the new law. Support will be provided for all 3 partner groups to provide on the ground training to their constituents and members on the content of the new law and the implications to their respective constituents.
Use of Sida funds in support of the result		
The ILO supported the tripartite constituents in developing their own national plan of action on FACB rights in the ready-made garment sector, based on a comprehensive diagnostic report that reflected the perceptions and experiences of approximately 250 workers (organized and unorganized), 25 employers and 20 government officials. The activities are currently being financially supported through this and other projects providing a structure to review and update the various activities undertaking with respect to the plan.		

South Africa CPO ZAF153 "Freedom of Association and the right to collective bargaining strengthened with particular focus on selected sectors."

MC	Result, as per <u>ILO Programme Implementation Report</u>	ILO contribution
1	Awareness raising on programme FACB rights in the agricultural sector launched by the South African Commission for Conciliation, Mediation and Arbitration (CCMA). 180 national/state/provincial labour inspectors aware of FACB rights in the rural economy and improved procedures to promote and protect these rights 60 agricultural workers trained on FACB by CCMA.	ILO conducted diagnostic process. Training of labour court judges, labour inspectors, workers and their organizations on FACB. Advisory services leading to greater collaboration across institutions such as that between the CCMA and the labour inspectorate.
5	Adoption of a training manual for labour inspectors as an internal document for sustained training and cross institutional collaboration	ILO contributed to finalization of the training manual. Full CCMA participation in all trainings.
Use of Sida funds in support of the result		
With the use of Sida funding the ILO undertook a diagnostic process on FACB rights in the wine and citrus sectors. This raised awareness on fundamental principles and rights at work among approximately 230 workers (organized and unorganized), 15 employers, and 15 government officials who worked with the ILO team. In addition, 10 young people were trained in relation to these principles and integrated into the team gathering the information. The Sida funding also allowed the ILO to support the tripartite constituents in developing their national plan of action, which is being implemented with Sida funding in close collaboration with other projects. Activities under the action plan include workshops on organizing women workers in the rural sector as well as workshops for trade unions in the rural sector. Preliminary steps were taken with employers in the rural sector to overcome their sense of fear in relation to FACB. Training of labour inspectors constituted an important element of work funded by Sida.		

Sida's contribution under Outcome 14 was also programmed to support progress towards achieving **SPF Indicator 14.2**, aiming at introducing freedom of association and collective bargaining rights in export processing zones. To be counted as reportable, results must meet at least one of the following **measurement criteria (MC)**, as observed by the ILO supervisory bodies or in the framework of the 1998 Declaration follow-up mechanism:

1. An awareness-raising strategy and/or programmes on freedom of association and collective bargaining targeting the workers and employers in EPZs are launched.
2. Measures are adopted to permit workers' organizations to be established and function in EPZs.
3. Mechanisms to ensure protection against acts of anti-union discrimination or interference in EPZs are established or expanded.
4. Policies and mechanisms to promote collective bargaining in EPZs are established or expanded.

Under this indicator three member States achieved a result in 2012-13. All received direct support through Sida funding.

Indonesia CPO IDN154 *"The application of ILO Conventions Nos. 87 and 98 are strengthened in Economic Processing Zones through capacity building of employers, workers and the Government."*

MC	Result, as per <u>ILO Programme Implementation Report</u>	ILO contribution
1	The conduct of the diagnostic survey has already largely enhanced awareness of FACB principles in EPZs. Tripartite agreement on the programme and strategy for policy-making and awareness-raising on freedom of association discussed in October 2013, the elaboration of national action plan and the implementation of an awareness-raising strategy.	ILO has carried out Freedom of Association Diagnostic survey in Garment and apparel sector in the EPZ area in the province of Jakarta, Banten and West Java. National plan of action was elaborated by the social partners in October and awareness-raising and capacity building exercises have begun.

Use of Sida funds in support of the result



Applying questionnaire to workers.

The ILO was able to undertake a diagnostic process on FACB rights in the textile, garment and footwear sector reflecting the perceptions and experiences of approximately 1200 workers, 100 employers, and 10 government officials. This raised awareness of fundamental rights and principles at work among those who engaged with the ILO team. A group of 15 young people were trained in relation to these principles and integrated into the team gathering the information over a two-week period. The Sida funds additionally enabled the ILO to support the tripartite constituents in the development of their national plan of action on FACB rights and to undertake the first activities under the plan of action at the enterprise and national level. These activities were implemented in close collaboration with other ILO programmes.

Jordan CPO JOR128 *"Tripartite mechanisms established and sound industrial relations promoted to ensure the enforcement of national legislation and policies and the development of socio-economic policies"*

MC	Result, as per <u>ILO Programme Implementation Report</u>	ILO contribution
1	The conduct of the diagnostic survey has already largely enhanced awareness of FACB principles in EPZs. Tripartite agreement on the programme and strategy for policy-making and awareness-raising on freedom of association discussed in October 2013, the elaboration of national action plan and the implementation of an awareness-raising strategy.	ILO diagnostic mission (towards full freedom of association and collective bargaining in the export processing sector) undertaken and to give rise to priorities established at national level for action to promote FACB.

Use of Sida funds in support of the result

The ILO carried out a diagnostic process on FACB rights in the chemical products sector resulting in a diagnostic report reflecting the perceptions and experiences of approximately 500 workers, 22 employers, and 18 government officials. This raised awareness of these rights and principles among those working with the ILO team. In addition, 20 young people were trained in relation to these principles and integrated into the team gathering the information over a two-week period. In conjunction with other ILO work on collective bargaining, and as agreed with the constituents during a DWCP annual review, a national plan of action will be developed by the tripartite constituents during April 2014.



Group meeting with trade union representatives

Philippines CPO PHL129 *"Improved application of basic rights on freedom of association and the right to collective bargaining."*

MC	Result, as per <u>ILO Programme Implementation Report</u>	ILO contribution
1	Following awareness-raising in the sector, two Bills introduced in the Congress which aim to protect the interest and welfare of Call Center/BPO workers, including the right to organize and join unions. An awareness-raising campaign was conducted to increase the knowledge and awareness of DOLE and PEZA officials on FACB.	ILO facilitated/conducted trainings on FOA CB for stakeholders in EPZs, including: Total of 17 orientation seminars on FOA CB and DOLE-PNP-PEZA Guidelines covering around 1,027 participants from 558 establishments in various economic zones. Participants included those from security agencies and management organizations. 23 officials of DOLE/PEZA trained as trainers on FOA/CB 80 DOLE and PEZA officials from Luzon, Visayas and Mindanao provided with training on ILS and FoA CB. 56 officials from DOLE, PEZA, NLRC and NCMB trained on techniques on conciliation, mediation.

Use of Sida funds in support of the result



The ILO conducted a diagnostic process on FACB rights in the call centres and electronics sectors. This raised awareness of FPRW among the 180 workers (120 unorganized workers were from call centres), 5 employers and 10 government officials who engaged with the ILO team. In addition, 10 young people were trained in relation to these principles and integrated into the team gathering the information. SIDA funding also allowed the ILO to engage with the constituents in the development of a national plan of action that, regrettably, did not include the employers.

Gender mainstreaming the Partnership

The training module Freedom of Association for women workers in Export Processing Zones was finalised, having been piloted in the Philippines in Phase I of the ILO-Sida Partnership. The training module on freedom of association for the military and police was reviewed from a gender perspective.

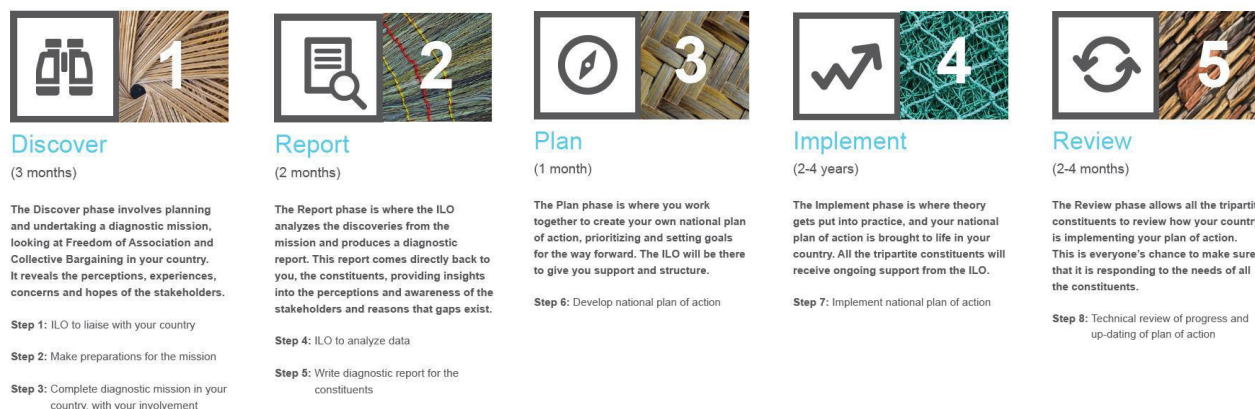
Not reported in ILO's Program Implementation Report 2012-13

	Country Programme Outcome	Progress
Brazil	CPO BRA153 <i>"Collective bargaining is strengthened and broadened."</i>	The ILO has undertaken a diagnostic mission on FACB rights in the domestic work sector during which approximately 760 workers (organized and unorganized), 50 employers and 30 government officials shared their perceptions and experiences. This raised awareness of fundamental rights and principles at work among those who engaged with the ILO team. In addition, 23 young people were trained in relation to these principles and integrated into the team gathering the information over a three-week period.
Kenya	CPO KEN827 <i>"Right to organise and collective bargaining practiced in selected economic sectors"</i>	The ILO has undertaken a diagnostic process on FACB rights in the cut flowers and tea sectors, which has resulted in a diagnostic report reflecting the perceptions and experiences of approximately 250 workers, 30 employers, and 10 government officials. This has raised awareness of these fundamental rights and principles at work among those who engaged with the ILO team. In addition, 8 young people were trained in relation to these principles and integrated into the team gathering the information over a two-week period.
Malawi	CPO MWI862 <i>"Strengthened capacity of member States to ratify and apply international labour standards and to fulfil their reporting obligations"</i>	The ILO has undertaken a diagnostic process in relation to FACB rights in the tobacco sector. This raised awareness of these rights among approximately 250 workers, 320 small-holders, 16 employers, and 16 government officials who engaged with the ILO team. In addition, 20 young people were trained in relation to these principles and integrated into the team gathering the information. The Office plans to support the tripartite constituents in developing and implementing their national plan of action during 2014.
Morocco	CPO MAR201 <i>"Les institutions nationales et les partenaires sociaux ont les capacités renforcées pour appliquer les droits fondamentaux en matière de liberté syndicale et de négociation collective."</i>	The ILO undertook preparatory work, including a preparatory mission to Morocco to discuss the possible implementation of the diagnostic process on FACB rights in the agriculture sector in the country. While the tripartite constituents did not agree to the immediate implementation of the diagnostic process, they requested – and received – technical assistance through a RBSA funded project to train inspectors on fundamental rights and principles at work.

Global Product

At a global level, Sida funding has led to the creation of a sustainable global tool that has been carefully designed to aid future application at the country level. By **giving voice**, it creates a sharp focus on accessing workers and employers who are often voiceless and unrepresented, identifying opportunities rooted in countries' own experiences. It **looks forward**, long-term ILO support is envisaged to constituent-led action plans taking advantage of other ILO projects and programmes. For ILO officials, the process and instruments are **user-friendly** and **adaptable for specific in-country engagement**, and at the same time **methodologically rigorous**, it is expected to create a dynamic and systematic approach to the realization of Outcome 14.

ILO IN COUNTRY



4. Lessons learned

1. It is clear that the development of a global diagnostic tool has allowed for a rigorous first step towards full respect for FACB in particularly challenging sectors, such as the rural sector, the export processing sector and the domestic work sector. Through the application of the tool, countries start a self-determined and on-going discussion about the law and practice of freedom of association and collective bargaining. Activities organized under the ambit of the national plans of action are on-going in Bangladesh, the Philippines, Indonesia and South Africa; plans of action are expected to be developed and implemented in Jordan, Malawi and Brazil, based on the project's work.
2. Second, a focus on awareness is especially important in sectors with high vulnerability, such as the rural and domestic work sectors, as many workers and employers are largely unaware of the possibilities and potentials of freedom of association and collective bargaining rights. The process of gathering information itself raised the awareness of many employers and workers, as a step towards full implementation of the rights. Building capacity and raising awareness are equally important.
3. The use of a diagnostic process focussing on the perceptions and experiences of the tripartite constituents in relation to FACB rights, as well as the elements challenging their full realisation, has ensured that gaps in their practice are considered from all aspects. A national plan of action based on a shared understanding is more likely to allow the constituents to feel ownership of the priorities and aims, and so to be successful.
4. Fourth, the heterogeneous nature of labour relationships in such challenging sectors means that the specificities of the particular country and the sector must be fully understood by the stakeholders and taken into account in activities developed at country level. Such a holistic approach has enabled more meaningful progress in the respect for these rights on the ground. While a strong methodological process can perhaps best be developed at the global level, such processes can only be successful at the national level if they are flexible and responsive to the needs of the rural sector in particular; conversely, global initiatives will be greatly dependant on the realities on the ground for their success or otherwise.

Sida funding of Outcome 14 has been crucial to the development of a systematic and rigorous approach to promoting FACB in member States in particularly challenging sectors. In fact, they have been crucial in creating a backbone structure linking the promotion of FACB rights with activities at the country level under many other ILO resources.

Gender mainstreaming

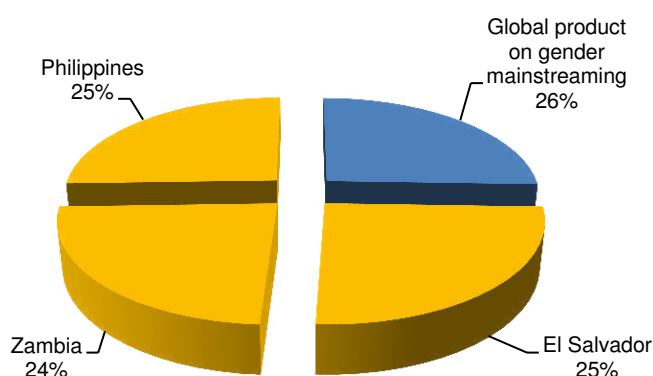
1. Strategy

In line with the ILO's gender policy of 1999 and the ILO Programme and Budget 2012-13, the Office sought to advance gender equality through the inclusion of a gender dimension in all programmes and policies (i.e., gender mainstreaming), whilst also promoting gender-specific interventions to redress longstanding inequalities. The ILO-Sida Partnership Agreement provided for a specific component on gender mainstreaming. The objective was to ensure gender equality in the staffing, institutional structures, and substance of the work of constituents and of the ILO itself, and is being monitored by the [ILO Action Plan on Gender Equality 2010-15](#).

Activities to advance gender equality in the world of work are, for programmatic purposes, housed under Outcome 17 (non-discrimination). The Sida funded gender-mainstreaming component was dedicated to ensuring that the Sida-ILO Partnership per se was gender responsive, i.e., that the activities under the other Outcomes gave adequate attention to ensuring that their interventions were geared toward ensuring equality between women and men in the world of work.

2. Gender mainstreaming the Partnership

In 2012-13, the Sida contribution to the specific gender mainstreaming component of the Partnership was **US\$ \$540,429**. These resources were utilised by the ILO to support **1 Global Product and 8 Country Programme Outcomes (CPOs) in 3 countries**: El Salvador, Zambia and the Philippines.



Indicative

two or more CPOs were funded through the Partnership. For instance, **Zambia** was selected for gender mainstreaming purposes because Sida funding was allocated for youth employment, strengthening employers' organizations and improving working conditions.

There was a clear synergy between Sweden's support to the global product and that from Norway, which has also provided funding. In addition, ILO Regular Budget funds were allocated to undertake professional upgrading of judges on the core gender equality Conventions in East Africa and the Caribbean, Regular Budget Supplementary Account (RBSA) funds were allocated to promoting maternity and assess the gender impacts of cash-transfer programs.

In order to build a critical mass of resources for gender mainstreaming, the Bureau of Gender Equality (GENDER) concentrated its efforts were

3. Countries supported in 2012-13

	CPOs	Linked indicators identified in ILOs SPF 2010-15	Use of Sida funds in support of gender mainstreaming
El Salvador	SLV105	14.1 <i>Freedom of association and collective bargaining</i>	(1) A training on the ILO's Participatory Gender Audit methodology was held for members of Salvadorian Trade Unions (2) Trade Union officials were trained on the ILO's approach to promoting gender equality in the workplace, i.e. equal pay and discrimination and the links between these issues and freedom of association.
	SLV126	2.5 <i>Youth employment</i>	(1) A training program for the members of the Gender unit of the Ministry of Labour and Social Protection (MTPS) was undertaken; the implementation of the gender action plan was overseen. (2) A campaign to combat the gender stereotypes in the promotion of youth employment was designed and launched. (3) A sub-regional study on young people neither in education nor employment (integrating a gender perspective) was published and disseminated. (4) A training of trainers' workshop <i>Promoting gender-based non-discriminatory practices within the employment services</i> was held for the agents of the employment services of MTPS and an assessment of the employment services effectively mainstreamed gender equality. (5) An Evaluation of the business environment for the development of women's enterprises (EFADEMU in Spanish) in El Salvador was published and disseminated. Workers and employers were involved through focal points assisting in the campaign to combat gender stereo-types. Both were active in designing gender responsive vocational training programs.
Zambia	ZMB127	2.5 <i>Youth employment</i>	(1) A Participatory Gender Audit training for the Ministry of Youth and Sport staff was held in Livingstone (May 2013). (2) A Youth Employment newsletter raised awareness on challenges and good practices in promoting gender equality; (3) Support was given to facilitate the participation of young women in mentorship and leadership training programmes. (4) The ILO, with other UN agencies provided technical assistance to the Ministry of Youth and Sport to review the National Youth Policy and to ensure it was gender responsive. Both workers and employers were consulted during the development of an action plan on Youth Employment. They actively participated in the panel discussion of the validation of the School to Work Transition Survey (SWTS). In addition, the Zambian Congress of Trade Union (ZCTU) formed a youth wing and developed the Unions Youth Policy to encourage the participation of young people in trade unionism. The youth committee was gender balanced and the draft youth policy mainstreams gender throughout.

	ZMB134	5.1 <i>Improving working conditions</i>	(1) The Sida funds enabled the ILO to support in the undertaking of two national surveys to determine the <i>Magnitude of Domestic Workers in Zambia</i> and the <i>Patterns of Employment Arrangements and Working Conditions in Domestic Work in Zambia</i>. The questionnaires and findings were gender responsive, i.e. disaggregated by sex but also looked at issues of maternity protection, work-life balance, and gender stereo-types within different kinds of domestic work. (2) On maternity protection, the Sida funds contributed to the undertaking of a study and a tripartite workshop on Maternity Protection, which will provide baseline data and a situational analysis to inform future policy decisions, in particular toward the potential ratification of Convention 183. Involving workers and employers: The ZCTU, and Domestic Workers Union, along with the Zambian Federation of Employers (ZFU) were integral to the implementation and execution of the above-mentioned surveys in terms of inputs to the concept notes, the terms of reference for the consultants and comments on the draft results.
	ZMB801	9.3 <i>Strengthening employers' organizations</i>	Sida funds contributed to the design and undertaking of the Enabling Environment for Sustainable Enterprises assessment (EESE). A tripartite workshop was organized to present the EESE assessment methodology and adapt it for use in Zambia. A survey questionnaire was drawn up, including questions on gender-based barriers to starting and growing a business in Zambia. Care was taken to ensure that there equal numbers of women and men as interviewers and enumerators. The Zambian Federation of Employers (ZFE) presented the findings of an EESE study at the 'Women's Dialogue on Finance' which indicated that there is low participation of women in the financial sector. The ZFE also developed a concept note on an Internship Programme for young women to which the ILO provided technical inputs.
Philippines	PHL132	5.1 <i>Improving working conditions</i>	The reported strategic plan, resource guide and trainings on domestic workers received inputs to ensure they were gender responsive, including contributing resources to ensure that this was the case.
	PHL802	10.1 <i>Strengthening workers' organizations</i>	Gender sensitivity training was undertaken for the Trade Union Congress of the Philippines. The Participatory Gender Audit methodology was used to review the staffing, structure and the substance of the work of the Public Services Labor Confederation, and of the Philippines Trade and general Workers Organization. Two workshops (one in Manila and one in Cebu) were conducted for young women members of trade unions.
	PHL129	14.1 <i>Freedom of association and collective bargaining</i>	The training module Freedom of Association for women workers in Export Processing Zones was finalised, having been piloted in the Philippines in Phase I of the ILO-Sida Partnership. The training module on freedom of association for the military and police was reviewed from a gender perspective.

The main question with respect to the results is whether ILO staff and constituents involved in youth employment, working conditions, strengthening workers' and employers' activities and freedom of association, both at HQ and in the field, are internalising gender issues. In other words, do they, as a result of the gender mainstreaming component see the relevance of gender issues to their subject matter, and do they have the capacity to implement their activities in a gender responsive manner. For now, the answer would have to be that, after one biennium of what is essentially a new institutional structure, it is too early to say.

With regard to the Outcome-based Workplans (OBWs), the assessment of the various CPOs in Zambia, The Philippines and El Salvador concluded that the existence of a project explicitly devoted to ensuring these Outcomes are delivered in a gender responsive manner, is indeed bearing fruit. Because GENDER had a budget to assist other departments in gender mainstreaming their Outcomes significantly increases the likelihood that it will occur. The fact that Outcome Coordinators can send an email, or make a telephone call and request assistance, and GENDER is in a position not merely to offer advice, but in addition offer co-funding is proving to be a powerful tool towards gender mainstreaming.

In one respect the function of this gender mainstreaming component is to monitor how the Partnership is integrating gender issues across all Outcomes and to provide assistance to colleagues on how they can more successfully integrate gender concerns. In practical terms this has been done on a day-to-day basis via ad hoc meetings, emails and Skype conversations where specific suggestions on how this can be done are discussed and planned. The very existence of a structure whereby there is an obligation to partner with GENDER so as to incorporate a gender dimension is having an impact. Through the process of collaboration between GENDER and the partner units, gender issues are becoming more structurally embedded in the work of these departments.

4. Lessons learned

With regard to monitoring and evaluation of the individual gender mainstreaming project outcomes, the question is: are these projects meeting their targets? In addition, there is the issue of monitoring and evaluating the success in terms of whether and to what extent the P&B Outcomes have mainstreamed gender. These questions are presently the subject of an evaluation of the Swedish and Norwegian Partnerships. A process evaluation, carried out in late 2013, stated the following in terms of the process applied to the gender mainstreaming:

“Cleverly, GENDER programmed its funds after the other units had completed their programming and, as a result, was able to add to and sharpen the gender focus of existing programmes. The wide network of gender “focal points” makes this approach easier to implement.”

One lesson learned is that all components of the Partnership ought to be administered in the same place, i.e., at HQ or decentralized to one of the field offices. As outlined above 75% of the Sida funding for gender mainstreaming was decentralized to three countries. The same countries were provided Sida funding for work on youth employment and domestic workers. Not surprisingly, these two components showed a much higher degree of complementarity between their activities and the activities in gender mainstreaming than the components where no money was decentralized, i.e. Workers' Activities, Employers' Activities and Freedom of Association. While good, gender-oriented initiatives also happened under the other three Outcomes, they tended to veer toward gender-specific, women's economic empowerment type activities. This of course is important work for the ILO. However it is not gender mainstreaming.

Outcome 18 International labour standards are ratified and applied

During 2012-13 Sida funding contributed directly to **more than 40 of the 125 member States** for which the ILO reported biennial results under **Indicator 18.1: Number of member States that, with ILO support, take action to apply international labour standards, in particular in response to issues raised by the supervisory bodies.**

1. Outcome strategy

International Labour Standards (ILS) are one of the most important means of achieving the constitutional objectives of the ILO. The strategy for Outcome 18 aims to increase ratification, effective implementation and more widespread and systematic use of ILS by the tripartite constituents to respond effectively to the needs of the world of work. It includes three interrelated elements:

1. ILS and ILO's normative mandate constitute one of the main comparative advantages of the ILO in the context of UN reform and aid effectiveness.
2. Enhanced global focus on the human rights-based approach means that ILS have an important role to play which has not yet been explored to its full potential.
3. The comments of the ILO's supervisory bodies serve as a key resource and provide the main guidance in the process of improving the impact of standards at country level.

Technical assistance on ILS is aimed at:

- a) Strengthening the capacity of tripartite constituents to ratify and implement ILS.
- b) Mainstreaming ILS in national and international programming processes and facilitating the sharing of experiences, lessons learned and good practices.

2. Sida's contribution to Outcome 18

In 2012-13, the ILO spent **US\$ 91,005,002** in support of Outcome 18. Of this amount, US\$ 76,705,818 was provided through the Regular Budget (RB), US\$ 1,226,496 through the fully un-earmarked Regular Budget Supplementary Account (RBSA) and US\$ 13,072,688 through earmarked Extra-Budgetary Technical Cooperation (XBTC)¹². Sida's contribution of **US\$ \$1,058,616**¹³ is recorded under XBTC and amounts to **7.3%** of ILO expenditures (voluntary contributions) on Outcome 18.

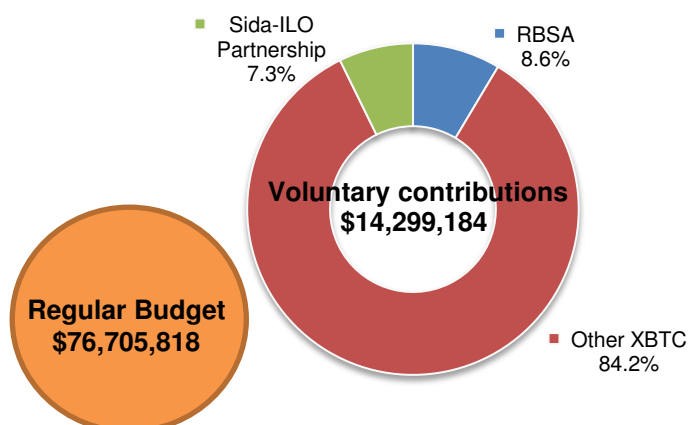
Sida funding contributed to a Global Product

"Programme on the promotion of the Maritime Labour Convention, 2006 – Phase II". A large range of activities

were undertaken for the promotion and implementation of the Maritime Labour Convention of 2006 (MLC) in over 40 countries. In addition, country level support was provided to the Central African Republic (CPO CAF826) in connection with the Indigenous and Tribal Peoples Convention (C169). Furthermore, Sida funds from the previous Partnership phase were used in Zimbabwe to strengthen labour market governance and social dialogue.

With the adoption of the **Maritime Labour Convention** in 2006 by the 94th International Labour Conference, 37 maritime labour Conventions and the related Recommendations were consolidated and updated in a single modern and globally applicable instrument. The MLC is widely regarded as innovative since it covers decent work holistically in the context of a highly globalized industry.

ILO expenditure under Outcome 18, 2012-13



¹² Source : [Programme Implementation Report 2012-13](#), p.17

¹³ This includes a US\$ 2,594 transfer from the previous Partnership phase.

The Promotion of the MLC builds upon the successful approach and achievements of the previous Partnership phase that helped to ensure both widespread ratification and effective implementation of the convention, particularly in connection with the building of national capacity to implement and to ensure compliance with ILS and in supporting national tripartism.

While continuing support to a handbook to assist with the legal implication of the MLC through provisions on occupational safety and health, this phase of the Partnership focussed more on country level implementation through training of trainers of maritime labour inspectors and other key industry personnel from relevant target countries, as well as training and technical advice to build legal capacity at the country level to better implement the MLC.

The indigenous component sought to support efforts by the Government of **Central African Republic** to implement C169, the only legally binding instrument in international law, which deals specifically with the rights of indigenous and tribal peoples. It aimed at supporting the Government's initiatives to reform its laws and institutions, at preparing and submitting reports to ILO supervisory bodies as well as at reinforcing the capacity of national interested parties, including workers and employers' organizations as stakeholders in the implementation of ILO C169.

In 2009 the ILO Commission of Inquiry after examining the observance by the Government of **Zimbabwe** of the Freedom of Association and the Right to Organize Convention (C87) and the Right to Organize and Collective Bargaining Convention (C98) arrived at seven recommendations. A key aspect of these recommended that the Government had to ensure that training, education and support be given to key institutions and personnel in the country, most notably the police and security forces, in relation to freedom of association and collective bargaining, civil liberties and human rights. The ILO provided assistance to Zimbabwe in addressing the issues identified by the Commission of Inquiry.

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

Results under Outcome 18 are measured through a set of indicators outlined in the in ILO [Strategic Policy Framework 2010-15 \(SPF\)](#).

Outcome 18 Indicators	Target by 2015	Results by 2013*
18.1 Number of member States that, with ILO support, take action to apply international labour standards, in particular in response to issues raised by the supervisory bodies	165	180
18.2 Number of member States where, through ILO support, the principles and rights contained in international labour standards are incorporated in development assistance frameworks or other major initiatives	11	15
18.3 Number of member States that, with ILO support, improve ratification of up-to-date Conventions to include at least the instruments classified as core labour standards, as well as those regarded as most significant from the viewpoint of governance	11	6
18.4 Number of member States that have a Decent Work Country Programme which includes a normative component among the national priorities established by the tripartite constituents	35	35

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

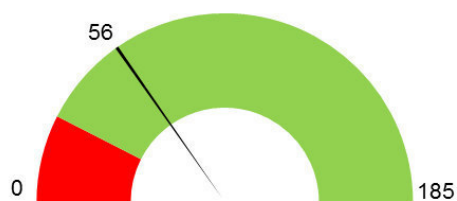
Results achieved in 2012-13

Maritime Labour Convention

The overall objectives of this component were the promotion of ratification to bring the Convention into force combined with effective national implementation. In the biennium 2012-13, activities were focused on targeted efforts to support effective national implementation. The programme operated at global and national levels and worked within the context of Decent Work Country Programmes (DWCP) in countries with a maritime interest. Specific focus was given to countries supported on a legal gap analysis under Phase I to encourage the next step of legal implementation and ratification. Training of national maritime labour inspectors was another major component under Phase II. A number of further countries received ILO support in legal gap analyses and national training activities related to implementation of the ML for maritime inspectors or surveyors and labour inspectors, representatives of seafarers' or shipowners' organization and government officials concerned with the legal aspects of treaty implementation.

The approach adopted has proved to be very successful. As of January 2012, the ratification level of the MLC was 22, representing 55% of the world fleet. Currently, the Convention has been ratified by 56 Member States representing over 80% of the world fleet (based on gross tonnage).

Number of member States ratified the MLC



% of world gross tonnage of ship



Most importantly, the MLC entered into force for 30 member States¹⁴ in August 2013. The MLC has very stringent conditions for entry into force (at least 30 registered ratifications representing at least 33% of the world fleet). Importantly these ratifications were from most regions of the world and represent ILO member States with a flag State, port State and/or a labour supply interest. Since August 2012 when the required 30/33 requirement was achieved there have been 26 more ratifications. Achieving this result, particularly the increased pace of ratifications in 2012 and 2013, was a direct outcome of the support provided to activities under the ILO-Sida Partnership. The result is that the vast majority of the world's seafarers are now covered by the MLC provisions, which are now being enforced in over 30 port States. Inspection in line with the MLC of foreign flag ships, when in port is a matter included under the two key regional Memoranda of Agreement of Paris and Tokyo on port state control; other MOUs are expected to follow soon.

A number of countries in various regions have been able to make progress on ratification and/or implementation as result of targeted MLC, 2006 tripartite seminars or workshops or other technical advice. These countries include : 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. Barbados, Côte D'Ivoire, Benin, Togo, Seychelles, Philippines Fiji, Tuvalu, and St Kitts & Nevis, ratified and requested assistance with drafting legislation to implement and legal and inspection training. Other member States such as China, Chile, Slovenia and Indonesia have requested training and implementation related advice to allow them to move forward to ratify.

In response to the need of strengthened capacity for enforcement and compliance with MLC requirements, the project devised an array of training courses and workshops that were mainly delivered through the **Maritime Labour Academy based at the ILO/ITC in Turin**. In 2012-13, the Maritime Labour Academy continued to provide training courses for maritime and labour inspectors as well as delivering a one week residential legal implementation workshop and added two new workshops, one in cooperation with a seafarers' representative organization (ITF) and one in cooperation with a shipowners' (employers) representative organization (ISF). Since 2009, a total of **769 participants** received training at the MLA (161 in 2012 and 251 in 2013). An impact study highlighted the importance of these trainings on both the participants and their institutions' performance. The training of trainer system also experiences a significant multiplier effect (124 former participants conducted national or regional training activities). **11,299 new trainees were trained by the certified trainers at national or organizational level.**

The electronic version of the main training materials was also revised. In addition, packages of training materials were prepared in French to support the first French regional legal implementation workshop in Dakar, Senegal. A similar package of materials to support a Spanish workshop for delivery in the region is under development

Sida funding also supported the participation of key experts in the courses of the ILO Maritime Labour Academy (ToT, LEG and other courses). Among them, 55 representatives of national maritime authorities or relevant ministries from priority developing countries were funded by Sida.

There was increased participation by women especially in the legal workshops. There was a total of 129 women in all MLA activities, of which 15 were from targeted countries supported by Phase II funding. There was a large increase in 2013 as a result of workshops.

The preparation of a handbook to assist with legal implementation of the MLC, provisions on maritime occupational safety and health (OSH) is moving to finalization. This handbook is mainly intended to assist governments to implement MLC requirements. It is also intended to provide information to ship-owners and seafarers with respect to on board OSH matters. It provides links to information on existing industry resources related to risk assessment. As a result of a Governing Body decision the handbook and maritime OSH will now be the subject of an international tripartite expert meeting in September 2014.

¹⁴ with registered ratifications as of August 20, 2012

The effective implementation of the MLC ensures improved conditions of work of seafarers in general, because of its underlying objective of establishing a level playing field for shipowners. Moreover, it includes provisions to help in bringing relief to seafarers in situations of exploitation through complaint procedures. 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 for 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 or social security or occupational safety and health can have wider impacts. The promotion of national social dialogue in this sector also contributes to improving social dialogue for all sectors in the country concerned.

Indigenous and Tribal Peoples Convention (C169) – Central African Republic

The Convention is currently ratified by 22 countries, including two Asian-Pacific countries and one African country. ILO Outcome 18 seeks to increase the ratification of the C169 on these two continents, where millions of indigenous peoples have been requesting ratification by their governments.

The issue of indigenous peoples' rights has recorded important milestones in Africa over the last years. The African Commission on Human and Peoples' Rights has taken on the issue and is guiding the continent on the matter. The majority of African States voted in favor of the UN Declaration on the Rights of Indigenous Peoples (UNDRIP) in 2007 and several countries are adopting specific measures to redress historical injustices suffered by their indigenous communities. However, legal and policy frameworks for the protection and promotion of indigenous peoples' rights remain weak and in need for enhancement. In this context, the Central Africa Republic became the first African country to ratify C169 in August 2010. Many consider this ratification as a landmark and a window of opportunity for more ratifications on the continent, with a view to strengthening the protection of indigenous peoples' rights in Africa. Target groups included indigenous peoples, with particular attention to women and indigenous youth. Indigenous women suffer from multiple discriminations in the Congo Basin. A report by the African Commission on Human and Peoples' Rights has underlined cultural practices that affect negatively women in indigenous communities. It was therefore imperative that the implementation of ILO C169 in Central African Republic pays particular attention to the inequality between indigenous men and women. The ultimate beneficiaries of this component were Aka and Mbororos indigenous peoples of Central African Republic.

Sida funding was used in support of the promotion of the Convention (C169) in the Central African Republic. To be countable as reportable, results must meet at least one of the **following measurement criteria (MC) of Indicator 18.1:**

1. The ILO Committee of Experts on the Application of Conventions and Recommendations notes with satisfaction or interest progress in the application of the relevant Conventions.
2. The government has adopted or modified legislation, or improved significantly its practice, in conformity with international labour standards, including non-ratified Conventions and Recommendations.

Central African Republic CPO CAF826 *"Strengthened capacity to ratify and apply international labour standards and to fulfil their reporting obligations"*

MC	Result, as per <u>ILO Programme Implementation Report</u>	ILO contribution
2	La RCA a élaboré et soumis son premier rapport sur l'application de la C. 169 (droits des peuples indigènes et tribaux), du en vertu de la Constitution de l'OIT. Les acteurs nationaux suivent de manière plus efficace la mise en oeuvre de la convention 169	La RCA bénéficie de l'assistance technique du programme SPA/NORMES. Avec des ressources en provenance de UNIPP et de la coopération suédoise, le BIT apporte un appui au processus et programme gouvernemental pour la mise en application de la Convention 169 ratifiée en août 2010. Un atelier de formation à la préparation du rapport sur la mise en oeuvre de la Convention 169 en RCA à soumettre aux organes de contrôle de l'OIT a été organisé du 1er au 02 octobre 2012. Des émissions radio/sensibilisation sur la C.169 de l'OIT sont organisées. La Convention no.169 a été traduite en langue locale et a été largement distribuée. Deux études ont été menées sur les conditions de travail des populations autochtones. La formation des formateurs et formatrices autochtones, et acteurs de la société civile sur la C 169 a été réalisé.

Use of Sida funds in support of the result

The Partnership provided support to government institutions and all stakeholders involved in the implementation process of C169. Up to March 2013, **when Central African Republic went into political turmoil**, the project provided vital support to numerous government and civil society's initiatives on indigenous peoples, including the drafting and submission of the first national report on implementation of C169 to ILO supervisory bodies. Key line ministries officials and indigenous peoples were trained and awareness raising materials were developed, notably the translation of the text of C169 into national languages. **However, implementation was negatively affected by the political turmoil following the military coup. Since then a number of activities could no longer be implemented or completed for security reasons.** The identification of focal points from numerous departments for an inter-ministerial technical working group on C169 was started but could not be completed. Similarly, the studies on working conditions of indigenous peoples in the forestry and conservation sectors were drafted and will be completed once the security situation improves.

Implementing freedom of association and the right to collective bargaining - Zimbabwe

Sida funds from the previous Partnership phase were reprogrammed to strengthen governance of the labour market and social dialogue in Zimbabwe. This was decided in line with the recommendations in the report of the ILO Commission of Inquiry in 2009 set up to examine the observance by the Government of Zimbabwe of the Convention on Freedom of Association and Collective Bargaining (C87) and the Right to Organize and Collective Bargaining (C98). Significant in this respect was that in June 2011, the Conference Committee on the Application of Standards in examining the application of C87 by Zimbabwe taking into account the report of the Commission of Inquiry, concluded that concrete steps had to be taken in the form of capacity building and sensitization workshops that saw the police and other law enforcement agencies being trained on human rights and civil liberties and to assist the Government to elaborate and promulgate clear lines of conduct for security forces and law enforcement agencies. Organizing and holding these workshops were funded under the ILO-Sida Partnership. Other ILO assistance aimed at contributing to the alignment of labour legislative texts with relevant international labour standards; reinforcing the role and capacity of the judiciary system and law enforcement agencies (code of good practice for industrial relations players); building institutional capacity for dealing with freedom of association and collective bargaining issues (Human Rights Commission); and improving and strengthening existing social dialogue initiatives and mechanisms through the Tripartite Negotiating Forum(TNF) and implement the Kadoma Declaration, a statement bringing forth economic-social challenges and commitments by tripartite partners.

The Sida funded activities were aimed at sharing information and sensitization of law enforcement agencies on international labour standards. The specific objectives were:

1. To increase knowledge on the system of International Labour Standards (ILS) and the supervisory mechanisms.
2. To share information on the interconnection between ILS and national law and practice.
3. To increase understanding on the provisions of C87 and C98.
4. To increase appreciation of the relevance of ILS for industrial relations, the legality and the main source of international labour law and the coexistence of international and domestic law.
5. To foster engagement on labour market issues of authorities in the ministry responsible for labour administration and law enforcement agents and encourage their working together..

The CPO in Zimbabwe was linked towards achieving **Indicator 18.4** of Outcome 18, aiming at including normative components, established by tripartite constituents, in Decent Work Country Programmes. To be counted as reportable, results must meet at least one of the **following measurement criteria (MC)**:

1. Activities are included to address comments of the Committee of Experts on the Application of Conventions and Recommendations relating to ratified Conventions.
2. Activities are included to promote the ratification and implementation of fundamental and priority Conventions.
3. Activities are included to promote the ratification and implementation of other up-to-date standards, taking into account the national priorities established by the tripartite constituents.

Under this indicator, Zimbabwe achieved a result in 2012-13.

Zimbabwe ZWE826 “Strengthened capacity of member States to ratify and apply international labour standards and to fulfil their reporting obligations”

MC	Result, as per <u>ILO Programme Implementation Report</u>	ILO contribution
1	The priority 2 for the DWCP is “Improving the application and implementation of international labour standards”. In this regard, the related success indicators include Outcome 2.1 promotes Improved compliance in law and practice with fundamental principles enshrined in the Fundamental and Governance Conventions and other International Labour Standards, through notably Harmonized labour law reflecting the ILS and the implementation of the ILO Commission of Inquiry (Col) recommendations. Progress has been noted by ILO supervisory bodies in meeting obligations arising from the recommendations of the ILO Commission of Inquiry (Col): a. Capacity building activities for police and other law enforcement agencies, judiciary, conciliators, arbitrators, lawyers, NEC councillors, labour officers, paralegals conducted. b. Progress reports and updates submitted to the ILO on the implementation	a. The ILO provided additional funding to ensure effective implementation of all the seven (7) recommendations of the Col; especially those targeting sensitization of law enforcement agencies on FACB rights and ILS. b. Four (4) capacity building and knowledge and information sharing activities for ninety(90) senior Law Enforcement Agencies and other State Actors; plus over 90 judicial officers(Magistrates, Labour Court and High Court judges); and over 150 labour relations players on ILS conducted with ILO technical and financial support.

	of the Col recommendations with reference to Art. 22 obligations and a full report on Convention 87. c. There is emerging evidence of the labour relations players and the judiciary increasingly referencing ILS in the presentation, adjudication and determination of labour disputes. d. Principles for Labour law reform have been validated by tripartite partners and recommended for adoption by Government. e. Principles for legislating social dialogue under the TNF approved by the Government. f. C.87 & C. 98 principles are explicitly provided for in the newly adopted National Constitution	c. Handbook on Human Rights and Civil Liberties in the World of Work and a Code of conduct for state actors in the world of work to support training of the law enforcement agencies on ILS drafted with ILO support. d. ILO supported consensus building activities on principles to guide drafting of the revised labour legislation and institutionalization of social dialogue under the TNF. e. The TNF Bill for legislation of TNF drafted with ILO support in place. f. Ministry of Labour Official (Labour Officer) trained on ILS in Turin. g. Three (3) journalists trained on Communicating Labour Rights at the ITC.
2	The Priority 2 of the DWCP 2012-2015 includes Outcome 2.2 is "Relevant ILS promoted for ratification and/or application" and indicator 1" Relevant ILS promoted for ratification and/or application. a. Conditions for ratifying C122 have been met in previous biennia with support from the ILO through the adoption of the National Employment Policy Framework.	a. The country is working towards the ratification of the C122 - Employment Policy Convention, 1964 (No. 122) as part of implementing the seven recommendations of the Col with ILO support.
3	The Priority 3 is Tripartism and strengthened labour market governance contribute to socioeconomic development and includes Outcome 3.1 to aim at Strengthening tripartite social dialogue institutions and processes in line with international labour standards. a. Tripartite consensus has been reached on improving the application and implementation of ILS and reducing the application gaps and raising awareness under the DWCP framework. b. The country has committed itself to implementing and applying ratified ILS as part of the DWCP among them C.182; C.14, C.87, C.98 & C.144. c. Other ILS have been popularised and promoted for ratification among them; C.183); C.156, C. 189 & R201. d. Principles for Labour law reform and harmonization process have been validated by tripartite partners and recommended for adoption to CABINET. e. Principles for institutionalization of social dialogue under the TNF were approved by the Government (Cabinet) in May 2012 and TNF Bill drafted; elaboration of legislation by the AG's Office is on-going. f. Freedom of association and collective bargaining principles are explicitly provided for in the country's new Constitution (S.65) adopted by Parliament.	a. The DWCP for Zimbabwe for 2012-2015 adopted and signed by the tripartite partners with ILO support in October 2012 includes a priority on improving the application and implementation of ILS and outcomes on reducing the application gaps and raising awareness. b. The ILO is lobbying for and supporting broader work on strengthening labour market governance and social dialogue in Zimbabwe covering effective application of C.87, C.98 and C.144. c. The ILO has shared texts of the ILS and made presentations to stakeholders in various foras including the national development and macro-economic framework & UNDAF planning and review meetings. d. The ILO has provided technical and financial resources for consensus building activities on the harmonization of OSH legislation.
Use of Sida funds in support of the result		
Over 600 participants from the country's 10 provinces benefited from capacity building and sensitization workshops organized with Sida funding. 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 and judicial officers (Magistrates, Labour Court and High Court Judges) and prosecutors from the National Prosecution Authority and the Attorney Generals' Office as well as labour and legal officers from the Ministry of Public Service, Labour and Social Welfare and trade unions.		

4. Lessons learned

Maritime Labour Convention

The Partnership has proven to be successful in highlighting the importance of providing concentrated support for countries with limited legal capacity to implement and ratify international labour conventions and encourage national social dialogue. Collaboration and coordination between NORMES, ILO-ITC in Turin, ILO field offices, the governments and social partners has been key to the success of this project.

Although the ratification level is very high with 56 ratifications covering 80% of the world fleet, there are still some regions where ratification is slow despite promotional activities. This is in particular the case in Spanish speaking Americas, China, India, Sri Lanka, Bangladesh, Pakistan, Indonesia, Thailand, Arabic speaking countries, some countries in the Caribbean region and in the Pacific Islands. Many of these countries have large domestic fleets and are also home to many of the world's seafarers. They should be given priority for specific assistance to receive continuing support for implementation.

Convention 169 in Central African Republic

Despite very difficult implementing conditions, the project in Central African Republic has revealed the importance of a multi-stakeholders approach to indigenous peoples' issues. The collaboration between the ILO, UNFPA, the government, indigenous peoples organizations and other UN agencies has proven to be critical to keeping indigenous peoples' on national development the agenda.

Status of evaluations Sweden-ILO Partnership 2012-13						
Outcome	ToR drafted & approved	Consultant hired	Data collected	Draft report received	Report finalized	Comments
Outcome 1: Employment Promotion (Sweden)	x	x	x	x		The first draft has just been reviewed and comments sent back to the consultant.
YEP (Outcomes 1,2,3)	x	x	x	x		The first draft has just been reviewed and comments sent back to the consultant.
Outcome 5: Working Conditions (Sweden)	x	x	x			The literature review, field missions and interviews with stakeholders have been completed. Draft report expected by end of April 2014.
Outcome 9: Employers' Organizations	x	x	x	x		A draft report has been received and is being circulated to stakeholders for comments.
Outcome 10: Workers' Organizations	x					A TOR has finally been drafted and approved with substantial inputs from EVAL. The evaluation is scheduled for May.
Outcome 14: Freedom of Association	x	x	x			Consultant completed field visits on April 7. A first draft is expected by the third week of April.
Outcome 17: Discrimination at Work	x	x	x			Consultant completed field visits on April 7. A first draft is expected by end of April.
Outcome 18: International Labour Standards	x	x	x			The consultant is expected to submit a first draft by end of April.