

IRISH AID-ILO PARTNERSHIP
PROGRAMME 2012-15

Phase II, 2014-15



International
Labour
Organization



Irish Aid

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An Roinn Gnóthaí Eachtracha

Progress Report 2014



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Introduction

The ILO is a unique United Nations agency in that each of its 185 Member States is represented not only by its government, but also by its employers and workers. The ILO seeks to achieve full and productive employment, rights at work, extension of social protection and the promotion of social dialogue. This is embodied in the concept of **Decent Work**, which is central to everyone's well-being. In addition to providing income, Decent Work is the best route to broader social and economic advancement, strengthening individuals, their families and communities.

Ireland has been an ILO Member State since 1923 and is a long-standing partner in promoting the **Decent Work Agenda**. The Government of Ireland has ratified a considerable number of ILO Conventions, including the eight fundamental Conventions, three priority Conventions – on labour inspection, tripartite consultation, and employment policy – and 62 of the 177 technical Conventions.

Ireland is also a key ally of the ILO in cooperation for development. The **Irish Aid-ILO Partnership Programme 2012-15** is based on objectives and principles shared between Ireland and the ILO, underpinned by a rights-based approach and support for increased **effectiveness and results-based management**. It reflects partners' common desire to promote **UN system-wide coherence** and coordination.

This report provides an overview of the ILO programmes supported under Phase II (2014-15) of the Irish Aid-ILO Partnership, as well as an update on the progress towards their biennial goals. The first section gives a short overview of the ILO's results-based management system, programming framework and of how the partnership fits within the overall financing structure of the ILO. The second section offers a detailed outline of Phase II (2014-15) of the Partnership and highlights progress made in 2014 under each of the thematic areas. Each theme is illustrated by a story from the field. The final section presents certified financial statements for each of the thematic areas, as foreseen by the provisions of the funding agreement.



1 Financing and delivery of Decent Work

The **Decent Work Agenda** is structured around four objectives: **promotion of rights at work, employment, social protection and social dialogue**. These provided the basis for nineteen global outcomes, which are the foundation of the ILO's Programme and Budget for 2014-15. For the each biennium, the ILO's Governing Body sets the targets and approves an integrated framework of resources to achieve them.

To foster cooperation, the ILO also identified eight **Areas of Critical Importance (ACIs)**, which bring together specialist inputs from different disciplines and structures across the Office, both in Geneva and in the field, to provide integrated responses to key issues in the World of Work.

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

Results Based Management (RBM) and a focus on **Value for Money** apply to all stages of the ILO's programming cycle, including programme planning, implementation, reporting and evaluation.



At the country level, **Decent Work Country Programmes (DWCPs)** are the ILO's instruments for setting priorities and are aligned to countries' national development plans, typically having a time frame of four to five years. DWCPs are developed with the full participation of governments and employers' and workers' organizations, ensuring that ILO's action on the ground responds to defined needs. DWCPs form the key platform for the ILO's contribution to an integrated UN approach to poverty reduction, notably through UN Development Assistance Frameworks (UNDAF).

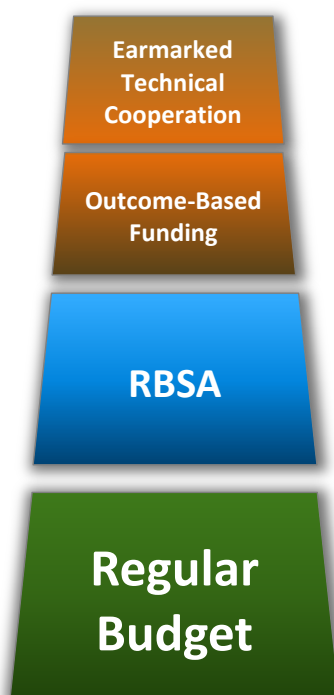
ILO biennial programming

A DWCP consists of limited number of priorities, known as **Country Programme Outcomes (CPOs)**. For each biennium CPOs are linked to the global ILO targets under the 19 Decent Work Outcomes. The ILO prepares **Outcome-Based Workplans**, taking into account the biennial priorities, existing resources, and the estimated additional resources required.

These workplans drive the ILO's resource mobilization strategy to ensure that development partners' funding is fully aligned with country-level priorities and that it contributes to the achievement of the ILO outcomes. **One of the key advantages of Outcome-Based Funding (OFB) provided by Irish Aid is its full alignment with the biennial goals of the ILO and the flexibility to quickly adjust to changing circumstances.**

Funding of ILO results

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



Earmarked voluntary contributions (Extra-Budgetary Technical Cooperation – XBTC) support specific global and national based programmes with a clear timeline and a pre-defined geographic and thematic focus. The total amount of XBTC received by the ILO in 2014 amounted to US\$ 237.8 million. This includes **Ireland's Outcome-Based Funding**, allocated in line with ILO's biennial priorities and goals. Norway and Sweden also support this modality.

Un-earmarked voluntary contributions (Regular Budget Supplementary Account – RBSA) provide a pool of flexible resources allocated to strategic areas, underfunded themes and new priorities. In 2014, the ILO received US\$ 31.5 million in RBSA, from Belgium, Denmark, Germany, Italy, Luxembourg, the Netherlands, Norway and Sweden.

Regular budget contributions are provided by all ILO's Member States by virtue of their membership. Countries' contributions are based on the United Nations allocations assessment. The total regular budget of the ILO in 2014-15 amounted to US\$ 801.2 million.

In 2014-15, Ireland's assessed contribution to the ILO's core budget exceeded **US\$ 6.6 million**. In addition, in 2014 Ireland contributed over **US\$ 9.8 million** in voluntary funding. This includes lightly earmarked outcome-based funding within the Partnership and additional contributions for project-based interventions. In the period 2010-14, **Ireland was the eighth largest governmental donor to the ILO in terms of voluntary funding.**

Reporting on results for 2014

At the end of each biennium progress towards Programme and Budget's indicators is reviewed and reported on through the ILO Programme Implementation Report (PIR). The latest PIR, covering 2012-13, was published in February 2014.¹

In 2014, given that no biennial PIR is available, the ILO informs development partners of the progress made per Country Programme Outcome (CPO) based on the information from its Outcome-Based Workplans. This progress report for 2014 applies such a mid-biennium approach.

For each CPO reported in the following section, information on **status** and **traffic light** has been provided. "**Target**" status is attributed to CPOs that are on track to achieve results by the end of 2015. "**Pipeline**" CPOs refer to future results, while those in "**Maintenance**" reflect results already reported in earlier biennia.

Progress on CPOs is captured by the traffic light's system. **Green** traffic light is attributed to those CPOs that are likely to achieve and report full results by the end of 2015, as per the indicators and measurement criteria established in the ILO Programme and Budget. CPOs with **yellow** traffic light remain under close monitoring by the Office and might require revising in the coming months.

¹ ILO's Programme Implementation Report (PIR), 2012-13: <http://www.ilo.org/public/english/bureau/program/ir/2012-13.htm>

2 The Partnership Programme 2012-15

Phase II, 2014-15



The Irish Aid-ILO Partnership Programme 2012-15 is fully based on the principles of aid effectiveness.

In Phase II of the Partnership (2014-15), Irish Aid's provided a contribution of € 6 million (US\$ 7 million) through thematic funding, lightly earmarked at the level of Outcomes from the ILO Programme and Budget.

The actual programming of funds is derived from the ILO's results-based management systems (RBM) and the priorities flowing from Decent Work Country Programmes.

Irish Aid-ILO Partnership Programme 2012-15 Phase II (2014-15)					
Theme	P&B Outcome	€	US\$ ²	Countries covered	Evaluation of Phase I (2012-13)
Disability	Outcome 2: Skills Development (focus on disability) Outcome 17: Non-Discrimination (focus on disability)	2,100,000	2,471,314	Botswana, China, Ethiopia, Indonesia, Viet Nam, Zambia	Independent Evaluation in 2013
Women's entrepreneurship	Outcome 3: Sustainable Enterprises (focus on women)	1,500,000	1,765,225	Kenya, Uganda, United Republic of Tanzania	Independent Evaluation in 2013
Forced labour	Outcome 15: Forced Labour is eliminated	1,800,000	2,118,269	Asian and Pacific region, China, Mongolia, Niger, Viet Nam	Independent Evaluation in 2013
Child labour	Outcome 16: Child Labour is eliminated	600,000	706,090	Benin, India, Malawi, Zambia	Internal Evaluation in 2013
TOTAL		6,000,000	7,060,898		

² US\$ amounts calculated on the basis of UN exchange rate at the time of receipt of the instalments. Two per cent per outcome has been kept aside as per ILO evaluation policy.

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

Story from the field: China, supported employment for people with intellectual disabilities promotes inclusive workplaces

The challenge

In China, many factors keep women and men with intellectual disabilities from accessing employment on an equal basis with non-disabled persons. These include traditional vocational training systems that adopt a 'train and place' model with little or no transitional training or support for challenges confronted on the job, and the non-enforcement of laws on the right to employment of persons with disabilities. Negative views and attitudes of workers and prospective employers also contribute to the exclusion of people with disabilities from the workplace.

The response

Since 2013, the ILO has acted as a catalyst for promoting the concept of supported employment among the government, the employers and other stakeholders, including the China Association of Persons with Intellectual Disabilities and their Families (CAPIDF) of the China Disabled Persons' Federation, and the Special Education Institute of Beijing Union University (BUU). Supported employment (SE) gives persons with intellectual disabilities the opportunity to work in a competitive and open labour market that has not traditionally been viewed as an option. Its 'place and train' approach reverses the traditional practice in rehabilitation of 'train and then place', identifying a job at the beginning of the training, rather than at the end.

ILO technical assistance stimulated the CAPIDF to formulate a three-year plan to promote SE. In Guangzhou, ILO's supported activities encouraged YangAi, an NGO consisting of parents of people with intellectual disability, to undertake a feasibility study for SE, and subsequently delivered a proposal on SE to the Guangzhou People's Congress for legislation. The latter resulted in a SE policy issued by Guangzhou City in 2014. In Beijing, the ILO works with the BUU to help develop courses on soft skills for people who will then be placed through SE in 12 pilot centres and special schools. The good practices and tools developed in these centres will be shared among 50 schools and institutions in 2015.

The results

In 2014, Hunan was the first province in China to pilot the SE model, paving the way for 20 women and men with intellectual disabilities to be trained on the job. The Hunan Disabled Persons' Federation (HDPF) chose 10 NGOs and vocational training centres as pilot organizations to promote the approach. Subsequently, work opportunities at selected businesses – supermarkets, bakery shops and hotels, among others – were identified and matched to the interests of persons with disabilities through training and sensitizing their colleagues or department leaders on how to support them.



Supported employment provides opportunities for people with intellectual disabilities to enter inclusive workplaces. Wu Feng was born with an intellectual disability. After attending SE training at the Fengtai Lizhi Rehabilitation Centre, he is now employed by Hualian Supermarket in the seafood section.

Among one of the beneficiaries of the pilot programme was Jing Ru, who began working as a cleaner in the HDPF employment centre. With the support of one of the job coaches, she gradually learned how to meet work requirements and to get along with colleagues. Today, she is able to commute to work by bus and manages her assignments independently.

Outcome strategy and theory of change

Adopting a rights-based approach, the programme aims to promote employment opportunities for people with disabilities with a specific focus on six countries: Botswana, China, Ethiopia, Indonesia, Viet Nam and Zambia. Each of these countries has its own distinctive Theory of Change, appropriate to its own settings and conditions, and at the same time consistent with the global programme's Theory of Change.

The programme is making the world of work more inclusive of people with disabilities by addressing both the supply and the demand side of the labour market. On the supply side, it ensures better access of people with disabilities to regular skills development. On the demand side, it makes the private sector more open to employing persons with disabilities. PROPEL is also working on matching the demand and the supply through effective mediation and placement services, as well as supported employment services. In parallel with this, the programme facilitates these initiatives by supporting the creation of a more conducive environment for disability inclusion. This includes the technical advice and capacity building for revision of legislation and policies as well as changing attitudes through work with media. PROPEL's main partners include governments, Disabled Persons' Organizations (DPOs), employers, trade unions, universities and the media. It is also partnering with UN agencies, in particular in the context of projects financed by the UN Partnership on the Rights of Persons with Disabilities.

The role of the Global Product is to support the implementation of the programme at country level. It mainly focuses on knowledge sharing among PROPEL countries and other countries in which the ILO is working to promote disability inclusion.

The programme has the following four key areas of work, which mutually complement each other and aim to produce the changes required to ensure decent work for people with disabilities:

I. Promoting skills through disability inclusive vocational training

There is very little access to mainstream skills development programmes by people with disabilities. Employment opportunities for people with disabilities can be improved by giving them greater access to training opportunities. PROPEL country projects work with the Government bodies in charge of vocational training and through them with Technical Vocational Education and Training (TVET) Centres, which promote the acquisition of knowledge and skills for the world of work, interfacing both the needs of employers and the skills potential of clients. The programme is promoting the inclusion of people with disabilities in these mainstream TVET Centres through technical advice and support in adjusting the physical environment, the teaching methods and materials, the curriculum and the attitudinal environment within the centres to be more accessible, and through the organisation of ILO Disability Equality Training (DET). PROPEL works with the TVET sector in China, Ethiopia and Zambia, and has initiated collaboration in Botswana, Indonesia and Viet Nam.

II. Supporting employment of persons with disabilities in the private sector

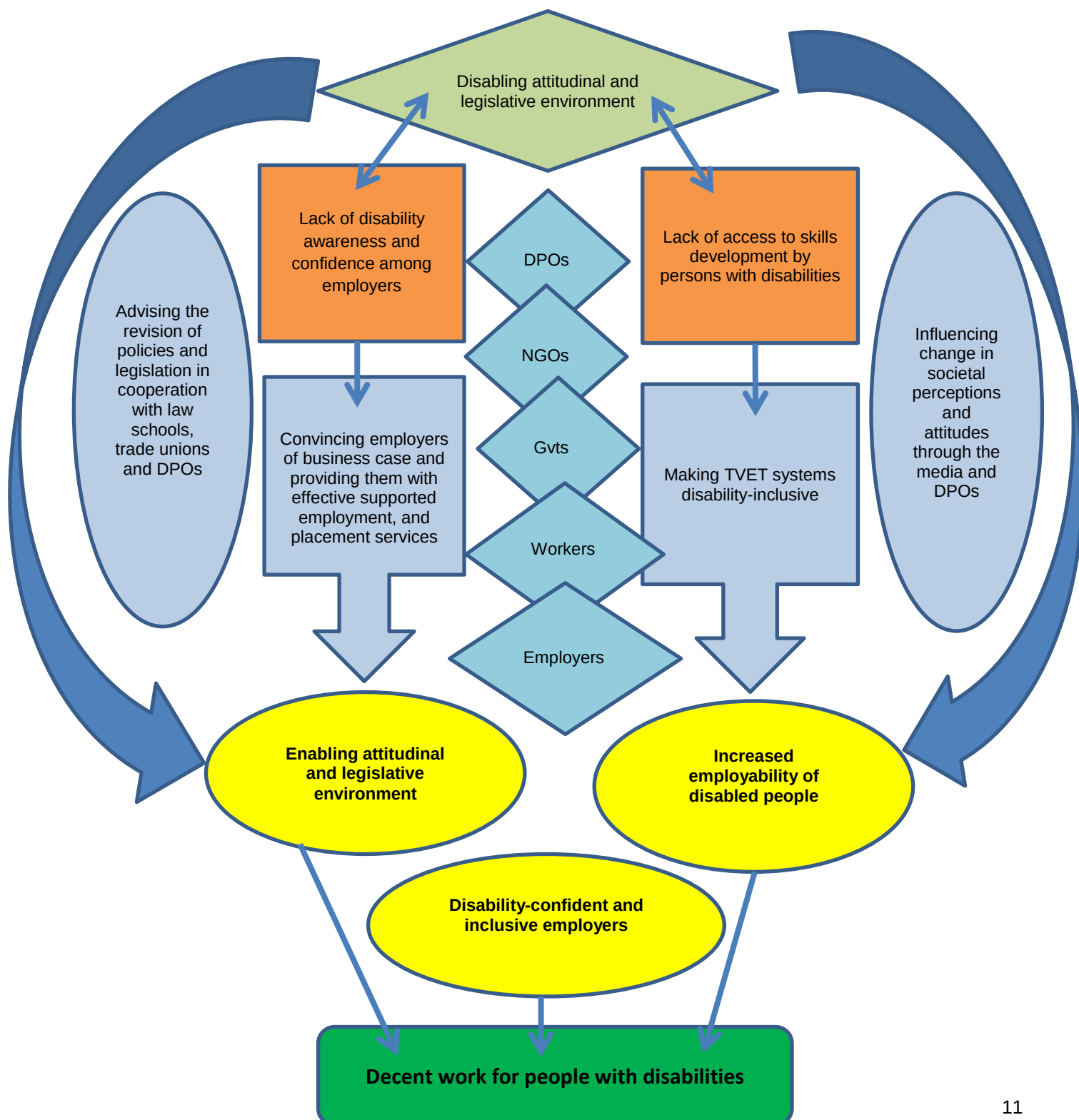
The programme promotes the employment of persons with disabilities in the private sector by working to change the attitudes of employers and workers, advocating both for the human rights based approach as well as the business case of disability inclusion. PROPEL also facilitates mediation and placement services, as well as supports employment services targeting people with intellectual disabilities, which very often are provided by DPOs or other NGOs. The promotion of national business and disability networks, which build on the expertise of the ILO Global Business and Disability Network, and the Disability Equality Training, play a key role in making private enterprises more welcoming to the inclusion of people with disabilities. The programme's work with businesses is evident in China, Ethiopia, Indonesia, Viet Nam and Zambia.

III. Challenging stereotypes: the role of the media

The role of the media is a particular interest of the programme. The media, sometimes unwittingly, propagates negative stereotypes of people with disabilities, reinforcing stigma and negative attitudes that constitute a barrier to employment. Through activities aimed at building their skills and knowledge about disability and DET, representatives of the media, often in co-operation with DPOs, have contributed to developing guidelines for more balanced, rights-based and fair reporting on the issue, and positive reporting of people with disabilities, highlighting impressive examples of people with disabilities at work. This can make an enormous contribution to changing attitudes, facilitating more disability friendly views in societies, and a more welcoming work environment for people with disabilities. PROPEL media initiatives are being undertaken in China, Ethiopia, Indonesia, Viet Nam and Zambia.

IV. *Revising policies and legislation*

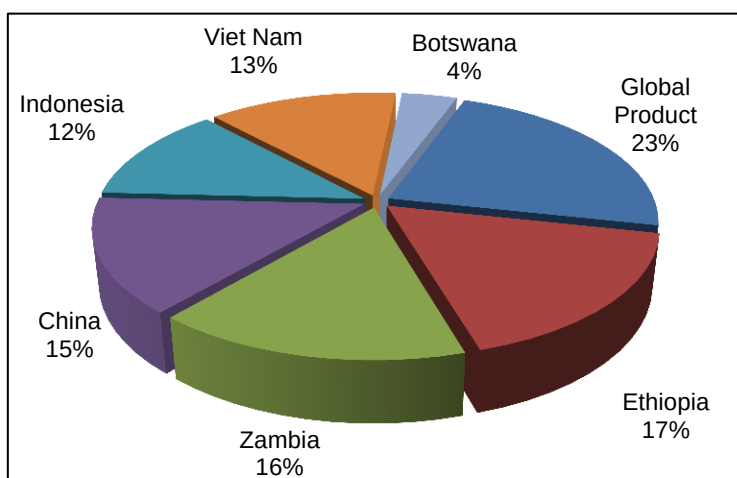
The programme recognizes that addressing discrimination often requires the revision of existing policies and laws, sometimes the development of new legislation, and at other times the application of existing laws to prevent discrimination regarding access to, or at, work. DPOs are supported to develop effective advocacy skills, highlighting to policy makers the need to address employment opportunities to people with disabilities by promoting the development and implementation of adequate anti-discrimination legislation, including through the provision of reasonable accommodation (as specified in the UNCRPD). In some cases, PROPEL has sought to influence changes to disability-specific and mainstream laws and policies through direct advice to policy makers. The programme also works with law faculties of universities in order to present disability and access to employment as a fundamental human rights issue, encouraging law students to conduct project research on legal issues concerning the employment of people with disabilities. Support towards addressing the legal and policy framework is currently being provided in Botswana, China, Ethiopia, Indonesia, Viet Nam and Zambia.



Irish Aid's contribution to the ILO's results

The Irish Aid's contribution to Outcomes 2 and 17 in 2014-15 amounts to € 2,100,000 (US\$ 2,471,314). This contribution is being used by the ILO in support of one Global Product and seven Country Programme Outcomes (CPOs).

Country	CPO Title	Total allocated budget in US\$
Global Product	GLO 128	564,904
Botswana	BWA 102	97,545
China	CHN 252	358,484
Ethiopia	ETH 130	420,777
Indonesia	IDN 105	270,241
Indonesia	IDN 128	34,400
Viet Nam	VNM 126	332,963
Zambia	ZMB 129	392,000
TOTAL		2,471,314



Global Product GLO 128: Disability Inclusion

Description	To tackle the disadvantaged situation of women and men with disabilities in the world of work around the globe, the ILO Global Product on Disability Inclusion cuts across all of ILO's work. It contributes to the achievement of several P&B Outcomes, in particular Outcome 2 (Skills development increases the employability of workers, the competitiveness of enterprises, and the inclusiveness of growth), Outcome 17 (Discrimination in employment and occupation is eliminated) as well as Outcome 1 (More women and men have access to productive employment, decent work and income opportunities). Guided by the relevant ILO standards, particularly the Discrimination (Employment and Occupation) Convention, 1958 (No. 111), and the Vocational Rehabilitation and Employment (Disabled Persons) Convention, 1983 (No. 159), as well as by the United Nations Convention on the Rights of Persons with Disabilities, the programme promotes international standards relevant for persons with disabilities and raises awareness about and advocates for the rights of people with disabilities. It also promotes research and publications on good practices, collects disability-related labour market information and provides capacity building and policy advisory services to ILO constituents and civil society.
Milestones and major outputs	- Improved media capacity to report on the rights of persons with disabilities and portray their working capacities. - Awareness-raising on disability rights issues becomes firmly established in ILO's Community of Practice of Disability Equality Training facilitators and available to contribute to increasing understanding and capacity among constituents on the rights of persons with disabilities. - Strengthened knowledge base on non-discrimination on the ground of disability and on disability inclusion in training and employment. - National data collection systems are strengthened to provide up to date sex-disaggregated data on the employment situation of persons with disabilities. - National Programmes on persons with disabilities developed with ILO support. - National labour legislation reviewed from a disability perspective and revisions recommended.

Progress in 2014

- The Global Programme was instrumental in designing overall media strategies and template resource tools on rights-based reporting on disability issues in the world of work which are applicable to country-specific contexts, both in PROPEL countries and beyond. Outputs include the development, testing and printing of a pocket guide, which was adapted to the Indonesian and Zambian contexts. Further, the media guidelines for the portrayal of disability were updated, printed and disseminated widely.
- The programme further contributed to the consolidation and strengthening of the peer network of Disability Equality Training (DET) facilitators. The network continued to provide a valuable platform for exchange among DET facilitators from PROPEL countries, with a view to learning from national experiences, strengthening the capacity of the trained facilitators and supporting disability sensitization more effectively among national level constituents.
- The overhaul and update of the ILO Knowledge Sharing Platform on Disability Inclusion was made possible through the Global Product as well as the update of guidelines on *Achieving Equal Employment Opportunities for People with Disabilities through Legislation*, targeting policy-makers and drafters of legislation and other bodies which have the objective of promoting equal employment opportunities. In addition, initial work on a practical guide to reasonable accommodation in the workplace for people with disabilities and other groups has begun.
- The ILO compendium of national methodologies in collecting statistics on the employment situation of persons with disabilities was updated.

Botswana BWA 102: Skills development contributes to increased employability particularly young women and men		Status	
		Target	
P&B Indicator	2.1. Number of Member States that, with ILO support, integrate skills development into sector or national development strategies.		
Measurement criteria	To be counted as reportable, results must meet at least one of the following criteria: • National process to draft or revise national development strategies explicitly includes skills development policies. • Government entity (inter-ministerial in most cases) is established or strengthened with responsibility for linking skills and education into sector or national development strategies (such as MDGs, PRSPs, and national five-year plans). • Tripartite institutions operate at national or local levels to link skills supply and demand. • Specific measures are implemented to link skills to development strategies targeting technology, trade, environment, or science and research capabilities.		
Description	A major challenge confronting the Government of Botswana is the high level of unemployment, which is rated at 17.5%. High income inequality is also an issue and the poverty rate in the country is higher than 20%. Unemployment is highest amongst the youth and the unskilled, and higher amongst females (19.7%) relative to males (15.3%). Youth skills development, including apprenticeships, helps build a bridge between the provision of education and employment. The outcome strategy will entail providing policy and technical advisory services to constituents such as the Human Resource Development Council, the Ministry of Education and Skills Development, the Ministry of Youth, employers' and workers' organizations. This will enhance life-long learning and school- to- work transition through integrating skills strategies to national development strategy and national employment policy, strengthening apprenticeship and internship systems, recognition of prior learning, and other skills development sub-systems. The ILO, during 2012-13, provided support for situation analysis of skills development, and for integrating skills strategies to draft national employment policy. The work will be further supported during the current biennium. The ILO also built capacity of constituents on internship systems, and facilitated policy dialogue that resulted in constituents deciding to have an integrated system of apprenticeships and internships. They have requested the ILO to support in developing an integrated policy to reform and strengthen these training systems.		
Milestones and major outputs	<i>Milestones:</i> • Situational analysis of the internship systems. • Capacity building of all constituencies on international labour standards and good practices on convention 195. • Internship and apprenticeship draft policy developed and finalised. • Support to national authorities to adopt the draft policy. • Validation workshop for national employment policy. <i>Outputs:</i> • A national apprenticeship and internship policy drafted. • Skills strategy is integrated in to the National Development Plan.		
Progress in 2014			
1) A revision of the employment framework and policy was initiated by the Government of Botswana. The ILO provided technical advice on the inclusion of the employment rights of people with disabilities through inputs to the initial consultancy review of the policy. The revision process is still on-going. 2) A situation analysis on access to mainstream vocational training for people with disabilities has been completed, covering seven mainstream colleges and two special colleges. The situation analysis included interviews with college management, teachers and students as well as selected government officials and provides a basis for further support to advance access for people with disabilities to mainstream skills training to be discussed with relevant stakeholders early 2015. The ILO provided support through contracting consultants to undertake the situation analysis and through technical advice throughout the process.			

China CHN 252: Skills development increases employability of workers		Status	
		Target	
P&B Indicator	2.3. Number of Member States that, with ILO support, make relevant training more readily accessible to people with disabilities.		
Measurement criteria	To be counted as reportable, results must meet at least two of the following criteria: • Legislation and/or policy relevant to the skills development of people with disabilities is reviewed with ILO advice and/or technical assistance. • Skills development programmes targeting people with disabilities are designed and organized with ILO advice and/or technical assistance on the basis of assessments of labour market opportunities. • Training programmes are designed or reformed to be accessible to people with disabilities reflecting ILO advice and/or technical assistance.		

	Beneficiaries are placed in wage- or self-employment on completion of skills training, as reflected through post-training support provided with ILO advice and/or technical assistance.
Description	According to a Chinese census undertaken in October 2011, almost 85 million of women and men in the country have disabilities, which amount to 6.34 per cent of the population. While there have been significant improvements in their living conditions and social status in recent years, they remain a largely excluded group, with lower participation rates in education, training and employment than the population at large. Based on partnerships developed, the ILO works to build a bridge for consultation, social dialogue and cooperation between tripartite constituents and other key stakeholders in promoting opportunities and rights in employment for persons with disabilities. Increasing the access to quality education and training relevant to the needs of the labour market will increase decent work opportunities for vulnerable women and men with disabilities. Activities will target initiatives planned or undertaken by key stakeholders to improve vocational education and employment opportunities for people with disabilities, especially persons with intellectual disabilities. Programmes promoting decent employment of disadvantaged youth, particularly those with disabilities, are implemented by the government with the support of the social partners.
Milestones and major outputs	<i>Milestones:</i> - Capacity building exercise/training conducted for key stakeholders (government, social partners, project partners including the media) on laws, policies, programmes and services to promote the labour market inclusion of persons with disabilities, especially persons with intellectual disabilities. - Improved employability of persons with intellectual disabilities through access to skills development programmes, on-the-job training and work experience. <i>Outputs:</i> - Training programmes are designed or reformed to be accessible to people with disabilities reflecting ILO's advice and/or technical assistance. - Beneficiaries are placed in wage employment on completion of skills training, as reflected through supported employment services provided with ILO's advice and/or technical assistance.
Sustainability	- Supported employment (SE) for persons with intellectual disabilities and autism could be assumed by local disabled persons' federations, with the collaboration of DPOs' networks and family groups. The China Association of Persons with Intellectual Disability and their Relatives (CAPIDR) has implemented a three-year plan to advocate SE and job coach training in China during 2014-2016. While the provincial governments have issued policies on SE, the advocacy campaign by CAPIDR, Peking Union University and DPOs, new policies have been formulated in Hunan province, Peking and Guangzhou. - Media training for reporting on issues related to the employment of people with disabilities could be conducted by the China Academy of Social Science (CASS) and One Plus One (OPO), a DPO on media advocacy. After four rounds of media training by the ILO since 2008, in collaboration with OPO, and with the development of a Chinese version of 'Media Guidelines for Media on Disability Reporting', together with CASS, those two organizations could work together on media training, which would take place in the second half of 2015 with very little, if any, support from ILO. After three years of cooperation with the China Disabled Persons' Federation (CDPF), the China Enterprise Confederation (CEC), the Able Development Institute and active employers in the ILO Global Business and Disability Network, in 2014 those key stakeholders already started initiating their own employers' networks in Changsha, Beijing, Dalian, Shanghai, Suzhou and Shenzhen City with the aim of sharing experiences on disability management.
Progress in 2014	
<i>Progress under Output 1:</i> 11 special education schools (middle school level) and mainstream vocational education schools in several provinces are piloted to develop a transitional supported employment (SE) curriculum, based on the good practices and baseline data. - The China Association of Persons with Intellectual Disability and their Relatives (CAPIDR) and China Disabled Persons' Federation (CDPF) accepted the conception of SE, and the CAPIDR announced a three-year plan to advocate SE in seven piloted provinces and extend SE to other parts of China. - CEC and multinational companies in their piloted cities, such as Chongqing, Dalian, Shanghai and Beijing, met regularly to discuss disability management in workplaces. The ILO Global Business and Disability Network members, L'Oréal and IBM modified their disability training programme and management strategy in China. - The ILO successfully used DET as an approach to train the managers and HR staff of multinational and national companies to increase their confidence, commitment and competence. - DET for family members of disabled persons, government, international organizations and journalists raised the awareness on the right to skills training and employment of people with disabilities among these groups. - The project also secured additional funding for its activities from CAPIDR, Peking Union University, Dalian City Disabled Persons' Federation, and the UNPRPD Trust Fund. - Based on DET participants from UN Agencies, the UN Country Team decided that in the UNDAF, a disability group and a disability task force are established; they will develop shared approaches to achieve the national development goals and support the monitoring of their progress. Further, the language used in the UNDAF was being reviewed to consider how UN China could institutionalize civil society inclusion in all of its work (e.g. drafting of recommendations, programmes and policies).	

Progress under Output 2:

- At least 70 vocational training organizations and schools are provided with training on SE for people with intellectual disabilities and autism.
- More than 50 people with intellectual disabilities and autism from those piloted vocational training organizations and schools are placed in wage employment in 2014. Around 200 people with intellectual disabilities and autism are getting better vocational training and SE service.
- SE was accepted by the government, thanks to CAPIDR media campaign, supported by the ILO's systematic communication work plan on advocating skills development and employability of persons with disabilities
- The project also secured additional funding for its activities from CAPIDR, and from seven piloted SE regions.
- The CAPIDR's three -year action plan (2014-2016), is based on the ILO research report on "Models of Supported Employment for Persons with Intellectual Disabilities in China". The ILO publication "Promoting Training and Employment Opportunities for People with Intellectual Disabilities: International Experience" and the Chinese version of the ILO handbook on supported employment are provided to CDPF partners and circulated nationally. Most Chinese organizations working on SE are all familiar with those three ILO publications.

Ethiopia ETH 130: Promoting rights and addressing decent employment barriers for persons with disabilities		Status	
		Target	
P&B Indicator	2.3. Number of Member States that, with ILO support, make relevant training more readily accessible to people with disabilities.		
Measurement criteria	To be counted as reportable, results must meet at least two of the following criteria: • Legislation and/or policy relevant to the skills development of people with disabilities is reviewed with ILO advice and/or technical assistance. • Skills development programmes targeting people with disabilities are designed and organized with ILO advice and/or technical assistance on the basis of assessments of labour market opportunities. • Training programmes are designed or reformed to be accessible to people with disabilities reflecting ILO advice and/or technical assistance. • Beneficiaries are placed in wage- or self-employment on completion of skills training, as reflected through post-training support provided with ILO advice and/or technical assistance.		
Description	Ethiopia has expressed commitments and developed different strategies to address barriers that persons with disabilities face in the process of securing jobs and taking their place in society. In addition to ratifying the ILO Convention No. 159, the Ethiopian government has included a disability specific provision into the Constitution. Several laws have been issued and/or reviewed in Ethiopia concerning the rights of and equal opportunities to persons with disabilities. With the new legal and policy frameworks in place, ILO's support will focus on building the capacity of partners in realizing employment rights and right to skills training of persons with disabilities. The ILO's work for 2014-15 will promote disability rights and the inclusion of persons with disabilities on the basis of the experiences drawn from previous ILO project. The project will focus on establishing and strengthening the implementation of the National Plan of Action of Persons with Disabilities in regions and inclusion of persons with disabilities in the Ethiopian TVET system. The capacity building programme will be carried out to enable the Ethiopian Government, social partners and disability advocates to be actively engaged in the implementation of the UN CRPD.		
Milestones and major outputs	<i>Milestones:</i> • Government and other partners show improved capacity in implementing the CRPD/NPA in the areas of skills development and employment opportunities for persons with disabilities. • Strengthened media capacity on disability reporting is visible as increased positive portrayal of disability <i>Outputs:</i> • CRPD/NPA implementation strengthened. • Inclusive TVET promoted with a view to improving employment prospects of persons with disabilities. • An approach to promote wage and self-employment for persons with disabilities scaled-up. • Employment data of persons with disabilities included in labour force survey. • Media use for public awareness and disability inclusion in development enhanced.		
Sustainability	• The employment support service to job seekers with disabilities that the Ethiopian Centre for Disability and Development (ECDD) started could be sustainable as ECDD has linked it to private employment service providers like Mjobs (Mobile jobs). Mjobs collects the CVs of disabled job seekers and sends back vacancy information that match applicants' skills and qualifications. Presently, ECDD pays Mjobs for the services it provides. But given the increasing number of qualified job seekers with disabilities and the increased awareness of private employment agencies on disability, Mjobs and other employment service providers will resort to paid services which will ensure sustainability. Due to ECDD's disability awareness- raising and corporate social responsibility training to private employment agencies, the latter are taking interest in providing employment support services to job seekers with disabilities mainly focusing on university and TVET college graduates.		

- The positive change in media practice on reporting on disability will be sustained as the Ethiopia Broadcasting Authority (EBA) has issued a directive that obliges all private and public media outlets to include disability in their media products. Any media outlet that has not done disability-related stories, news, or other reports in any one year will not be able to renew its business/work license. EBA is a member of the PROPEL Project Support Committee (PSC) and its staff had attended the media training on disability reporting organized by the ILO in the past.

Progress in 2014

- A national guideline for the inclusion of persons with disabilities in TVET was prepared by the Federal TVET Agency of Ethiopia with inputs from the ILO in collaboration with the Ethiopian Centre for Disability and Development (ECDD). The ILO, in cooperation with ECDD, contributed to the preparation of the national TVET Guide by organising consultative workshops, sharing the ILO-Guide on 'Inclusion of People with Disabilities in Vocational Training', presenting the experiences of other countries on skills policy development and pilot testing (e.g. Zambia), and transferring knowledge on disability to programme designers through delivering of ILO Disability Equality Training (DET) for key stakeholders.
- The Disability Equality Training (DET) that has been given to core partners such as ECDD, MoLSA and FENAPD has enabled them to train ministries, regional bureaus and DPOs through DET facilitators trained by the ILO. DET facilitators have played a pivotal role in building the capacity of federal and regional actors responsible for the implementation of the UN CRPD and national laws, and policies on disability rights and inclusion. DET facilitators have also disseminated various ILO tools and guides on disability as resource materials. The guides, among others, include: media guide to reporting on disability; managing disability in the work place; achieving equal employment opportunities for people with disabilities through Legislation; ILO Vocational and Employment Convention No.159 and UN CRPD; pocket guide to reporting on disability in Ethiopia; and inclusion of persons with disabilities in vocational training
- The Ethiopian Government agency in charge of designing technical and vocational skills training in Ethiopia has taken in advices from the ILO on issues of reasonable accommodation, curriculum revision, accessibility of training facilities and information to persons with disabilities. The Federal TVET agency has started accepting trainees with disabilities in 35 skills training centres in all regions in Ethiopia. The ILO has shared its inclusive vocational training guide, has trained TVET staff and professionals at Federal level and in Tigray and Amhara using its Disability Equality Training (DET) tool. The ILO also provided financial support to ECDD, enabling it to facilitate the design and implementation of accessible skills training programmes in 6 TVET centres in Bahir Dar, Gonder and Mekelle.
- ECDD is in the process of engaging in a contractual agreement with Mobile Jobs (Mjobs), a private employment agency that provides job/skills matching services, to facilitate the provision of vacancy information as part of an employment support service for job seeking university and TVET graduates with disabilities. In order to promote self-employment for persons with disabilities, the Amhara and Tigray Regions' Micro and Small Enterprises Development Agencies (ReMSEDAs), in cooperation with ECDD, are in the process of organising business cooperatives formed by persons with disabilities for business start-ups through facilitating start-up capital and access to inclusive business development services. ILO's contribution is channelled through ECDD by way of funding DET training, providing ILO guides and tools to TVET centres and Micro and Small Enterprise Development Agencies in Amhara and Tigray Regions, and also by sharing good practice on inclusive skills training and employment support services.
- An initiative to establish a National Business and Disability Network (NBDN) to foster employment for persons with disabilities has been successful and a Steering Committee that would push for the establishment of a NBDS has been formed. The ILO has played a key role in initiating the NBDN by supporting the launch workshop in which big businesses, NGOs, private employment agencies, economic officers of major embassies and private sector representatives (Chambers, employers' federation) are represented. The ILO has also shared the experience of the Global Business and Disability Network initiated in 2010.
- Media training to selected Ethiopian journalists from public and private media outlets through ILO's support is an example of a successful capacity building intervention. The training on positive portrayal of disability and reporting of persons with disabilities, including the dissemination of the pocket guide, has drastically changed the way the Ethiopian media reports. Those journalists who attended the training are: reporting persons with disabilities as rights' holders; exposing wrong and negative stereotypes; providing media platform for persons with disabilities to speak for themselves; and portraying success stories of persons with disabilities who managed to secure wage or self-employment in the open labour market or through enterprise start-ups.

Spotlight: Building a cadre of media professionals to report on disability

The media plays an important role in influencing public opinion and attitudes. The choice of words, images and messages can determine perceptions and behaviours. It can also define what does or does not matter to individuals and the world around them.

Since 2013, the ILO has been working in Indonesia to strengthen the media's capacity to effectively report on disability issues. In carrying out this activity, the project partnered with DIFFA magazine, a publishing group that focuses exclusively on news topics on disability. Another key ally in the joint venture was the Alliance of Independent Journalists (*Aliansi Jurnalis Independen - AIJ*), the country's first independent journalists association.

The partnership has yielded positive results as demonstrated by a media monitoring exercise conducted in mid-2013 which showed a 40 per cent increase in articles appearing in the printed media – from 60 to more than 100 articles – and between five to seven programmes broadcasted on national TV on issues relating to people with disabilities.

In 2014, the ILO adopted a long-term strategy for continuing to improve and expand the media's capacity in Indonesia to report on disability issues by focusing its efforts on specialised trainings aimed at a small cadre of journalists from DIFFA. These individuals, some with disabilities, will continue to sustain the delivery of capacity building workshops to other journalists in targeted provinces. Core elements of the training aimed to, among others, coach journalists on how to deliver effective training workshops on disability in line with international standards, and provide a "Disability Toolkit for Trainers" that includes modules on developing story angles, structures, character-driven stories, and on preventing stigma and discrimination.

Since the training, DIFFA has provided training to other journalists in Surabaya and Nusa Tenggara Timur. Altogether, more than 50 representatives of print, broadcast and online media outlets participated in the activities organized. To further assist journalists, a "Pocket Guide to Reporting on Disability in Indonesia" has been produced. Intended as a practical resource tool for journalists, the guide, available in Bahasa Indonesia, was developed in close consultation with DIFFA and with support from the Indonesian Press Council (DEWNAPEERS). It has been widely publicized and promoted as a reference tool for Indonesian journalists.

Participants at the Irish-funded media Training-of-Trainers' workshop in Jakarta, Indonesia, August 2014.



Indonesia IDN 105: Barriers to employment and decent work are addressed, particularly gender gaps and for persons with disabilities		Status	
		Target	
P&B Indicator	17.1. Number of Member States in which constituents, with ILO support, implement specific laws, policies, programmes or actions, leading to improved application of Conventions, principles and rights on non-discrimination.		
Measurement criteria	To be counted as reportable, results must meet at least two of the following criteria: • Convention No. 100 or 111 is ratified or the supervisory bodies have noted with satisfaction or interest progress in the application of the relevant Conventions. • New or modified laws, policies, action plans and/or programmes are adopted to bring them into line with international standards on non-discrimination. • An awareness-raising strategy on non-discrimination is launched by one or more constituents. • A national body with a mandate to address equality issues is established or strengthened. • A capacity-building plan for relevant officials on the enforcement and/or promotion of non-discrimination laws and policies is implemented. Systems are strengthened to provide up-to-date sex-disaggregated data on non-discrimination.		
Description	PROPEL-Indonesia Phase II will provide technical assistance to constituents to strengthen the implementation and application of international labour standards, especially ILO conventions No. 111 (Elimination of Discrimination in Employment and Occupation) and No. 100 (Equal Remuneration) in Indonesia, through capacity building to support the design and implementation of specific programs to promote equality of marginalized groups and support for monitoring the application of non-discrimination policies and programmes. For disability issues in particular, technical supports will also be provided to constituents to address barriers to equal employment opportunities for persons with disabilities, mainly through raising awareness about the UNCRPD, strengthening the capacity of the government and supporting the review of the current national legislation framework concerning persons with disabilities, especially relating to employment and training		
Milestones and major outputs	• Action plan is developed for the revision of national laws concerning the training and employment persons with disabilities, including for youth, based on legislative review. • Capacity building on non-discrimination and equal job opportunities for persons with disabilities conducted for key stakeholders at national and provincial levels • Dissemination and knowledge sharing of labour standards and relevant disability guides are enhanced, through translation, publication, media to use rights-based approach to report on disability issue, and disability legislation included in one of the universities curriculum.		
Progress in 2014			
• The ILO provided technical support and inputs to the Department of Manpower, the Department of Social Affairs and DPOs in reviewing the draft Disability Law of Indonesia. In addition, the ILO supported the involvement of DPOs from the targeted provinces to participate in the discussion of the draft with parliament. • The ILO provided awareness-raising session for government officials and disseminated relevant publications, resources and technical support in reviewing the draft law on employment of people with disabilities in Kota Mojokerto, East Java province. The draft was endorsed by the Head of the district and was passed to the local parliament for further review and final endorsement. • The ILO encouraged and provided technical supports to the Department of Manpower at province and district level to organize inclusive job fair events. In addition, the ILO and the Department of Manpower provided certificates to companies offering job opportunities for people with disabilities during inclusive job fair events. • The Ministry of Law and Human Rights has set up a plan for an awareness-raising strategy for the ministry by improving the accessibility of the office, awareness-raising session to the staff and dissemination of disability related publications. The ILO provided capacity building through Disability Equality Training for representatives of line ministries and other constituents to give insights and awareness on disability. The training was facilitated by an expert on DET training. • The ILO facilitated the establishment of a platform by journalists at provincial level to ensure proper and continuous report on disability issues by the media. The ILO organized a series of trainings for media representatives on how to report on disability in the media. In addition, the ILO developed and distributed a Pocket Media Guidelines on reporting disability for the media.			

- Five universities are now incorporating disability issues within their curriculum at Law faculties and students are interested to conduct research on legal issues concerning the employment of people with disabilities. The ILO in collaboration with University of Atma Jaya organized consultation workshops to universities and organized training on how to incorporate disability issues into curricula of law faculties. In addition, the ILO provided grant awards for students to encourage students and lecturers to conduct research on disability issues.

Indonesia IDN 128: Improved policies and programmes to better equip young women and men entering the world of work		Status	
		Target	
P&B Indicator	2.5. Number of Member States that, with ILO support, develop and implement policies and programmes to promote productive employment and decent work for young women and men		
Measurement criteria	To be counted as reportable, results must meet at least two of the following criteria: • Youth employment is a priority of national development strategies or national employment policies. • 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. • National programmes promoting decent employment of disadvantaged youth are implemented by the government with the support of the social partners. • 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.		
Description	Youth Employment policy and programme to better equip young people for school to work transition and enter the world of work.		
Milestones and major outputs	<i>Milestones</i> • Know About Business (KAB) Start Up and Go entrepreneurship education module, which were piloted in SMKs in 2012-2013, adopted by the Ministry of Education and scaled up to the national level. • Start Your Business (SYB) training methodology adopted by the provincial government in East Java and by social partners nationally. • Youth Employment Policies and Programmes Review finalized, and recommendations adopted by the Government of Indonesia. • The National Team for Accelerating Poverty Reduction TNP2K and the Vice President's Office adopt a new youth employment program, with support and cooperation from the ILO. • Youth employment concept note developed based on feedback from Government and social partners. <i>Outputs</i> • Support is provided to the Vice President's Office and TNP2K through the secondment of a youth employment expert to create a new project focusing on the school to work transition targeting poor youth. • Financial education for youth is delivered through ILO constituents and social partners in two disadvantaged provinces. • SIYB and Green Jobs training for youth delivered through Government training centres and other external partners. • Green jobs mainstreamed in entrepreneurship training in youth employment programmes. • Continued support to the green entrepreneurship forum to ensure sustainability. • Support is provided to MoMT and BAPPENAS on improving the apprenticeship system in Indonesia through technical cooperation, workshops and engagement with HQ. • Support is provided to revitalize the Indonesian Youth Employment Network online platform in BAPPENAS, in cooperation with TNP2K. • Support is provided to the Indonesian SIYB Association in certifying Master Trainers and SYB Trainers. • Assistance to the Ministry of Education with training related to the KAB Start Up and Go entrepreneurship education module is provided, in order to scale up delivery at the national level. • Awareness-raising campaign delivered among stakeholders and constituents of relevant youth employment information and issues through various media sources and press releases of relevant achievements.		
Progress in 2014			
• Indonesia Youth Employment Network (IYEN) was revitalized to ensure the development and empowerment of youth employment including young people with disabilities. The ILO is part of the network and served as resource person during revitalization of the youth employment network to ensure that people with disabilities are included in the youth employment priorities of national development strategies. • The ILO provided technical support to initiate the mechanism for job placement between job seekers with disabilities and job placement agencies through organizing consultation workshops for government officials, employers, trade unions, organizations of persons with disabilities and universities to develop and revitalize the mechanism and to ensure the flow of information between job seekers with disabilities and job placement agencies.			

- Baseline survey conducted at 16 Vocational Training Centres to get more insight on changes required to make VTCs more accessible to persons with disabilities. The ILO provided technical supports through engagement of a consultant on disability inclusion to conduct baseline survey to VTCs and organized a seminar to agree on the actions plans to improve VTCs in line with the provisions of UNCRPD and ILO Conventions.

Viet Nam VNM 126: Improved policies and programmes to better equip young women and men entering the world of work		Status	
		Target	
P&B Indicator	2.1. Number of Member States that, with ILO support, integrate skills development into sector or national development strategies.		
Measurement criteria	To be counted as reportable, results must meet at least one of the following criteria: • National process to draft or revise national development strategies explicitly includes skills development policies. • Government entity (inter-ministerial in most cases) is established or strengthened with responsibility for linking skills and education into sector or national development strategies (such as MDGs, PRSPs, national five-year plans). • Tripartite institutions operate at national or local levels to link skills supply and demand. • Specific measures are implemented to link skills to development strategies targeting technology, trade, environment, or science and research capabilities.		
Description	Vietnam still has a significant youth population and a growing youth un/under-employment. At the same time, it has to be more responsive to the current developments in the labour market to allow for a better matching of labour market supply and demand. The law on vocational training is being reformed and ILO's technical advice and assistance have been requested by the Government. This, as well as the strategy for human resource development, is being revisited taking into account ILO's labour standards such as C.122 and C.142, which will work as legal foundations for further reforms. The new Vocational Education and Training (VET) Law will provide a strong policy framework on TVET. This will mean improved quality assurance and better institutional consultation process with industries to ensure that the law is responsive to labour market needs. The new law also allows for a more inclusive VET through better access to skills development for disadvantaged groups.		
Milestones and major outputs	<i>Milestones:</i> • A revised draft TVET law is prepared by the Government in collaboration with the workers' and employers' organizations taking into account ILO's technical views and advice. • Provision of technical guidance and advice to the VET Law reform process to promote inclusion of persons with disabilities. • Capacity building provided to constituents and the National Assembly for better formulation of the law. • Awareness and advocacy on the new law for better implementation. • Policy and systems in place to ensure delivery of timely and quality TVET in response to the country's economic and social development priorities. • A more inclusive TVET Law is developed to cater to the training needs of rural workers and other disadvantaged groups, including women and men with disabilities. • Desk research for tourism sector (in Thua Thien Hue and Quang Nam) and footwear sector (in Dong Nai and Binh Duong) is completed. • Two consultation workshops (in STED approach) for each sector are organized. • A review of TVET laws and policies from a disability perspective and a baseline survey report on persons with disabilities accessing mainstream technical vocational training programs. <i>Outputs:</i> • Revised TVET Law by MoLISA in consultation with employers, workers and the National Assembly with technical guidance of the ILO. • Technical assistance provided by the law through technical inputs/comments on the law. • Revision of TVET law and policies, relevant to skill development revised to promote the inclusion of persons with disabilities, taking into account ILO's views and advice. • Constituents and National Assembly staff trained on formulation of law. • TVET Law finalized and ILO assistance provided in drafting implementing guidelines. • Two Skills for Trade and Economic Diversification (STED) reports will be produced for tourism sector (in Thua Thien-Hue and Quang Nam) and footwear sector (in Dong Nai and Binh Duong). Detailed implementation plan will be described in the reports. • Entrepreneurship skill development and employment related services accepting people with disabilities. • Enabling environment strengthened to promote access of young women and men with disabilities to quality vocational training.		
Sustainability	With ILO support, the Hanoi Law University (HLU) designed and developed curricula on disability law in order to present disability and access to employment as a fundamental human rights issue. HLU is now serving as reference point for other universities. It plans to conduct capacity building on teaching the subject of disability law to other universities and law faculties and share experience in teaching the subject, training materials towards expanding the subject nationwide and encourage higher quality and quantity of research activities on disability issues from law students and law universities.		

Progress in 2014

- The ILO conducted an employers' dialogue to promote disability inclusion in the framework of corporate social responsibility.
- In preparation for a training workshop for journalists to strengthen their capacity to report on disability, promote networks with disabled activists and national constituents, and increase awareness of ILO publications on disability, a longitudinal study on media trends in reporting on disability was undertaken.
- Preparatory work has been initiated to organize sensitization workshops and DETs for mainstream job placement centres and entrepreneurship development programmes.
- Work on conducting a baseline survey on access to mainstream TVET has been started.

Spotlight: Mainstreaming disability in the law curriculum at Hanoi Law University

Introducing a disability perspective into a law curriculum helps provide a more comprehensive basic education for all students and expands the understanding of diversity for both faculty and students. Since 2013, the ILO has provided technical support to the Hanoi Law University (HLU) in the design and development of the curricula on Disability Law to include consideration of disability rights and improve possibilities for creating legal frameworks that promote access to employment. The curricula will soon be officially offered to future lawyers and judges at the university. By incorporating the theme of disability, HLU becomes the first and only higher learning institution in the country to offer teaching on the subject of disability law. The change aims to encourage law students to conduct research and contribute with working papers on legal issues concerning the employment of people with disabilities.

Some 800 students participated in the pilot phase of the curricula on Disability Law, which ran at HLU from 2013 to 2014. Following their successful completion of the course, the university arranged internships for students to work with disabled persons' organizations and non-governmental organizations involved in the field of disability. As a result, students gained first-hand experience and participated in practical activities aimed at persons with disabilities while also strengthening their understanding and awareness of disability issues. The knowledge and skills obtained through this experience will prove vital to future generations of lawyers and judges, who will one day be involved in promoting and protecting human rights in Viet Nam.

Zambia ZMB 129: Enhanced employment and self-employment opportunities for people with disabilities through access to skills development		Status	
		Target	
P&B Indicator	2.3. Number of Member States that, with ILO support, make relevant training more readily accessible to people with disabilities.		
Measurement criteria	To be counted as reportable, results must meet at least two of the following criteria: • Legislation and/or policy relevant to the skills development of people with disabilities is reviewed with ILO advice and/or technical assistance. • Skills development programmes targeting people with disabilities are designed and organized with ILO advice and/or technical assistance on the basis of assessments of labour market opportunities. • Training programmes are designed or reformed to be accessible to people with disabilities reflecting ILO advice and/or technical assistance. • Beneficiaries are placed in wage- or self-employment on completion of skills training, as reflected through post-training support provided with ILO advice and/or technical assistance.		
Description	A 2006 study on "Living Conditions among People with Activity Limitations in Zambia" found that a significantly higher proportion of people with disabilities were currently unemployed, as compared to non-disabled persons. The Ireland-ILO Partnership Programme has been providing support to the government to increase the participation of young women and men with disabilities in mainstream vocational training programmes. The Action Plan on inclusive vocational training was finalized and support was provided for pilot testing inclusive vocational training in 5 selected TEVET institutions in Zambia on a two-year pilot basis from 2012 to 2013. Accessibility audits were carried out at the pilot colleges, results and recommendations shared with stakeholders and support provided towards implementation of recommendations. This included among others, disability sensitisation to all staff in the pilot colleges. Working towards an inclusive college environment and vocational training system is a long term process. ILO's work has significantly contributed to the advancement of this process and to the commitment of the pilot colleges in ensuring access to students with disabilities. In order to finalise the pilot phase, the ILO will continue its support to build the capacity of key partners and work towards ensuring scale-up and sustained commitment from national partners.		
Milestones and major outputs	<i>Milestone</i> Total number of women and men with disabilities enrolled in pilot TEVET centres increased from the current 44 to 200, with the aim of achieving a gender parity of 45-50% in the course of 2015. <i>Outputs</i> • Training module on inclusive teaching developed in collaboration with the Technical and Vocational Teachers College (TVTC). • Support provided to the Technical Education, Vocational and Entrepreneurship Authority (TEVETA) in the development of a handbook and checklist for inclusive teaching. • Training materials and tools redesigned to reflect the recommendations in the audit report. • Selected teachers from the pilot colleges trained in disability inclusion provided by TVTC.		

	• Support provided to TEVETA in the disability review of selected curricula. • Evaluation of pilot phase completed, including recommendations for adjustments and/or scaling up at national level.
	• The inclusive vocational training course for in-service lecturers, once approved, will serve as an example of sustainability under the Technical Education, Vocational and Entrepreneurship Authority (TEVETA). The course will be opened up to training institutions that have the capacity to deliver the course in line with TEVETA national guidelines. • The addition of the inclusive education unit in the teaching methodologies' curriculum for new teachers of vocational training will serve as a sustainability measure for future trainees. The unit was inserted and approved as part of the national sociology of education module. • The ILO supported the review of a national vocational skills training curriculum to be disability inclusive. A technical expert was engaged to give guidance throughout the review process and build the capacity of TEVETA curriculum review's experts. The review of the selected national curriculum serves as an example on the development of inclusive curricula for future reviews initiated by TEVETA.

Progress in 2014

- The National Vocational Training and Rehabilitation Centre (NVRC), originally established only for persons with disabilities, has continued to benefit from being part of the pilot for inclusive skills training and is changing their approach towards inclusion. The ILO has ensured continuous collaboration with NVRC and has provided Disability Equality Training to the Ministry of Community Development and Social Services under whose mandate the NVRC falls.
- An in-service course on inclusive training for teachers of technical vocational colleges has been developed and finalized to be used at the national level for teachers continued education. The ILO provided full technical support in developing the curriculum for the in-service course by identifying and engaging an expert to develop the course chart and syllabus as well as the teaching materials.
- A module on inclusive skills training has been developed and inserted in the newly revised national teachers training curriculum for vocational skills teachers. The revised national curriculum is pending final approval from relevant authorities. The ILO provided full technical support in developing the module through identification and engagement of an expert to develop the module on disability inclusion to be inserted in the national curriculum.
- Capacity of national media strengthened in terms of positive reporting on disability inclusion with a focus on inclusion in technical and vocational skills training. The ILO provided capacity building for media on two occasions, with emphasis on media personnel from community radio stations, and developed and distributed a pocket guide on disability reporting for media.
- Two pilot colleges have strengthened capacity in reaching out to special schools for students with disabilities for the purpose of encouraging enrolment in mainstream vocational skills training. The ILO provided technical support and guidance for the two colleges in approaching special schools through jointly arranging for sensitization and information sessions at special schools, which the colleges will now continue with on their own.
- The ILO conducted training of college maintenance officers on how to make adjustments to the physical infrastructure following the disability accessibility audits. A notable example is the Luanshya Technical and Business College, where under the guidance of the maintenance officer changes have been made to the built physical environment.
- Selected partners who were trained as facilitators for the DET have been used in the past during ILO workshops.

Spotlight: Zambia Business and Disability Network launched

A new Zambia Business and Disability Network was launched in Lusaka in partnership with the ILO, the Zambia Federation of Employers (ZFE) and Leonard Cheshire Disability with the support of the Government of Finland. The network evolved from discussions stimulated by ILO-PROPEL and ZFE on promoting more inclusive workplaces for workers with disabilities.

The new network will bring together member organizations of ZFE to raise awareness on the rights of workers with disabilities and establish a pool of expertise in line with labour market requirements.

The Network will be a unique platform of businesses and employers' organizations in Zambia to foster the development of a workplace culture that is respectful and inclusive and promotes the hiring, retention and professional development of disabled persons. While emphasis will be on improving the demand side, the supply side will be promoted by engaging an employment agency to prepare and develop skills and confidence of persons with disabilities in addition to managing a database of persons with disabilities to act as a link with potential employers.

The network will run for 18 months. The ZFE is the main implementing partner while the ILO and Leonard Cheshire Disability will provide technical support and advice. The new network will also draw examples of good practice and experiences from the ILO Global Business and Disability Network.

Lessons learned

- Commitment to the inclusion of people with disabilities by the highest levels of business management and government is crucial for the programme's success. Therefore, continuous collaboration with high-level decision-makers is needed.
- There is high demand for knowledge and good practice on how to implement inclusive vocational training. The programme should continue and strengthen its work in this area, sharing experiences and good practices.
- Active participation from the media in reporting on issues related to the employment of people with disabilities contributes to achieving the programme's objectives. Further capacity building of media and development of media guidelines on rights-based reporting on disability issues is recommended.
- The programme's close collaboration with DPOs should be strengthened even further to build DPO capacity to advocate for the rights of persons with disabilities as well as provide services.
- To effectively match labour market demand and supply, a stronger focus of the programme on effective mediation and placement services for job-seekers with disabilities is needed.
- The ILO Disability Equality Training (DET) has proven to be a very powerful tool to change mindsets of stakeholders, including government officials, company managers, HR staff, family members of people with disabilities and journalists. The use of DET should be expanded, making use of the network of DET facilitators to exchange national experiences and to strengthen the skills of the trained facilitators.
- The ILO Global Business and Disability Network started facilitating the development of national business networks in Zambia and Ethiopia. Therefore, the ILO Global Business and Disability Network should be used to connect relevant stakeholders also in other programme countries.
- The experience of China shows that the inclusion of people with intellectual disabilities through supported employment needs particular attention and sustained efforts to be successful.

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

Story from the field: supporting women entrepreneurs’ access to finance in Tanzania

The FANIKISHA Women Loan Programme of Tanzania’s Equity Bank was born in July 2013. By combining loans with appropriate business training, it hopes to give women a better shot at building successful and sustainable businesses.

During its first year of implementation, Equity Bank came to know the ILO’s “Gender and Entrepreneurship Together” training and work to support women entrepreneurs through the Irish funded project “Women’s Entrepreneurship Development and Economic Empowerment”. It requested 10 members of its staff to be trained to use this ILO gender sensitive entrepreneurship tools as well as learn about mentorship training approaches to enable 250 women clients to start, improve and expand their businesses.

The programme was a big success. In four months, between September and December 2013, the 10 Equity bank staff trained 275 women – more than the number of trainees initially agreed upon – and all opened an account at Equity Bank. Of these, 185 received business loans from the bank ranging from Tshs 100,000 to 10,000,000.

As a result, in July 2014 Equity Bank and the ILO renewed their working agreement with the aim to help FANIKISHA reach a larger scale and respond to the increased number of women applying for loans and training through the FANIKISHA program. As part of that agreement, 58 additional staff members of Equity Bank were trained in “GET Ahead” and “Start and Improve Your Business” (a training better suited for more literate and established business owners) and started the process of ILO accreditation in these training packages.

With the support of its 68 staff members, FANIKISHA plans to train 5,000 women entrepreneurs who will be eligible to acquire loans in Arusha, Dar es Salaam and Mwanza.

As of 2015, 604 women had received training and loans of an average worth of Tshs 1.7 million from the bank.



Outcome strategy and theory of change

Women's entrepreneurship development (WED) is an important means of promoting decent work through entrepreneurship of women. While more women entrepreneurs start businesses (their numbers are even increasing at a faster pace than men's and account for at least a third of business owners), women continue to face challenges often exacerbated by gender-based barriers that hinder their ability to start, consolidate or grow their businesses.

Since 2008, in a strategy endorsed by the ILO's Governing Body, the ILO structures its WED work around four key pillars: i) help create an enabling environment for women's entrepreneurship development; ii) build the institutional capacity of constituents and other stakeholders to support women's entrepreneurship; iii) develop tools and services to support women entrepreneurs; and iv) help fill the knowledge gap around women's entrepreneurship development through research as a means of supporting national and international policy development and advocacy efforts.

Bearing this in mind the national objectives laid out in Country Programme Outcomes (CPOs), as well as the gaps identified and the lessons learned from phase I of the "Women's Entrepreneurship Development and Economic Empowerment" (WED-EE), the phase II has been articulated around three main areas of work/outcomes with a view to contributing towards more women-led businesses contributing to job creation, economic growth and gender equality. The attached diagram is a visual representation of the project's logic using results' chains. The programme has developed and worked with results' chains since phase I as it follows the Donor Committee for Enterprise Development's guidance for results measurement. It depicts the overall results' chain of phase II, resulting in turn from the combination of three main sub-results' chains, each closely linked to one of the following outcomes:

- Women-led businesses increase performance;
- Selected ILO-WED tools and approaches are available beyond the project's lifespan;
- Selected policies and programmes are reviewed by policy makers to mainstream WED.

Lessons learned from phase I and its evaluation have been included under each country component in the following section. The overarching assumptions of the project are that i) by having service providers at national level who have appropriate training services and other supports that respond to the needs of (micro) women entrepreneurs, ii) by ensuring that these services are maintained in quantity and quality over time and ii) by ensuring a favourable momentum is created for positive dialogue and change for WED among policy makers and WED stakeholders, women entrepreneurs in the three countries (who already constitute at least a third of all businesses owners) will have more chances of creating jobs, growing and contributing to increased gender equality.

Results chain 1: Within this result chain, the goal is to support and build the capacity of national service providers during the timeframe of the phase II of the programme to respond to women entrepreneurs' needs and help them start or improve their businesses. An important emphasis is given to building a strong pool/network of certified trainers in key ILO tools, particularly the gender sensitive business management package "GET Ahead", used to train and support women during the programme but more importantly after (see result chain 2). Work structured under this results' chain also aims to help improve women's access to financial services by easing opportunities for women to come in contact with and understand financial services. Finally, it aims to equip service providers and women themselves with easy-to-use information on how entrepreneurs (particularly women) can trade among the East African Community as a means of improving their access to markets.

Results chain 2: One of the key lenses through which the phase II was designed was sustainability – i.e. ensure capacities and achievements gained during the life of the programme do not end after 2015. This results' chain is closely linked to the previous as the project aims to equip local stakeholders and constituents with tools and knowledge necessary to continue to implement WED approaches and tools beyond the end of phase II. To that end a sustainability meeting is planned in 2015 with trainers in order to give them the opportunity to jointly plan appropriate business models for their training provision which they can begin to implement already in 2015.

Results chain 3: Achieving policy change can be challenging, time consuming and complex. The ILO-WED's assumption, however, is that the probability of achieving change increases if policy makers have in hand evidence-based information, knowledge about what is currently available and working nationally and internationally, and key WED stakeholders are gathered in a reiterative process of awareness-raising, knowledge exchange, policy dialogue and planning. Activities have therefore been designed at country and regional level to help provide the space, the time and the relevant information policy makers.

Sustainability

Sustainability is core in WED-EE's design and implementation, as shown in the previous section. It is not only a results' chain in and of itself but it is also integrated into the other areas the project works on. Some examples:

- 1) The national WED assessments initiated in Phase I of WED-EE and finalized in Phase II for Tanzania and Uganda (accessible through www.ilo.org/wed) provide snapshots of the situation for women entrepreneurs and a general framework with priorities and recommendations that ILO constituents and WED stakeholders can use as a compass for future actions and efforts. Furthermore, the validation process of these studies, as well as subsequent action planning sessions have provided space and content for national constituents and stakeholders in Tanzania and Uganda to meet, discuss and plan around WED during and beyond 2015. In Tanzania, for example, the Public Procurement Act will be reviewed so as to integrate gender targets stating that 30 per cent of procurement must be done through women entrepreneurs.
- 2) In Kenya, the process of working towards a WED assessment led the Ministry of Planning and Devolution and the Secretariat of Kenya Vision 2030 to request the ILO to lead in the development of a national action plan for women's economic empowerment for the period 2015-2025. In Uganda, the policy for Small and Medium Enterprise Development has received inputs from WED-EE stakeholders on how to better integrate gender into policy. In addition, the government has requested the ILO to provide technical support in developing a five-year programme to help women entrepreneurs. The government programme will include a revolving fund to meet the financial needs of women entrepreneurs.
- 3) At the institutional level, in Tanzania, WED-EE has succeeded in embedding gender-sensitive business management training within the service provision of Equity Bank, one of the largest banks in the country (see *story from the field*). It has also succeeded to do the same within the training services provided by the Ministry of Social Welfare, Youth, Women, and Children Development Zanzibar as well as the Restless Development Organization. In Kenya, the Women Enterprise Fund, the Micro and Small Enterprise Authority (MSEA) and the Federation of Women Entrepreneurs Associations have also expressed interest in continuing to provide gender-sensitive business training services to women. In Uganda, the Centenary Rural Development Bank Ltd, is to roll out a tailor-made savings product for women entrepreneurs whereby 40 key bank staff trained in gender sensitive financial tools will be linked with women entrepreneurs, beneficiaries of WED-EE trainings.

ILO-WED certified trainers in the three countries to ensure the success of the programme.

Impact

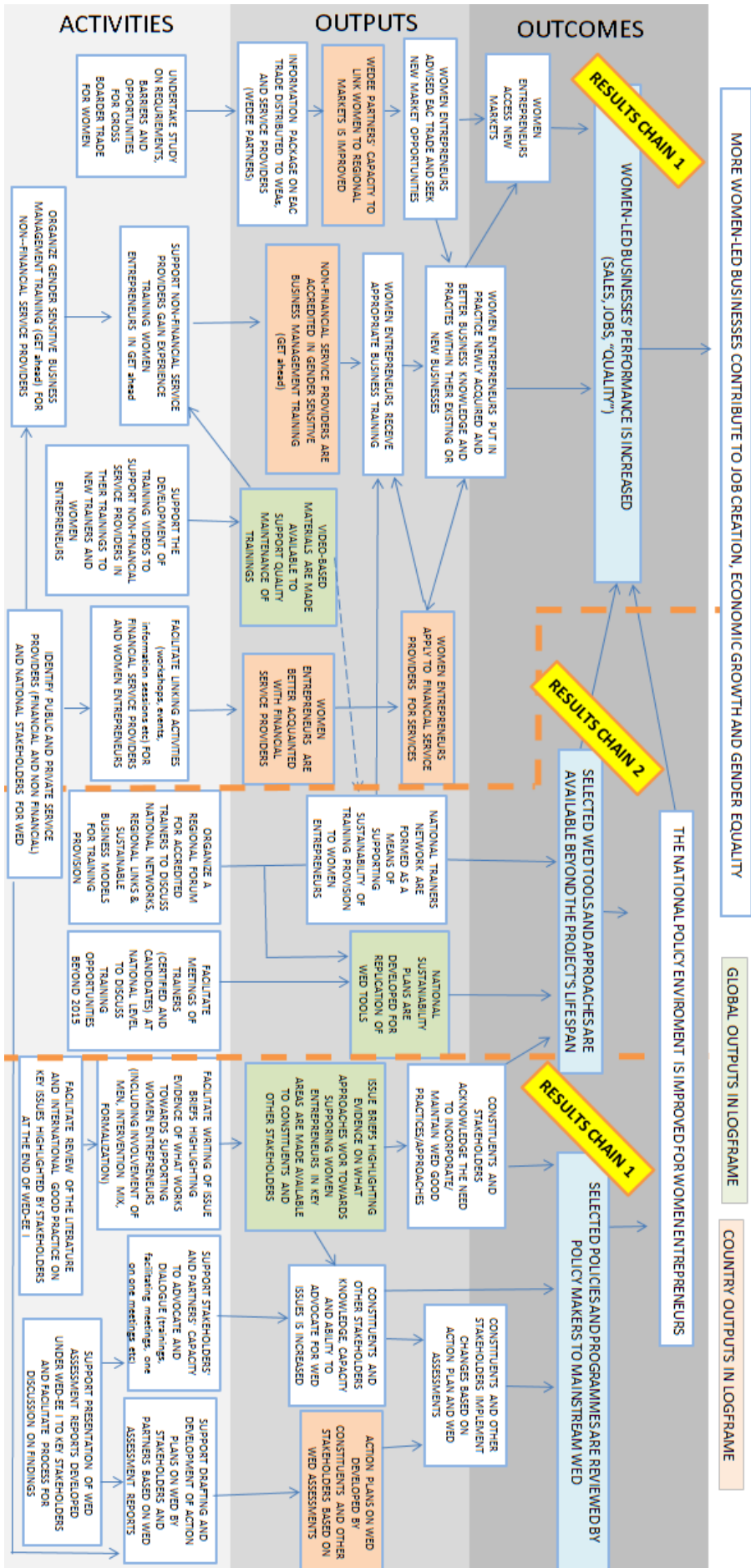
Since the launch of the programme, WED-EE has sought to track, record and report on impact and results.

- 1) At the policy level, the project aims to assess, during events with stakeholders, the usefulness of issue briefs put forward on given topics; this is done via a quick survey. More importantly, these topics were identified and selected in consultation with national constituents and stakeholders during a knowledge sharing meeting at the end of Phase I.
- 2) At the level of intermediaries, in order to ensure trainers are well equipped to continue providing trainings, a certification process has been developed. A trainer, besides attending a training of trainers in gender-sensitive business management, must submit following a pre-shared template reports of training for three trainings with entrepreneurs. Moreover, he or she must be overseen by a senior GET Ahead trainer (trained and certified in past phases of Irish Aid Partnership) and evaluated positively. As of January 2015, 58 trainers had successfully completed this process. The trainers have formed associations in each of the three countries through which business development services will continue to be provided beyond 2015.
- 3) Since the start of WED-EE I, the ILO has been involved in Kenya in a randomized control trial³ aiming to see the effect of gender-sensitive business training on women-owned businesses in terms of business practices, sales and income and economic empowerment. As of January 2015, a baseline study and a qualitative study of preliminary findings had been published⁴ and work was on-going for a mid-line quantitative study.
- 4) Additionally, WED-EE Phase II will carry out a tracer study with a group of women entrepreneurs in at least two of the three countries to see what has changed since the training. This was done in Phase I and will be done again in Phase II. WED-EE has developed a database with contact information and basic business information which will be used to identify women for the study. The project is also currently in the final stages of finalizing a short video following a few women in Tanzania to show what the training meant for them and their businesses.

³ See <http://www.3ieimpact.org/evidence/impact-evaluations/details/727/>

⁴ Anne Stangl, Kathryn Farley, Kirsty Sievwright, Laura Brady and Katherine Fritz, "Enhancing Women's Entrepreneurship in Kenya Initial Qualitative Assessment of the ILO's GET Ahead Business Training Programme", 2015 <http://www.icrw.org/publications/enhancing-women%E2%80%99s-entrepreneurship-kenya>

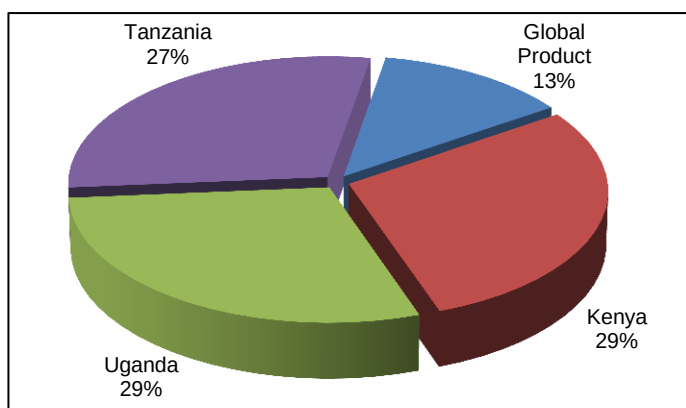
Results chain



Irish Aid's contribution to the ILO's results

The Irish Aid's contribution to Outcome 3 in 2014-15 amounts to € 1,500,000 (US\$ 1,765,224). This contribution is being used by the ILO in support of one Global Product and three Country Programme Outcomes (CPOs).

Country	CPO Title	Total allocated budget in US\$
Global Product	GLO 153	225,577
Kenya	KEN 130	513,216
Uganda	UGA 128	513,216
United Republic of Tanzania	TZA 102	513,216
TOTAL		1,765,224



Global Product GLO 153: Sustainable enterprises, a global product for crisis recovery, income and employment creation

Description	The Global Product aims to support constituents and partners to create the necessary conditions for the creation of decent work in sustainable enterprises through two main interrelated strands: i) generating an enabling environment for sustainable enterprises through a conducive policy and regulatory framework; ii) stimulating entrepreneurship and business development by promoting entrepreneurship, particularly among women and youth, and enhancing access to business development services and other financial and non-financial services that lead to decent work.
Milestones and major outputs	<i>Outputs:</i> - National sustainability action plans developed for replication of select ILO tools and approaches in Kenya, Uganda and United Republic of Tanzania. - ILO tools enhanced with videos to support trainers and their outreach in Kenya, Uganda and United Republic of Tanzania. - Policy briefs for advocacy, formalization and men's involvement in WED initiatives are developed and shared with constituents, partners and stakeholders in the three countries.

Progress in 2014

ILO Entrepreneurship Products/Tools and sustainability:

- Workshops were organized in Kenya, Tanzania and Uganda with 20-30 ILO tool trainers to foster the formation of networks of trainers and start the planning process around sustainability of training delivery for "GET Ahead".
- A needs assessment for additional training materials using videos as a means of supporting sustainability and scaling up of "GET Ahead" trainings was carried out with trainers and other relevant actors for videos to be developed in 2015.

Knowledge generation and dissemination:

- An issue brief on what works in entrepreneurship development for women entrepreneurs was produced and shared with constituents and relevant stakeholders in Kenya, Uganda and United Republic of Tanzania.
- General national assessments on the situation for women entrepreneurs in Uganda and United Republic of Tanzania were published and shared with constituents for prioritization of recommendations and action planning.
- Preliminary research undertaken on women entrepreneurs and formalization.
- Upon ILO's wish to establish a randomized control trial around the 2012-2013 trainings and service provision to women entrepreneurs in Kenya, qualitative and quantitative follow up surveys with women entrepreneurs and preliminary reports were developed through a joint collaboration with the World Bank, ICRW, IPA and 3ie.

Kenya KEN 130: Women's and youth entrepreneurial skills for self-employment and SME activities enhanced		Status	
		Target	
P&B Indicator	3.2. Number of Member States that, with ILO support, implement entrepreneurship development policies and programmes for the creation of productive employment and decent work.		
Measurement criteria	To be counted as reportable, results must meet at least two of the following criteria: - The Member State introduces entrepreneurship development policies in national development frameworks or similar national policy documents. - Entrepreneurship development strategies are implemented in economic sectors or value chains that have been selected because of their high job-creation potential. - A national association or network of trainers and organizations with the skills and resources to support		

	the delivery of entrepreneurship programmes, especially with a focus on entrepreneurship for women and young people, is established or strengthened. Targeted entrepreneurship development strategies are implemented that support (a) the transition of informal activities to formality or (b) poverty reduction in rural areas, in line with the 2008 ILC resolution concerning the promotion of rural employment for poverty reduction.
Description	Youth unemployment remains one of the main challenges in Kenya. Owing to its severity, the government proposed to have a provision in the National Constitution that specifically addresses this challenge by providing that the State shall take measures to ensure that youth access employment. Women-owned businesses account for 48% of all micro-, small-, and medium-sized enterprises (MSMEs) in Kenya, which contribute around 20% to the country's GDP. However these businesses continue to face greater social, economic and cultural barriers. To mitigate the ensuing challenges, the government has instituted measures to support women groups seeking to establish and grow small businesses. Another critical factor affecting employability of the labour force in Kenya, particularly the youth, is the mismatch of their skills with those required by industry as a result of limited linkages and collaboration between training institutions and industry. On the other hand the MSME sector in Kenya plays an important role in the creation of jobs but the ability of the sector to create both quality and durable jobs for women and men is hampered by the numerous challenges and constraints including an unfavourable policy and legal framework, limited access to financial services and markets, and inadequate provision and access to skills and technology. The ILO cooperates with the constituents, stakeholders and UN agencies to improve national policies and support job creation of women and youth through self-employment and/or SME activities. It also enhances systems and provision of services to facilitate entrepreneurship. Work already implemented under its technical cooperation programme in the country has contributed to enhancing access of market relevant skills and other business development services to youth and women leading to more business start-ups and job creation.
Milestones and major outputs	<i>Milestones:</i> - Capacities of women owned and youth led MSEs strengthened. - Improved access for young women and men to decent and productive employment opportunities. - Increased reflection of the needs of women and youth in the regulatory and policy environment for entrepreneurship development. <i>Outputs:</i> - Adapted Business Development Services (BDS) provided to women and youth. - National Association of BDS providers established and operational. - Women and youth access market opportunities in national and regional markets. - Job creation programmes, including employment intensive public works for unemployed and vulnerable men and women expanded. - Labour Market Information System (LMIS) strengthened. - A national Women's Economic Empowerment Strategy and Implementation Plan which includes entrepreneurship development developed. - A national taskforce/working group for the promotion of women's economic empowerment, including women's entrepreneurship development formed.
Progress in 2014	
1) A national technical committee has been set up to formulate a national women's economic empowerment strategy document and implementation plan. The ILO provided technical assistance in formulating the strategy through consultancy support, participation in technical committee meetings and in providing good practice documentation on youth employment. Economic empowerment has been chosen as key action towards economic development and empowerment of vulnerable groups in Kenya, and the ILO is cooperating with the government to develop a new strategy and identify indicators and provide a clear coordination and accountability framework embedded in national and county institutional structures. 2) A Value chain development capacity building product has been introduced and the ILO has delivered two courses with the support of the International Training Centre (ITC). 3) A network of trainers was strengthened through restructuring its leadership and piloting resource mobilisation strategies. The ILO has set in place a rigorous process for trainers' development and accreditation on the gender sensitive business management training tool "Get Ahead". There are currently 22 trainers in the last stages before accreditation. In 2014, these candidate trainers trained 656 women entrepreneurs, 32% of them young and 77% of them in rural areas. Majority of trainers are linked to national institutions and county governments, which help ensure increased outreach to women entrepreneurs throughout the country. The cooperation between trainers and partners has facilitated other forms of business linkages and has offered a variety of opportunities such as supply chains linkages, technology access, cooperative building services, access to financial services, and information on voluntary subscription to the National Hospital Insurance Fund.	
Lessons Learned	
- High- level government process for stakeholder consultation and coordination is crucial to ensure effective policy and programme formulation. The ILO, as supporter of the programme formulation, should help facilitate the process. - The ILO is well positioned to support the government and social partners in designing and piloting entrepreneurial development programmes for youth and women as capacity remains low, in particular, in the new devolved structures of government.	

- The consolidation of a trainers' network can help accelerate provision of entrepreneurship development services to women and youth, as there is better coordination for resource mobilisation and outreach among training providers. However, it is critical to link the trainers to national institutions for achieving the scale and the support in the development of a clear action plan for outreach activities.

Spotlight: Easing access to markets by women entrepreneurs, agricultural supply chains for hotels in Amboseli, Kenya

Every year, a quarter of a million tourists flock to Amboseli National Park in the hope to catch a glimpse of "The Big Five." Despite what could be a real windfall for the area, much of the local population lives in poverty and only five per cent of tourism revenue is retained locally. The agricultural supplies of the 30 tourist hotels and tented camps is estimated at around KES 30 million, of which only one million comes from the area. Most of the hotels' agricultural supplies come all the way from Nairobi, which induces eight hours roundtrips, travel costs and pollution.

As a response to this demand and supply mismatch, the ILO through an Irish Aid-funded programme and in partnership with the African Pro Poor Tourism Development Centre is implementing a pilot project seeking to enhance women's livelihoods in Amboseli. This involves local procurement of agricultural products and the promotion of fair trade tourism in Kenya's hospitality industry.

The project is currently being piloted with the "AA Lodges" and involves 50 women living with HIV/AIDS who are members of two small-scale farming groups, KIFPAT and Natumo Oloile. In August 2014, they were trained with the ILO's "Gender and Entrepreneurship Together" tool, and acquired the needed skills necessary to become suppliers to the hotels.

So far, the two groups have supplied the "AA Lodge" with agricultural produce twice a week, and their income has increased and become more regular – they currently receive about KES 30,000 per delivery. In total, the programme is helping improve the livelihoods of 50 households, which translates to approximately 250 individuals. This is just the beginning: at least five additional hotels in the area have already expressed their interest in joining the project.

Uganda UGA 128: Young men's and women's entrepreneurship for self-employment and productivity increased		Status	
		Target	
P&B Indicator	3.2. Number of Member States that, with ILO support, implement entrepreneurship development policies and programmes for the creation of productive employment and decent work.		
Measurement criteria	To be counted as reportable, results must meet at least two of the following criteria: • The Member State introduces entrepreneurship development policies in national development frameworks or similar national policy documents. • Entrepreneurship development strategies are implemented in economic sectors or value chains that have been selected because of their high job-creation potential. • A national association or network of trainers and organizations with the skills and resources to support the delivery of entrepreneurship programmes, especially with a focus on entrepreneurship for women and young people, is established or strengthened. • Targeted entrepreneurship development strategies are implemented that support (a) the transition of informal activities to formality or (b) poverty reduction in rural areas, in line with the 2008 ILC resolution concerning the promotion of rural employment for poverty reduction.		
Description	Youth unemployment represents a crucial challenge to socio-economic development in Uganda, where two out of three unemployed persons are young, with higher proportions in urban areas (70 per cent) than in rural areas (58 per cent). The ILO has collaborated with the government, social partners and other stakeholders in creating an environment in which youth can turn their energy and ideas into business opportunities, increasing as well their incomes and creating decent work for themselves and others. Building on the on-going work with youth, skills development and entrepreneurship, the ILO takes a broader approach in capacity development and helps national partners to design strategies, build systems and implement trainings of personnel for productivity enhancement. Activities focus on assisting youth through selected representative organizations, supporting work towards establishing a network of trainers and organizations with skills and resources to support the delivery of entrepreneurship programmes, especially with a focus on entrepreneurship for women and young people.		
Milestones and major outputs	<i>Milestones:</i> • Increased labour productivity; young women and men start businesses. • Association of BDS providers established and operational. • Businesses owned by youth are formally established. • Increased reflection of the needs of women and youth in the regulatory and policy environment for entrepreneurship development. <i>Outputs:</i> • National labour productivity framework in place and productivity division strengthened and functional. • Knowledge sharing on productivity enhanced; labour productivity package developed and piloted. • Young women and men generate business plans in sectors of particular national interest such as the green sector. • Pool of national trainers in entrepreneurship development accredited. • Young women and men entrepreneurs businesses formally registered. • National Action Plan for the promotion of Women's Entrepreneurship Development developed with constituents and stakeholders; national taskforce/working formed.		

Progress in 2014

1) Uganda is finalising the draft micro, small and medium enterprises' (MSME) policy, which will guide a sector that accounts for approximately 90 per cent of the entire private sector, about 75 per cent of the gross domestic product (GDP) and employs more than 2.5 million people. Although the policy has been in draft form for several years, there are renewed efforts to have it finalized. A Directorate of MSMEs has been set up under the Ministry of Trade, Industries and Cooperatives (MTIC) to coordinate the development and implementation of the policy, and a national taskforce has been formed to finalize the strategy.

The ILO supported the publication of a national assessment for WED in Uganda, which highlighted the gender blindness of the draft MSME policy. The ILO organized a stakeholders' workshop to review the draft MSME policy from a gender perspective, the outcomes were used as recommendations to the taskforce in charge of the MSME policy on mainly two issues:

- i) the need to use gender disaggregated data to back the information in the situation analysis section with evidence to justify the policy and policy strategies like affirmative action for marginalized groups;
- ii) the need to create a women's specific fund to complement a general MSME's fund, which would bridge the funding gap from the perceived risk of lending to under-collateralized women entrepreneurs.

The process for the revision of the MSME policy is expected to be completed by the end of 2015.

2) An association of trainers, the "Business Development Services Providers Network", has been created and is registered as a limited company. It has a membership of 45 individual paid-up and five corporate members, who have been certified as trainers of ILO tools such as "Start and Improve Your Business" training packages and "GET Ahead" training.

The ILO has provided technical and financial support to develop skills of the trainers through organising trainers' workshops. More than 1184 women have been trained in 2014, of whom 50 per cent were young and 86 per cent lived in rural areas. The ILO also formed 98 new trainers, 38 of them are women, and the majority will be certified in 2015. The organization continues to build the institutional capacity of the Business Development Services Providers Network by providing coaching and mentoring.

Lessons Learned:

- The policy-making process in Uganda takes time, and is possibly longer than ILO's biennium planning cycles. Change may therefore only happen over several biennia.
- The fully registered association of trainers called "Business Development Services Providers Network" still needs capacity building support in the areas of leadership, management and resource mobilisation.
- The newly developed trainers need financial support to enable them conduct their certification trainings.

Spotlight: Partnerships that bear fruits, an example from Uganda

At 21, Grace Tumusiime has already experienced what many people go through in a lifetime – she has had two failed relationships, two children, endured poverty and is now starting to figure out how to live her life.

Grace is just one of the 1,500 girls who is benefiting from a three-year project (2013-2015) funded by the Catholic Relief Services (CRS), which aims to empower vulnerable young women through a passion fruit growing business in Kyenjojo district. The project is named Girls Agro-Investment (GAIN) and is being implemented through a partnership between three stakeholders: the Caritas Fort Portal Diocese Church, a private Agro-business company named Kadafrica, and the ILO through the Irish Aid-funded WED-EE programme.

Under the partnership, the Church has provided land in each of the six parishes where passion fruits are grown, while CRS provides most of the funding for training the girls, including on life skills and entrepreneurship, which is made possible by the ILO and its "GET Ahead" training. Additional agronomy trainings are provided by KadAfrica, a company that also buys passion fruits directly from the farms.

The project is already bearing fruits. By the end of 2013, more than 300 girls have already opened up passion fruits' gardens, each of them planting more than 45 passion fruit vines. Another 600 girls have enrolled in 2014 while the last batch of 300 girls will join in 2015. Thanks to the successful implementation of the project, Grace is now able to earn more than UGX 40,000 per month, resources that are crucial to guarantee a decent life for herself and her daughters.

United Republic of Tanzania TZA 102: Women and youth entrepreneurship development policies and programmes that create decent work strengthened		Status	
		Target	
P&B Indicator	3.2. Number of Member States that, with ILO support, implement entrepreneurship development policies and programmes for the creation of productive employment and decent work.		
Measurement criteria	To be counted as reportable, results must meet at least two of the following criteria: • The Member State introduces entrepreneurship development policies in national development frameworks or similar national policy documents. • Entrepreneurship development strategies are implemented in economic sectors or value chains that have been selected because of their high job-creation potential. • A national association or network of trainers and organizations with the skills and resources to support the delivery of entrepreneurship programmes, especially with a focus on entrepreneurship for women and young people, is established or strengthened. • Targeted entrepreneurship development strategies are implemented that support (a) the transition of informal activities to formality or (b) poverty reduction in rural areas, in line with the 2008 ILC resolution concerning the promotion of rural employment for poverty reduction.		

Description	The ILO has been supporting entrepreneurship by promoting entrepreneurship culture and education, and by providing business development services to youth organisations. Given the fact that large numbers of workers are engaged in self-employment in both urban and rural areas, the emphasis of the project is on promoting sustainable enterprise development both in agriculture and the non-farmer economy. The adoption by national stakeholders of entrepreneurship education as a strategy to improve young people's ability to use productive assets will be strengthened. This will include scaling up support of activities that strengthen the access of young men and women to credit, savings and micro-finance services. These activities will continue to ensure that enterprises have access to services. Based on the experience that ILO has gained through the Cooperative Facility for Africa Programme, future activities to support social economy organizations will also continue through training and financial assistance for business development service providers so that they can offer tailor-made services to farmers and producer organizations. The ILO project in Tanzania strengthens women's entrepreneurship development as a contribution to job creation, decent work and women's economic empowerment. This affirmative action towards women's entrepreneurship strives to ensure that, as an under-served population, women's and young women's needs are met. Thanks to Irish funding, the ILO and its partners work to increase the business performance of women entrepreneurs, review key policy documents to integrate women's entrepreneurship development recommendations and ensure that ILO tools to promote women's entrepreneurship development are made available to partners beyond the funding cycle. At least 30% of the enterprises reached will be located in rural areas, and at least 30% of the women entrepreneurs served will be young women.
Milestones and major outputs	<i>Milestones:</i> • Increased employability of young men and women through skills development. • Increased access to financial and non-financial services by young men and women. • Association of BDS providers established and operational. • Increased reflection of the needs of women and youth in the regulatory and policy environment for entrepreneurship development. <i>Outputs</i> • Entrepreneurship culture promotion mechanism in formal and informal education developed. • Skills and entrepreneurship training programmes adapted for young men and women entrepreneurs, particularly in rural areas implemented by BDS providers. • Capacity building activities for business development services implemented. • Programmes that provide technical and financial support to small scale farmers to organize into associations and cooperatives implemented. • Pool of national trainers in entrepreneurship development tools accredited. • Gender mainstreamed SME policy in place. • National Action Plan for the promotion of Women's Entrepreneurship Development developed and national taskforce/working group formed.
Progress in 2014	
1) Policy dialogue on women's entrepreneurship development improved, with a new batch of 231 entrepreneurship teachers that have been trained and oriented on a revised entrepreneurship curriculum. A pool of 40 tutors from all 34 public teachers training colleges have been on entrepreneurship and its teaching methodologies. 2) The Ministry of Labour and Employment has finalized the drafting of the National Youth Employment Creation Programme (NYECP). The ILO has facilitated the development of the Draft National Action plan (NAP), as well as supported the formation of a national task force for developing and promoting the NAP. 3) The ILO has provided technical and financial contribution to the training of 75 trainers/members of staff from the Restless International and Equity Bank within a process towards their accreditation as "GET Ahead" trainers. 30 of them will compete it within the lifespan of WED-EE. 30 of them will be accredited by the end of 2015. The Organization also trained trainers to run the Training of Entrepreneurs (ToEs) and ensured supervision and assessment of these training in order to complete the accreditation requirements. Through ToEs in 2014, 893 women entrepreneurs were trained, 48 per cent of whom were young women, and 65 came from rural areas. It provided support to the formation and registration of a WED Trainers' Network in Tanzania, supporting the drafting of a constitution and the election of network representatives. 4) Conducted SYB Impact Survey that showed that 1,500 out of 5000 trained young men and women are accessing financial services. A capacity building workshop for 25 managers and owners of community radio stations from across the country was conducted with a view of building their capacity on business programming. Lessons Learned: • Engagement of key partners, especially government, at all stages of creating a national network of trainers, is important to ensure the network is properly recognized at national level and their services known. This helps ensure trainers getting visibility and support for their services to women and young entrepreneurs by national stakeholders, contributing to their sustainability beyond an ILO-project's life.	

Outcome 15: Forced Labour is eliminated

Story from the field: China, a step closer to ratification of the Forced Labour Convention No. 29

After many years of ILO effort and support, the decision taken by the Standing Committee of the National People's Congress of China in December 2013 on abolition of re-education through labour system (RETL) created new scope for the ratification of the forced labour Convention No. 29 by China.

The ILO Committee of Experts had previously observed that China's prison system included re-education through labour and juvenile criminal camps, and noted that records indicate that all prisoners, including persons under 18, were subject to hard labour. The RETL network is believed to have incarcerated some 190,000 offenders at one time, according to a 2009 U.N. Human Rights Council report, with public-security officials given the power to condemn people to hard labor at a prison farm or factory.

Historically, the RETL had been the main roadblock for the Chinese Government in ratifying this ILO Fundamental Convention. The ILO assistance to China on RETL reform reached new heights, by the organization of an Inter-Ministerial meeting on Conventions No. 29 and No. 105 with the support of the Irish Aid Funded FLARE project (Phase I) of the Special Action Programme to Combat Forced Labour (SAP-FL). The FLARE project (Phase II) has also been supporting preparations for the ratification, which will continue in 2015.

The Ministry of Human Resources and Social Security (MOHRSS) and the ILO organized an inter-ministerial tripartite workshop on the Forced Labour Convention, 1930 (No.29) and the Abolition of Forced Labour Convention, 1957 (No. 105) in Beijing on 29-30 April 2014. The workshop was one of the project activities of the FLARE project, and was attended by representatives from the State Council Legislative Affairs Office, several MOHRSS Departments and Institutes, the Ministry of Public Security, the Ministry of Justice, the Ministry of Foreign Affairs, the All-China Federation of Trade Unions (ACFTU), the China Enterprise Confederation (CEC) and the All-China Women's Federation (ACWF).

At this event, the Deputy Director General of the International Department of the MOHRSS, noted that there are no longer any major legal barriers to the ratification of forced labour Conventions by China, and concluded by saying that "the ratification of Convention No.29 is the top priority among priorities".

The FLARE project will continue to enhance capacity and raise awareness on the prevention and elimination of forced labour at the central and local level. This will include strengthening capacity of labour inspectors and law enforcement authorities on identifying and handling cases of forced labour, as well as supporting the activities of employers' and workers' organizations to raise awareness among their members on forced labour. The activities to be carried out in China will feed into the development of policy guidance, training materials and practical tools on preventing and eliminating forced labour at sub-regional and regional level. As well, knowledge sharing activities which include the launching and expansion of the Asia-Pacific online Community of Practice (COP) on forced labour. Tools development includes among others drafting and validation of an exercise and tool book for trainers on addressing forced labour in East and South-East Asia.



Outcome strategy and theory of change

The overall vision supporting the ILO strategy on combatting forced labour is that when the ILO celebrates its 100th anniversary in 2019, forced labour will no longer persist at a scale estimated by the ILO to affect 21 million women, men and children worldwide. The objective of this strategy is therefore to effectively eliminate traditional and state-imposed forced labour systems and to address contemporary forms of forced labour, which are often linked to human trafficking. This would emancipate millions of people, who live in poverty, are the least protected and poorest, and who often work in the informal economy. This would entail the empowerment of these people to overcome poverty and fully realise their rights and potential.

The realization of this vision requires political will and determination, which ILO constituents expressed through their overwhelming support for the adoption of two new instruments on forced labour at the 103rd Session of the International Labour Conference (ILC) in June 2014.

The Protocol of 2014 to the Forced Labour Convention, 1930, and the Forced Labour (Supplementary Measures) Recommendation, 2014 (No. 203) bring ILO standards against forced labour into the modern era by creating specific obligations to prevent forced labour, to protect its victims and to provide access to remedies, and by emphasizing the link between forced labour and human trafficking. The Protocol also reaffirms the importance of prosecuting perpetrators of forced labour and ending impunity, in line with the Forced Labour Convention No. 29 (1930). If widely ratified and implemented, it can act as a catalyst in turning the vision of a world without forced labour into reality. The proposed strategy is thus built around the key elements of the new Protocol and its supplementary Recommendation.

All around the world, leaders from governments, trade unions, business and civil society have joined the global struggle to end forced labour. This “global alliance”, initially called for by the ILO in 2005, is now gaining momentum and provides an opportunity for lasting change. At the same time, there is a risk of increased forced labour in the context of rapid economic integration, crisis and widening inequalities. Some entrenched forms of bondage persist, often linked to informality and poverty.

The proposed strategy is based on a four-pronged approach:

1. Promoting widespread ratification of the Protocol and effective implementation of the Protocol and the Recommendation.
2. Strengthening institutions, laws and national action plans to prevent forced labour, empower its victims and prosecute the perpetrators.
3. Enhancing current efforts to collect reliable national statistics, to carry out research and to share knowledge across institutions at national, regional and global levels.
4. Facilitating and supporting partnerships with UN agencies and other organizations with the full involvement of the ILO's tripartite constituents to enhance impact and policy coherence.

The strategy builds on the ILO Plan of Action on Fundamental Principles and Rights at Work, endorsed by the Governing Body in November 2012 (GB.316/INS/5/3). It acknowledges the linkages among the categories of fundamental principles and rights at work and will be aligned with the priorities of the forthcoming ILO Programme and Budget and with the areas of critical importance, namely the protection of workers from unacceptable forms of work, the formalization of the informal economy, decent work in the rural economy, workplace compliance and labour migration.

Below it can be clearly observed how the Irish Aid- funded Global, Asian and African projects fully support the overall ILO strategy on combatting forced labour, as well as the underlying theory of change.

Sustainability

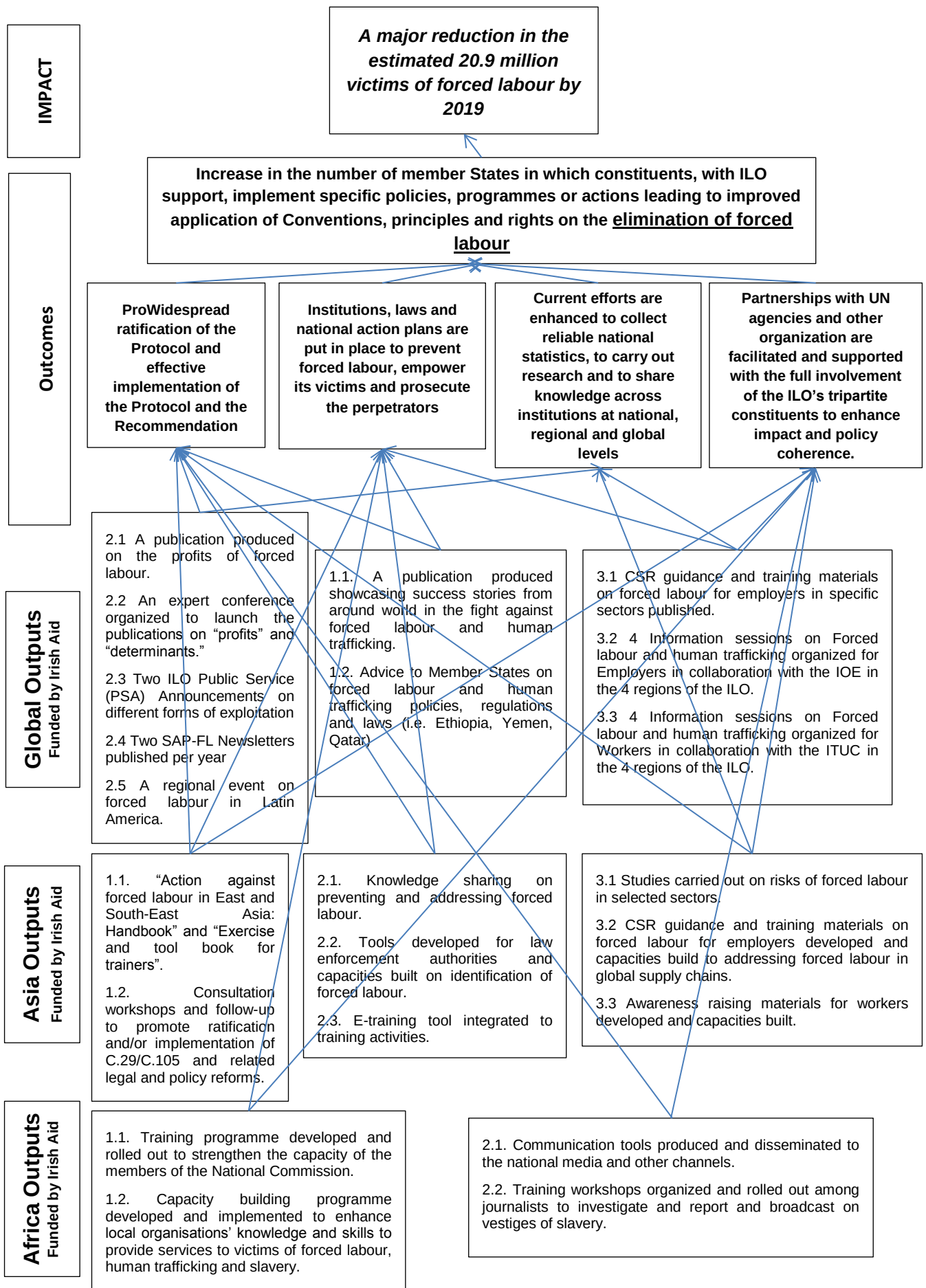
It is important that, given the multi-faced root causes of forced labour, the ILO's experience has shown that initiatives need to be in place for at least five to ten years in order to achieve results and impact. For example, after many years of continued activities and support to constituents in China, the country seems now to be finally ready to ratify Convention 29 on Forced Labour. The ratification would make a sustainable change within the legal system of China and, subsequently, it would change the nature of the ILO's role on forced labour in the country – from the promotion of the ratification, to monitoring and technical assistance on implementation.

In designing all project activities, sustainability of results were kept in mind. Some examples:

- The ILO Fair Recruitment Initiative has become a multi-stakeholder initiative funded by various development partners. This has secured the immediate future of the initiative, which will continue to promote a socially responsible culture for an industry that is very often the starting point for many vulnerable workers.
- The collaboration between the ILO's Special Action Programme to combat Forced Labour, the International Organization of Employers and Coke, has resulted in the annual conference on business and human rights hosted by Coke in Atlanta, holding a panel on forced labour every other year.
- The "Labour Approach to Forced Labour and Trafficking in Persons in East and South-East Asia: Handbook" and "Exercise and Tool Book for Trainers" are specific tools developed for stakeholders in East and South-East Asia. These tools will remain long after the life of the project, and will serve many training sessions.
- All of the communications activities funded under the project aim to increase the awareness of the general public on forced labour, ultimately ensuring socially responsible behaviour.
- Three online discussions were organized in order to facilitate the exchange of ideas and create working relationships amongst stakeholders. The overall aim is that these stakeholders will continue to communicate directly, long after these online discussions, providing a self-sustained network of support.
- The course on forced labour in Turin trains participants on all aspects of forced labour, allowing them to return to their countries and act as trainers themselves, creating a multiplier effect and long lasting results.

Capacity building

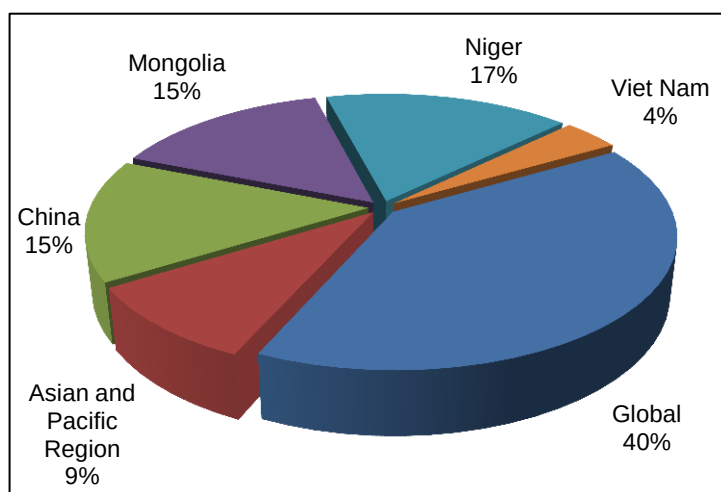
The Turin course on forced labour has become an annual course with more than 30 new participants each year. The details of these participants are kept in a database and random follow-ups are made to learn about their relevant activities after the course and how they have used the knowledge gained during the training. It is expected that, once they get back home, these participants will act as trainers and advocates, creating a multiplier effect and long lasting results. Selected participants are also invited back to Turin to act as facilitators, highlighting how they were able to put their gained knowledge into practice.



Irish Aid's contribution to the ILO's results

The Irish Aid's contribution to Outcome 15 in 2014-15 amounts to € 1,800,000 (US\$ 2,118,269). This contribution is being used by the ILO in support of **one Global Product** and **five country-based interventions and regional outputs and activities**.

Country/Region	CPO Title	Total allocated budget in US\$
Global Product	GLO 726	927,952
Asian and Pacific Region	RAS 826	220,000
China	CHN 902	345,000
Mongolia	MNG 129	345,000
Niger	NER 826	390,317
Viet Nam	VNM 153	90,000
TOTAL		2,118,269



Global Product GLO 726: Sustaining a global alliance against forced labour and human trafficking

Description	The overall goal of the programme is to contribute to a reduction of the estimated number of forced labour and trafficking victims by at least 20 per cent, based on ILO's most recent count in 2012.
Milestones and major outputs	<i>Milestones:</i> - Strengthened research and knowledge management on forced labour and human trafficking. - Strengthened actions to address forced labour in global value chains. - Strengthened national capacity to eliminate forced labour. <i>Outputs:</i> - ILO Report on illegal profits and socio-economic determinants of forced labour. - An expert conference organized to launch the report and to stimulate further research in this area. - ILO Global Slavery Observatory. - At least one national survey on forced labour completed. - Two ILO Public Service Announcements on different forms of exploitation. - Two newsletters per year disseminated. - Guidance tools for employers' and workers' organisations as well as enforcement agencies on how to prevent forced labour in specific sectors, with initial emphasis put on textiles and garments, fishing and domestic work. - Global dialogue and newly edited guidance tools to promote decent recruitment practices, with due attention paid to migrant workers. - Training modules and guidance for legislators, law enforcement and the judiciary.
Progress in 2014	
- The ILO published a report titled "Profits and Poverty: The Economics of Forced Labour", which estimated that forced labour in the private economy generates US\$ 150 billion in illegal profits per year, about three times more than previously thought. According to the report, US\$ 99 billion came from commercial sexual exploitation, while another US\$ 51 billion resulted from forced economic exploitation, including domestic work, agriculture and other economic activities. It highlights vulnerability of households to income shocks as a key economic factor that pushes individuals into forced labour. Other factors contributing to risk and vulnerability include lack of education, illiteracy, gender and migration. - The report was launched at the ILO HQ in Geneva and was accompanied by a regional launch for Latin America in Brasilia in May 2014. The event brought together high level officials, policy makers, experts, as well as activists from all over the region. Another event with policy makers and civil society groups was organised in Washington in May 2014. The report was picked up by all major international and national news outlets, including the BBC, CNN, and Aljazeera. There have been more than 1500 news items about it, with findings increasingly quoted in national policy papers and reports. - The ILO Global Slavery Observatory (GSO) was expanded and now contains up-to-date information on 20 additional countries, in addition to the 57 profiles already in the Observatory. In addition, other 28 country profiles are currently going through the validation process with relevant ILO country offices and partners. It is anticipated that the GSO will be launched publicly by the end of 2015.	

- A survey on human trafficking in Ethiopia was carried out in 2014. The results are currently being analysed and will be ready for publication in 2015.
- The handbook for Employers and Business has been updated and now includes all recent facts and figures, as well as relevant information on the new ILO Protocol and Recommendation. In addition, the ILO and the International Organisation of Employers have also jointly published a "Guidance note on the 2014 Protocol to the Forced Labour Convention, 1930."
- Designed in partnership with workers' and employers' organisations, the ILO launched a Fair Recruitment Initiative to prevent trafficking. It aims to advance knowledge on the linkages between recruitment, migration and trafficking, enhance regulation and monitoring of recruitment practices, engage with business to promote fair recruitment standards across supply chains and strengthen remedies and access to justice for workers.
- A workshop to review and discuss recent evidence on the nexus between recruitment, labour migration and human trafficking has been organised in April 2014 at the International Training Centre (ITC) in Turin. As a follow up, the ILO and the United Nations Office on Drugs and Crime jointly organised a workshop in Bangkok in November 2014 "Regulating Recruitment: labour and criminal justice responses in preventing trafficking in persons and migrant exploitation".
- Two ILO Public Service Announcements (PSA) were and are currently running on CNN. These PSAs are being further promoted to ensure regional distribution.
- Two SAP-FL Newsletters were produced and distributed to 1836 people in the SAP-FL contact database, many of whom are part of other organizations that also send out the newsletter to their contacts.

Asian and Pacific Region RAS 826: Strengthened capacity of Member States to ratify and apply international labour standards and to fulfil their reporting obligations		Status
		Target
Description	The sub-regional component of FLARE programme focuses on knowledge sharing and tools development. The first part facilitates networking and knowledge sharing among ILO constituents and other organizations working on forced labour in East and South-East Asia. The AP-Forced Labour Net also serves as an important platform for sharing information on emerging issues, on-going initiatives, good practices and useful sources of information, and increasing visibility of the ILO work on preventing and addressing forced labour in the sub-region. Development of practical training materials and guidance tools for policy makers, law enforcement authorities and employers and workers' organizations is needed to train local trainers, who can roll out training activities among their organizations and stakeholders. Making simple information materials on forced labour available to workers' organizations and civil society organizations makes dissemination of information possible through direct assistance activities implemented by other ILO projects in East and South East Asia.	
Milestones and major outputs	<i>Milestones</i> • AP-Forced Labour Net community of practice launched and functioning as a platform for networking and knowledge sharing among ILO constituents and other stakeholders in the sub-region. • Practical training materials, guidance tools and information materials for different sub-regional audiences on forced labour published and disseminated. <i>Outputs</i> • "Action against forced labour in East and South-East Asia: Guide" and "Action against forced labour in East and South-East Asia: Exercise and tool book for trainers" produced. • Knowledge sharing activities organized and rolled out to constituents and other partners on prevention and addressing forced labour. • Tools developed for law enforcement authorities and capacities built on identification of forced labour. • Online discussions on the AP-Forced Labour Net organized for law enforcement and employers and workers on issues related to forced labour. • CSR guidance and training materials on forced labour for employers developed and capacities built to address forced labour in global supply chains. • Awareness raising materials for workers developed and capacities built on preventing and addressing forced labour.	
Progress in 2014		
Strengthened visibility of ILO/SAP-FL work in the regional media and anti-trafficking mechanisms and meetings. Activities on the AP-Forced Labour Net Community of Practice (COP) have demonstrated that the COP can serve as a useful platform for exchanging ideas and networking among ILO constituents, experts and practitioners in the sub-region and beyond. <i>Knowledge sharing on AP-Forced Labour Net:</i> • Launched the AP-Forced Labour Net (http://apflinet.ilo.org/) on 22 April 2014. Activities include bimonthly blog and community update, online discussions, e-learning, interactive "Ask the experts" function, network site, news updates and a resource library. 2006 visits were made to the AP-Forced Labour Net site during first 11 days following the launch. • The first online discussion "What is forced labour, human trafficking and slavery? Do definitions matter, and why?" from 22 April to 2 May was viewed by 664 Members and other readers. Altogether 48 comments were posted on the discussion site by 15 different contributors representing UN agencies, civil society organizations, bilateral development programmes, independent experts and ILO constituents. • The second online discussion "Eradicating forced and child labour from the supply chains: How to institute real change?" was organized in collaboration with the IPEC Thailand programme from 1-12 September 2014. The discussion attracted more than 670 visits to the discussion page. 40 substantial comments were posted by 17 participants representing the ILO and other UN agencies, international NGOs, trade unions and consumer groups, as well as the ILO constituents and civil society partners in East and South-East Asia.		

- The third online discussion “Fair recruitment, how can we make it work?” took place as part of a follow-up to a tripartite meeting that was organized by the ILO and UNODC in Bangkok, Thailand from November 18th to 19th. At this meeting over 85 experts discussed the various issues related to recruitment.
- The AP-Forced Labour Net blog serves as an important platform for communicating the ILO approach to preventing and addressing forced labour and trafficking in persons. The first entries in the bimonthly blog have included sharing global, regional and country level experiences on topical developments, including e.g. adoption of the Protocol of 2014 to supplement the Forced Labour Convention No. 29 and its accompanying Recommendation No. 203.

Tools development:

- Developed “Labour approach to forced labour and trafficking in persons in East and South-East Asia: Handbook” and “Exercise and tool book for trainers”. The Handbook provides practical information on implementation of the Protocol of 2014 to supplement the Forced Labour Convention No. 29 and its accompanying Recommendation No. 203 at country level in East and South-East Asia, and shares good practice examples. The Exercise and tool book for trainers includes sample training agendas and training materials for carrying out interactive training sessions to deliver the main contents of the Handbook.

Networking and communications:

- Represented the ILO/SAP-FL in various regional coordination meetings on human trafficking, including the UN Action for Cooperation against Trafficking in Persons (UNACT) regional networking meetings, and regional activities organized by various partner organizations and projects (e.g. ARLEMP, AAPTIP and GAATW).
- Communicated ILO’s approach to preventing and addressing forced labour and trafficking in persons through media interviews (e.g. Channel News Asia, regional newspapers).

China CHN 902: Strengthened national institutions and capacity to prevent, eliminate and remedy forced labour		Status	
		Pipeline	
P&B Indicator	15.1. Number of Member States in which constituents, with ILO support, implement specific policies, programmes or actions leading to improved application of Conventions, principles and rights on the elimination of forced labour.		
Measurement criteria	To be counted as reportable, results must meet at least two of the following criteria: • Convention No. 29 or 105 is ratified or the supervisory bodies have noted with satisfaction or interest progress in the application of the relevant Conventions. • A new or modified national law, policy or plan of action to eliminate forced labour is adopted, or forced labour elimination is included as a priority of national development policy, or an institutional structure is established to lead or coordinate action against forced labour. • There is a documented increase in the number of prosecutions and convictions of persons exacting forced labour. • Systems are established or strengthened to allow former victims of forced labour, including of human trafficking, to access assistance appropriate to their needs. • Systems are established or strengthened to provide up-to-date sex-disaggregated data and information on forced labour and responses to it.		
Description	After many years of ILO effort and support, the decision taken by the Standing Committee of the National People's Congress of China in December 2013 on abolition of re-education through labour system (RETL) created new scope for the ratification of the forced labour Convention No. 29 by China. Historically, this had been the main obstacle to ratification. Thanks to Irish Aid support in phase I, 2012-13, the ILO was able to assist China on RETL reform by organizing an inter-ministerial tripartite meeting on the Forced Labour Convention, 1930 (No. 29) and on the Abolition of Forced Labour Convention, 1957 (No. 105). During the on-going phase II, the ILO has been providing support to preparations for the ratification, which will continue in 2015 The FLARE project will also build capacity and raise awareness on the prevention and elimination of forced labour at the central and local level. This will include strengthening capacity of labour inspectors and law enforcement authorities on identifying and handling cases of forced labour, as well as supporting employers' and workers' activities to raise awareness among their members on forced labour. These activities also include follow-up on the workshops and surveys carried out in 2013 with the China National Textile and Apparel Council on risks of forced labour in employment of student workers in Chinese manufacturing industries. The activities to be carried out in China will feed into and benefit from knowledge sharing and development of policy guidance, training materials and practical tools on preventing and eliminating forced labour at sub-regional and regional level. Knowledge sharing activities include the launching and expansion of the Asia-Pacific online Community of Practice (COP) on forced labour. Tools development includes among others drafting and validation of an exercise and tool book for trainers on addressing forced labour in East and South-East Asia.		
Milestones and major outputs	<i>Milestones:</i> • Forced Labour Convention No. 29 ratified. • Strengthened ability of labour inspectors and enforcement officials to identify and prosecute forced labour cases. • Increased awareness among constituents at the provincial/local level (including employers and workers) on prevention and elimination of forced labour. • Increased awareness about risks of forced labour in employment of student workers.		

	<i>Outputs:</i> • Consultations on ratification of forced labour Conventions No. 29 and No. 105 conducted to promote legal and policy reforms in China. • Training workshops for law enforcement authorities, including labour inspectors, to validate the tools and build capacity. • Materials developed and seminars carried out with the CEC and the ACFTU to raise awareness on prevention and addressing forced labour. • Survey on risks of forced labour in employment of student workers with the CNTAC finalized, validated and published.
Progress in 2014	
	• In collaboration with the All-China Federation of Trade Unions (ACFTU), the ILO organized “Workshop on Labour Standards at Workplace and Forced Labour” on 7-8 March 2014 in Nanchang, Jiangxi. The workshop was attended by high level representatives from Legal Work Offices of provincial trade union federations in 12 provinces throughout China, as well as representatives and experts from the ACFTU, the MOHRSS and academia. The workshop aimed at strengthening the capacity of trade union legal work officers in identifying forced labour situations and taking action to prevent and address forced labour. The agenda covered Chinese legal framework and practice, sharing of international experiences, and local experience sharing by representatives of provincial trade union federations from Hebei, Jiangxi, Yunnan, Shandong and Guangdong. • In collaboration with the Ministry of Human Resources and Social Security (MOHRSS), the ILO organized “Training Workshop for Labour Inspectors on Preventing and Addressing Forced Labour” on 24-25 April in Nanning, Guangxi. The workshop was attended by 34 labour inspectors from Henan, Guangdong, Guangxi, Guizhou, Shandong, Yunnan and Zhejiang province-level labour inspection offices, as well as several cities in Guangxi Zhuang Autonomous Region. The training agenda covered international standards and Chinese legal framework on forced labour and labour inspection, as well as the role of labour inspectors in preventing and addressing forced labour. Representatives from province-level labour inspection offices in Henan, Guangdong, Guizhou, Shandong, Yunnan and Zhejiang also shared their experiences and local practices in addressing forced labour. The workshop was followed by a visit to Nanning City labour inspection office for an introduction to the twin network labour inspection system. • In collaboration with the MOHRSS, the ILO organized an Inter-ministerial Tripartite Workshop on the Forced Labour Convention, 1930 (No.29) and the Abolition of Forced Labour Convention, 1957 (No. 105) in Beijing on 29-30 April 2014. The seminar was attended by representatives from the State Council Legislative Affairs Office, several MOHRSS Departments and Institutes, the Ministry of Public Security, the Ministry of Justice, the Ministry of Foreign Affairs, the All-China Federation of Trade Unions (ACFTU), the China Enterprise Confederation (CEC) and the All-China Women’s Federation (ACWF). Main focus of the workshop was on exploring prospects for ratification of ILO Forced Labour Conventions No. 29 and No. 105 by China. In addition, the proposed Protocol and Recommendation proposed to supplement the Forced Labour Convention, 1930 (No. 29) were introduced during the meeting. The Government of China and social partners supported the adoption of the new Protocol. • On 12 September 2014, the China National Textile and Apparel Council CNTAC launched the Labour protection of interns in Chinese textile and apparel enterprises report as part of the Annual Conference on Social Responsibility of CNTAC. The report presents the results of a study carried out by the Office for Social Responsibility of the CNTAC in November and December 2013 in ten textile and apparel sector enterprises in Jiangsu, Shandong, Fujian and Zhejiang provinces. Results of the study show that a little over half of interns (52.1 per cent) worked in conditions that in one way or another do not meet the national minimum standards, and one in every seven interns (14.8 per cent) were carrying out involuntary and coercive work during their internships constituting a situation of forced labour.

Mongolia MNG 129: Strengthened national institutions and capacity to prevent, eliminate and remedy forced labour		Status	
		Pipeline	
P&B Indicator	15.1. Number of Member States in which constituents, with ILO support, implement specific policies, programmes or actions leading to improved application of Conventions, principles and rights on the elimination of forced labour.		
Measurement criteria	To be counted as reportable, results must meet at least one of the following criteria: • Convention No. 29 or 105 is ratified or the supervisory bodies have noted with satisfaction or interest progress in the application of the relevant Conventions. • A new or modified national law, policy or plan of action to eliminate forced labour is adopted, or forced labour elimination is included as a priority of national development policy, or an institutional structure is established to lead or coordinate action against forced labour. • There is a documented increase in the number of prosecutions and convictions of persons exacting forced labour. • Systems are established or strengthened to allow former victims of forced labour, including of human trafficking, to access assistance appropriate to their needs. • Systems are established or strengthened to provide up-to-date sex-disaggregated data and information on forced labour and responses		
Description	The draft Law on Crimes which includes a specific provision on forced labour will be submitted to discussion in the Parliament of Mongolia in Spring session 2014. After the adoption of the law, there is a need to support reform of related laws and regulations and to build capacity of national institutions to apply the new law. The office has provided technical inputs to the law in 2013, and related support will be continued in 2014. The FLARE project will also build capacity of labour inspectors and law enforcement on identification and handling of forced labour cases. The FLARE project will also follow up on the study on forced labour in prisons and military bases carried out by the National Human Rights Commission of Mongolia in 2013.		

	The activities to be carried out in Mongolia will feed into and benefit from knowledge sharing and development of policy guidance, training materials and practical tools on preventing and eliminating forced labour at sub-regional and regional level. Knowledge sharing activities include the launching and expansion of the Asia-Pacific online Community of Practice (COP) on forced labour. Tools development includes among others drafting and validation of an exercise and tool book for trainers on addressing forced labour in East and South-East Asia.
Milestones and major outputs	<i>Milestones:</i> • Law on Crimes adopted. • Strengthened ability of labour inspectors and enforcement officials to identify and prosecute forced labour cases. • Increased awareness about forced labour in prisons and military bases. <i>Outputs:</i> • Technical comments provided on drafting of the new Law on Crimes provisions on forced labour and human trafficking. • Training workshops organized to build capacity of labour inspectors and enforcement authorities on identification of forced labour. • Survey on forced labour in prisons and military bases finalized, validated and published.
Progress in 2014	
• Supported survey research on prison labour and work of military conscripts carried out by the National Human Rights Commission of Mongolia (NHRCM). The survey covered a total of 522 respondents in three prisons and 159 respondents in two army bases. The report is still in draft form. • Provided technical support and comments to drafting of the new Law on Crimes to strengthen penal provisions on forced labour and worst forms of child labour. The draft Law on Crimes was submitted to the Parliament in spring 2014.	

Niger NER 901: Strengthened national institutions and capacity to prevent, eliminate and remedy forced labour and slavery		Status	
		Pipeline	
P&B Indicator	15.1. Number of Member States in which constituents, with ILO support, implement specific policies, programmes or actions leading to improved application of Conventions, principles and rights on the elimination of forced labour.		
Measurement criteria	To be counted as reportable, results must meet at least one of the following criteria: • Convention No. 29 or 105 is ratified or the supervisory bodies have noted with satisfaction or interest progress in the application of the relevant Conventions. • A new or modified national law, policy or plan of action to eliminate forced labour is adopted, or forced labour elimination is included as a priority of national development policy, or an institutional structure is established to lead or coordinate action against forced labour. • There is a documented increase in the number of prosecutions and convictions of persons exacting forced labour. • Systems are established or strengthened to allow former victims of forced labour, including of human trafficking, to access assistance appropriate to their needs. • Systems are established or strengthened to provide up-to-date sex-disaggregated data and information on forced labour and responses		
Description	Forced labour continues to be a challenge in Niger, where in particular among the nomadic populations of the north, vestiges of slavery continue to exist. A caste-based slavery practice, where the status of slave is transmitted by birth, continues to affect men, women and children from certain ethnic groups. Slaves are treated as property and suffer degrading treatment. Many of these slaves are forced to work long hours as domestic workers, agricultural workers or shepherds in exchange for food and a place to stay. No payment is provided for their work. If a slave manages to become free, he still faces discrimination and continues to suffer from the legacy of slavery. The Government of Niger has shown bold commitment to fight against forced labour and slavery. Among other signs of commitment, a National Commission on Forced Labour and Discrimination was set up by the Ministry of Labour and a National Action Plan was drafted. The Government of Niger has been requesting ILO assistance for the implementation of this action plan. The request was reiterated in November 2013, by the Niger delegates, during the ILO Regional Tripartite Conference on preventing forced labour, human trafficking and slavery-like practices in Africa.		
Milestones and major outputs	<i>Milestones:</i> • Forced Labour Protocol is ratified. • Members of the Association of Traditional Chiefs are active partners in the fight against slavery and forced labour.		
Progress in 2014			
Strengthened the capacity national institutions.			
• The launch event of the project was coupled with a workshop to map current knowledge and data on the scope of slavery in Niger, to share good practices and create synergies among the key stakeholders. The event was chaired by the Minister of Labour. Participants included officials from several ministries, workers' and employers' representatives, civil society organisations.			

The ILO conducted a mission to promote greater coherence and complementarity between the institutions in charge of combatting forced labour and those in charge of combatting human trafficking in order to avoid duplication and save resources. The same mission provided technical guidance towards ratification of the new Protocol on Forced Labour.
Public awareness raising
- The project launch event was attended by journalists and many reports were broadcasted and published in the local media. - The project has started the development of a promising communication tool under the form of a numeric multimedia platform. - Collaboration was initiated with the National School of Administration and Magistracy, with the aim that the students will conduct research and write their Masters' dissertations on the issue of slavery.
Partnerships with civil society organisations
The ILO provided support to TIMIDRIA, a local NGO dedicated to the eradication of slavery, for a project on education for children of slave ancestry. ILO provided input to the drafting of an advocacy brochure and helped to mobilise key actors for an event where the schools set up by TIMIDRIA should be handed over to the Government, and pledges should be made for the creation of other schools.

Viet Nam VNM 153: Strengthened national institutions and capacity to prevent, eliminate and remedy forced labour		Status	
		Pipeline	
P&B Indicator	15.1. Number of Member States in which constituents, with ILO support, implement specific policies, programmes or actions leading to improved application of Conventions, principles and rights on the elimination of forced labour.		
Measurement criteria	To be counted as reportable, results must meet at least one of the following criteria: - Convention No. 29 or 105 is ratified or the supervisory bodies have noted with satisfaction or interest progress in the application of the relevant Conventions. - A new or modified national law, policy or plan of action to eliminate forced labour is adopted, or forced labour elimination is included as a priority of national development policy, or an institutional structure is established to lead or coordinate action against forced labour. - There is a documented increase in the number of prosecutions and convictions of persons exacting forced labour. - Systems are established or strengthened to allow former victims of forced labour, including of human trafficking, to access assistance appropriate to their needs. - Systems are established or strengthened to provide up-to-date sex-disaggregated data and information on forced labour and responses		
Description	The Penal Code reform planned for 2015 in Viet Nam offers an opportunity to strengthen the national legal framework on addressing forced labour. The Ministry of Labour, Invalids and Social Affairs (MOLISA) has also resumed the process to prepare for ratification of the Abolition of Forced Labour Convention, 1957 (No. 105), with expected ratification in 2015. In 2013, the Office has provided technical and financial support to both of these processes through consultation workshops and legal reviews in 2013 funded by the FLARE project of the Special Action Programme to Combat Forced Labour (SAP-FL). Support to both processes will be continued in 2014-2015. Cases implying forced labour have been reported in Vietnamese media, but general awareness on forced labour is low, research on the scope of problems is largely absent, and cases of forced labour are not systematically prosecuted. The FLARE project will also build capacity and raise awareness on the prevention and elimination of forced labour at the central and local level. This will include strengthening capacity of labour inspectors and law enforcement authorities on identifying and handling cases of forced labour, as well as supporting employers' and workers' activities to raise awareness among their members on forced labour. Small scale studies will also be carried out to identify economic sectors and population groups at risk of forced labour in Viet Nam. The activities to be carried out in Viet Nam, will feed into and benefit from knowledge sharing and development of policy guidance, training materials and practical tools on preventing and eliminating forced labour at sub-regional and regional level. Knowledge sharing activities include the launching and expansion of the Asia-Pacific online Community of Practice (COP) on forced labour. Tools development includes among others drafting and validation of an exercise and tool book for trainers on addressing forced labour in East and South-East Asia.		
Milestones and major outputs	<i>Milestones:</i> - Abolition of Forced Labour Convention, 1957 (No. 105) ratified. - Revised Penal Code adopted with effective provisions to address forced labour. - Strengthened ability of labour inspectors and enforcement officials to identify and prosecute forced labour. - Increased awareness among constituents at the provincial/local level (including employers and workers) on prevention and elimination of forced labour. <i>Outputs:</i> - Consultations on ratification of Convention No. 105 and application of Convention No. 29 conducted. - Technical assistance on Penal Code reform provided. - Training materials and guidance tools developed and training workshops organized to build capacity of labour inspectors and enforcement authorities on identification of forced labour. - Materials developed and seminars carried out with the VCCI and the VGCL to raise awareness on prevention and addressing forced labour.		

Progress in 2014

- In collaboration with the Ministry of Labour, Invalids and Social Affairs (MOLISA) organized a “Training workshop for labour inspectors on forced labour” on 15-16 May 2014 in Ho Chi Minh. Workshop participants included in total, 31 participants from MOLISA and from 30 Departments of Labour, Invalids and Social Affairs (DOLISAs), and from southern, northern and middle provinces of Viet Nam. Workshop objectives included examining indicators of forced labour through discussions of specific case examples from Viet Nam and abroad, reviewing the role of labour inspectors in preventing and identifying forced labour, and discussing the need for cooperation between different law enforcement authorities and available remedies in the Vietnamese context.
- In collaboration with the MOLISA, organized “Tripartite interagency consultation workshop on revision of labour related provisions of the Penal Code” on 12 August 2014 in Hanoi. Participants included representatives from different MOLISA departments, Ministry of public security, Judicial Committee of the National Assembly, Supreme People's Procuratorate, Supreme People's Court, Ministry of Justice, Vietnam General Confederation of Labour, Vietnam Chamber of Commerce and Industry, Viet Nam Cooperative Alliance, and representatives of local level Departments of Justice, People's Courts and People's Procuratorates from 11 provinces. The workshop agenda included introduction to the MOLISA draft proposal for revisions to Penal Code provisions on forced labour/trafficking in persons, worst forms of child labour and other labour issues, provision of the comments on the proposal by the ILO and representatives from relevant ministries, central and local level government agencies, and social partners.
- Developed ILO-VCCI “Preventing and addressing forced labour in garment sector in Viet Nam: Guide for employers” and “Training programme”. The guide and the modular training programme provides company level managers practical guidance on how to eliminate risks of forced labour in their company recruitment and employment practices and in the supply chains. The Guide and Training programme are ready for testing and validation in early 2015.
- Provided technical inputs in the “Briefing and talking points on Compulsory detention of people who use drugs in ‘06 centres” prepared by the UN Country Team (UNCT) in Viet Nam. Highlighted that in the absence of safeguards against arbitrary detention and minimum standards of due process, the Forced Labour Convention No. 29 only permits voluntary work in 06 centres. Appropriate legal guarantees should be introduced to ensure that labour in 06 centres depends on the formal consent of the detainee concerned to undertake the employment (e.g. an employment contract), payment of normal wages and social security, and other conditions of work approximating a free labour relationship.
- Provided technical inputs in “Training on Forced Labour and Anti Human Trafficking for Recruitment Agencies” organized by the ILO TRIANGLE project in collaboration with the MOLISA Department of Overseas Labour (DOLAB) in April 2014.

Lessons learned from the 2013's independent evaluation

In order to take full advantage of the conclusions of the independent evaluation carried in 2013 on the first phase of the Irish Aid funded project on forced labour, relevant country offices and colleagues have been regularly consulted and consequently updated on project activities. The Global Newsletter produced by the ILO Special Action Programme to Combat Forced Labour (SAP-FL) continues to keep constituents, partners and colleagues up-to-date on the latest developments, as well as upcoming events and activities on forced labour. It should be noted that communication has been further strengthened during the second phase of the project through the knowledge sharing platform created on Forced Labour in Asia, and its numerous online discussions.

As well, in order to respond to the conclusion of the evaluation on the lack of data in the field of forced labour, SAP-FL published a report titled “Profits and Poverty: The Economics of Forced Labour” which estimated that forced labour in the private economy generates US\$ 150 billion in illegal profits per year, about three times more than previously thought. The report also highlighted vulnerability of households to income shocks as a key economic factor that pushes individuals into forced labour. This report was launched in Geneva, Switzerland, home to the ILO Headquarters, and was accompanied by a regional launch for Latin America in Brasilia, Brazil, on the 21st of May, 2014. The report was picked up by all major international and national news outlets, including the BBC, CNN, and Aljazeera. There have been more than 1500 news items about it. The findings are increasingly quoted in national policy papers and reports.

SAP-FL also continued to play a key role in the Working Group of the Inter-Agency Coordination Group against Trafficking in Persons (ICAT), ensuring coordination, communication and joint activities with other ICAT Members, as well as national stakeholders.

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

Story from the field: Ghana, strengthening sectoral trade unions to address child labour in the informal economy

In Ghana, the Irish Aid-funded project had already enhanced technical and organizational capacity and involvement of workers' and employers' organizations, and governmental bodies in policy-making on child labour, fundamental rights at work and other employment-related issues. This is part of the ILO's core mandate, and this experience, now with a strengthened gender perspective, is being honed at the local level. Focusing on innovative outreach to support the self-organization of working women and men in the rural and informal economy, progress in mechanization (and collective governance of that mechanization) will be used to improve occupational safety and health, productivity and incomes and, as a consequence, to reduce child labour and strengthen the collective voice of the community to engage with the relevant public authorities responsible for the delivery of key services, including education.

In December 2014 a series of consultative meetings with all stakeholders was held to establish structures to prepare for project implementation. A mission team from the General Agricultural Workers' Union (GAWU) went to the Volta Lake riverine village of Kpando-Tokor and met community leaders, local members and elected leaders of the GAWU-affiliated Inland Canoe Fishers' Association, women members of GAWU in the women's fish-processing cooperative, other women's groups, the Navy, representatives of the Fisheries Commission and social welfare officials. Discussions focused on the establishment of the necessary structures for the project, the causes of child labour, possible solutions, and the challenges ahead. The team also visited the District Chief Executive Officer to seek formal local government's support and commitment to the implementation of the project. The 'formal' appreciation of the project by the District Assembly was an additional important element in securing the sustainability of the services planned to be provided to the children, and of the education and empowerment of community members in the area.

The District Assembly agreed it would provide support for:

- Posting teachers to island communities;
- Strengthening the capacity and collaboration between law-enforcement agencies;
- Strengthening the capacity of the social welfare's service to deal with cases of abuse and to take in withdrawn children;
- Liaising with police and courts to prosecute perpetrators of trafficking and abuses;
- Expanding school feeding and other schemes to deprived communities;
- Drafting and adopting laws to curtail the practice of child labour;
- Monitoring activities to evaluate success at the District Assembly level.



Women fishing and processing cooperative in Ghana (Tokor, December 2014 consultation)

The Navy also pledged its support for the project and outlined some challenges concerning outmoded methods and capacity to fight child labour on the lake: inadequate staff at the Naval Office, lack of collaboration between the security and enforcement agencies, and resource constraints (fuel, tools, maintenance, etc.). The Navy also indicated its willingness to help identify and train divers. The community also assured its support in playing its watchdog role and in ensuring that children were not abused and sold. It also promised support for mobilization and implementation. The Fisheries Commission will help educate community members, including in new ways of fishing. These recommendations were consolidated into the final Action Plan for the Volta Lake under the Irish Aid-project.

Outcome strategy and theory of change

The most recent ILO estimate (September 2013) shows that 168 million children worldwide – one in ten – are in child labour; 85 million of them are engaged in hazardous work.

Change is possible and things are moving in the right direction – child labour has declined by one-third since 2000, most significantly between 2008 and 2012. Yet progress remains too slow. Accelerating progress demands that we tackle the root causes of the problem while providing immediate support to children in need. The promotion of social protection and of fundamental principles and rights at work are essential elements of such a holistic approach.

Family (and community) poverty, income shocks and insecurity are often catalysts of child labour, compounded by the weakness or absence of the rule of law, of functioning structures for social dialogue and of social protection floors. These are among the key reasons why child labour is found primarily in the informal and rural economies. It is necessary to break this cycle and ensure that families living in poverty are protected under the rule of law and have a collective voice with which to assert their rights to adequate and secure incomes and access to health care and to quality education for their children. These social protection measures can help households weather shocks and keep their children in school and out of child labour.

Trade unions and employers' organizations, as social partners and actors in the real economy and in policy development, have a crucial role to play globally, nationally and sectorally, in the battle against child labour. However, they also require capacity support – through information and participatory education and training – to enable them to establish the struggle against child labour among their priorities for action. A core function of the ILO is to provide that support.

Trade union leaders do not need to be convinced that the elimination of child labour will bring benefits for their members and their families. Mobilising their membership against child labour can also strengthen the unions' moral leadership and can heighten its profile in the forum of public opinion, in the political and policy-making processes, and in collective bargaining with employers. Working with trade unions provides long-term benefits and can create exponential leverage. A campaign among and by trade union members to raise awareness of child labour, for example, may develop momentum and have a multiplier effect that will outstrip more conventional communication techniques.

Though the workplace is the primary field of action of trade union members, they are not defined solely by their employment and workplace circumstances. Trade union members, individually and collectively, can mobilize and raise awareness about the fight against child labour, not just with their colleagues, but also with their families, friends and communities. In this context, trade unions can also be networks within which information and ideas can flow, releasing energy that will eventually – and sometimes immediately – influence social and workplace conditions.

With the support of Irish Aid, the ILO is able to test methodologies with social partners that directly address the issue of child labour in the informal economy at the local level by enhancing the capacity of economic actors to take immediate action against child labour in their workplaces, enterprises and sectors, and in the development and implementation of national and local district policies against child labour in the four countries selected.

The three major factors that contribute to child labour in the informal economy in fishing (Ghana), stone crushing and quarrying (Benin and India), and other sectors (Zambia) are precarious and inadequate working conditions and incomes for households and children; a poor institutional environment for child protection; and a weak or absent collective voice that would enable workers and small producers concerned, and their families, to assert their rights both in the workplace and to obtain the social protection and public services to which they are entitled.

The elimination of child labour is a priority for the ILO – indeed the Director General has designated the International Programme on the Elimination of Child Labour (IPEC) as one of the ILO's flagship programmes – and must involve the direct participation of trade unions and employers as well as public authorities. A tripartite

approach is the most effective and desirable basis for addressing social and labour policy issues and the development of well-functioning labour relations and labour inspection systems are principal ways to ensure social justice and the realization of human rights at work. Taking those factors into account, the project's main focus is on supporting the capacity of trade unions and employers' organizations to combat child labour in the real economy by strengthening their organizational presence in the informal part of the sectors concerned in order to support better business and working practices. It is rooted in the principle and fact that the social partners are deeply integrated at all levels of the ILO's work and in the integrated approach to the promotion of fundamental rights at work, which is the mandate of the ILO.

The ILO recognises the capacity constraints on the trade union organisations, informal workers' organisations and cooperatives involved in the project. However, democratic and collective empowerment of the informal economy's workers and small producers is at the heart of the theory of change towards social inclusion and the elimination of child labour in the (sometimes isolated) communities and sectors concerned, and of the sustainability of the results of the support the project offers. The engagement of the workers' and producers' organisations involved starts from where they are - not where we would wish them to be - and from their need for support to enhance their capacity to combat child labour and promote decent work. The project design recognises that the key trade organisations who are reaching out to these groups of workers and small producers face other constant demands – including their obligations to existing members. At the same time it considers the alternatives: temporary paternalistic service interventions; un-negotiated improvements in working conditions and practices, livelihoods and income; and external attempts at enforcement without the “policy ownership” of the working families and communities concerned to be unsustainable and inimical to rights-based development and to the promotion of responses that understand and build on the intersectionality of fundamental principles and rights at work. Learning how best to support the self-empowerment of such vulnerable and excluded groups is essential to promoting the transition from informality to formality and thus to the achievement of decent work in communities free from child labour. This is painstaking work, yet, within a rights-based approach, there is no alternative

Under the project, trade unions in the four target countries will test models to contribute to the elimination of hazardous child labour by ensuring decent working conditions for adult workers in the sectors involved. This will be pursued, ultimately, by scaling up and replicating the model and implementing three complementary Outcomes to be achieved through five project components and objectives:

- 1) The capacity of women's stone-breaking cooperatives and associations in selected geographical areas to contribute to removing child labour in the sector will be enhanced through the use of more productive and safer equipment, thereby increasing earning capacity for their members (Benin);
- 2) The General Agricultural Workers Union and its Inland Canoe Fishers' Association will be more effective in combatting child labour in fishing communities on the Volta Lake by promoting more socially responsible associations and cooperatives underpinned by improved OSH and productivity and coordinated with District Assemblies (Ghana);
- 3) Workers in informal work in quarries in Rajasthan will be organized with the support of local mineworkers' trade unions and, as a result and with training support, will be better able to use social dialogue to improve their working conditions with a focus on OSH and child labour (India);
- 4) Local chapters of the Zambia Congress of Trade Unions and/or of sectoral trade unions will be active members in new District Child Labour Committees in five selected new districts created by the central government (Zambia);
- 5) The capacity of employers' and workers' organizations to identify and contribute to eliminating child labour in supply chains, with an emphasis on hazardous work, will be increased through the use of a mobile app (Global).

Therefore at the local level the outcomes are related to strengthening:

- 1) Sectoral approaches (increasing compliance with occupational safety and health standards and broadening OSH awareness as part of sectoral practice);

- 2) Policy (strengthening local level policy and coordinating implementation frameworks and enhancing the social partners' capacity to implement policies);
- 3) Provision of services (improving livelihoods, income generation and income security and reducing poverty by the provision of area-based education, social protection and livelihood services to targeted children and families).

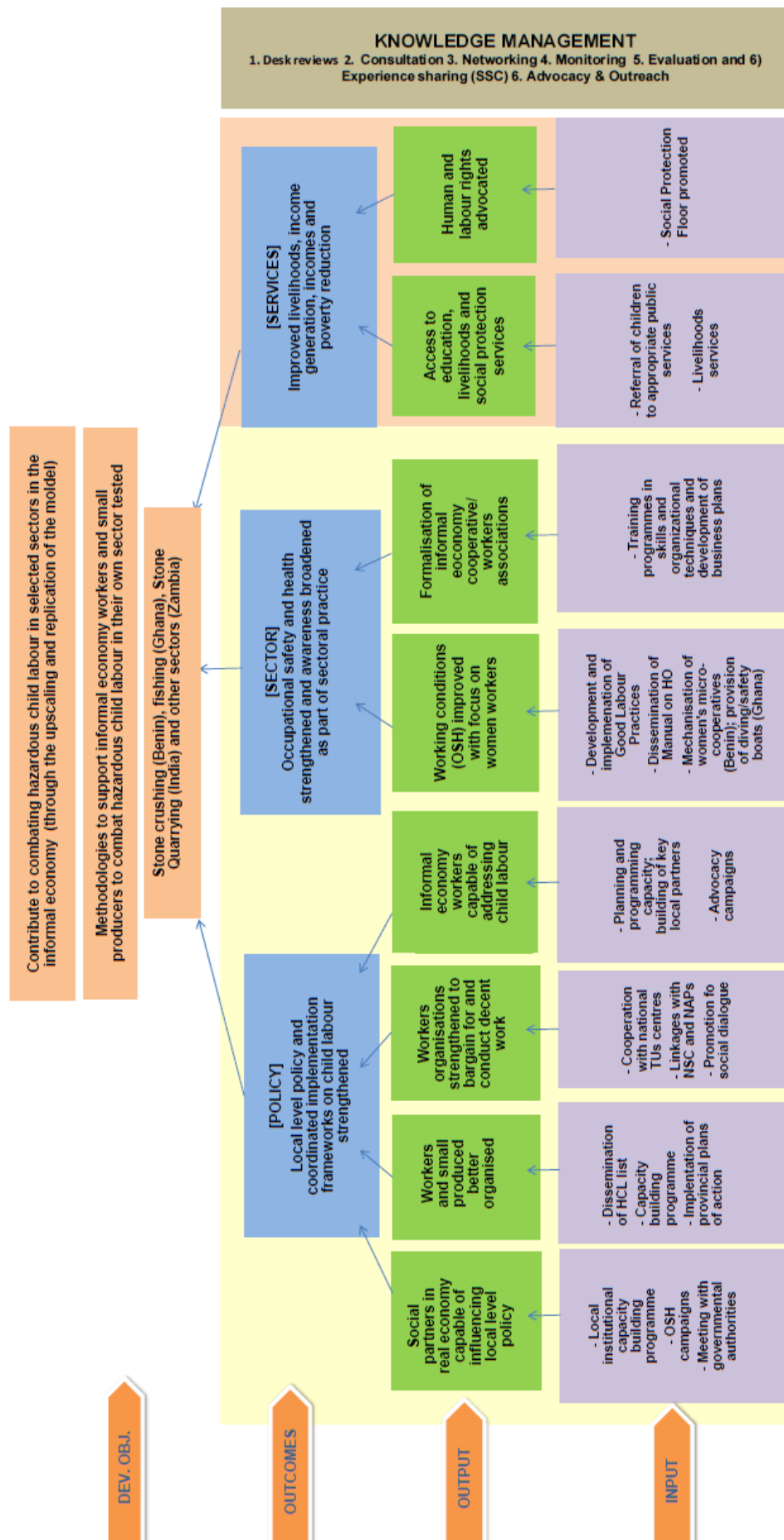
These will be achieved through:

- 1) Expanding the knowledge base on child labour in these sectors;
- 2) Increasing awareness about hazardous child labour;
- 3) Improving the institutional environment contributing to the elimination of child labour;
- 4) Improving the capacity of trade unions and employers' organizations and, as appropriate, other local stakeholders to negotiate, coordinate, network and advocate for the elimination of child labour;
- 5) Strengthening the capacity of the relevant public authorities to provide services to children.

The project will ensure the documenting of the models – as part of the knowledge management strategy – so that the tested methodologies can be subsequently scaled up and replicated. This will be done by developing desk reviews, reports on consultations and networking as well as by monitoring, experience sharing and evaluation. There is hence a strong emphasis on the development, documentation and sharing of models of promising practice. As part of the sustainability of the project interventions, it is envisaged that, in the context of a project funded by another donor, a meeting will be held in 2017 to enable South-South exchange of experience about similar outreach models between the beneficiary groups and organisations of this project and others from other sub-sectors and countries. This is also intended to support a more significant presence of informal and rural economy stakeholders at the fourth Global Conference on Child Labour to be held in Argentina in 2017.

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

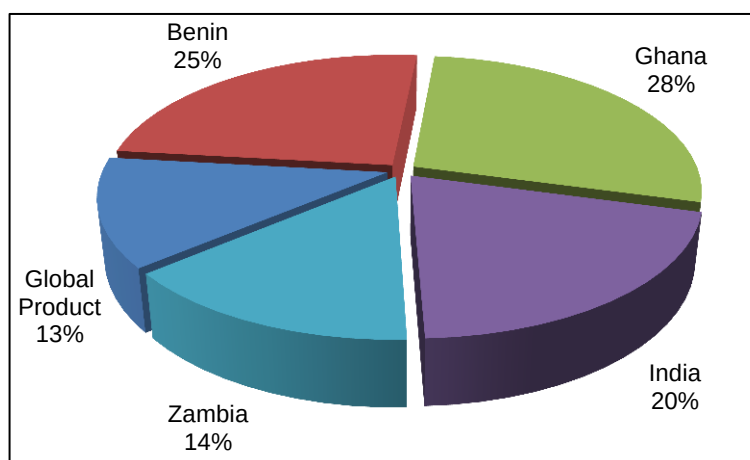
Testing methodologies to support informal economy workers and small producers to combat hazardous child labour in their own sector



Irish Aid's contribution to the results

The Irish Aid's contribution to Outcome 16 in 2014-15 amounts to € 600,000 (US\$ 706,090). This contribution is being used by the ILO in support of one Global Product and four Country Programme Outcomes (CPOs).

Country	CPO Title	Total allocated budget in US\$
Global Product	GLO752	91,140
Benin	BEN103	174,605
Ghana	GHA901	195,387
India	IND151	142,801
Zambia	ZMB176	102,157
TOTAL		706,090



Global GLO 752: Promoting decent employment for adolescent workers to avoid hazardous child labour through the application of international labour standards

Description	Promoting decent employment for adolescent workers to avoid hazardous child labour through the application of international labour standards. This Global Product covers a number of different projects. Among them: - Irish Aid: GLO/13/35/IRL (104562) will report under Indicator 16.1. - A mobile phone application ('app') to support employers' efforts to comply with national legislation. The mobile phone 'app' will support employers' efforts to comply with national legislation aligned with international labour standards, with an emphasis on hazardous child labour. The 'app' will synthesise the Employers' and Workers' Handbook on Hazardous Child Labour, (HHCLWE, a product of the previous phase of the Irish Aid-funded project) and pertinent information contained in the guide Eliminating Child Labour: Guides for Employers in a reference guide and an interactive questionnaire on the importance of and approaches to eliminating child labour. A series of checkpoints apps have already been developed by the ILO that allow the social partners and businesses to record and monitor quickly the compliance of their workplace against sets of recommended solutions based on international labour standards and codes of practice. The child labour checkpoints apps will serve specifically to increase the capacity of the social partners (particularly employers' organizations) and the private sector to address child labour issues in their operations and the supply chain. The 'app' will use Android and iOS operating systems and is expected to increase significantly constituents' access to user-friendly information and guidance on eliminating child labour. As a global strategy, the project will benefit a broad scope of potential users by developing an app on the HHCLWE and by using global products to support country-level projects. The mobile app will be piloted and tested in Zambia with the cooperation of the Zambian Federation of Employers and - as recommended by the review of Phase I of the Project - with the possibility of piloting in other countries (including those covered by the project) to foster synergies between this and other IPEC/FPRW projects.
Milestones and major outputs	<i>Outputs</i> • Contents of mobile phone app developed • App developed and tested in Zambia • App also tested in Benin, Ghana and a selected South American country and then launched globally.

Progress in 2014

To develop the contents of this app for employers, a mapping of ILO's experiences of checkpoint apps was undertaken in the first quarter of 2014 in close collaboration with DCOMM, in order to select the most suitable app template for child labour. Based on that choice, a draft structure for the new app was developed between May and August 2014. Terms of reference to outsource the development of the app were also developed with inputs from DCOMM and ACT/EMP. Relevant material and information from the HHCLWE and Employers' guide has been selected and inserted in the template (app structure). A desk review was also undertaken to identify other ILO publications on OSH suitable for incorporation into the CL app.



Benin BEN 103: The government in collaboration with social partners adopts measures to eliminate the worst forms of child labour		Status	
		Target	
P&B Indicator	16.2. Number of member States in which constituents, with ILO support, take action to adopt or modify their legislation or reinforce their knowledge base on child labour.		
Measurement criteria	To be counted as reportable, results must meet at least one of the following criteria: • Either Convention No. 138 or 182 is ratified. • The ILO supervisory bodies have noted with satisfaction or interest progress in the application of the relevant Conventions. • Mechanisms and systems are established or strengthened so that up-to-date sex-disaggregated data and statistics concerning the situation of child labourers are available. • Targeted data collection and analysis and research are undertaken by constituents and/or other national partners to expand the knowledge base on child labour and to document lessons learned.		
Description	Children are found in hazardous work in mines and quarries, which exposes them to numerous health, physical and social hazards. According to data from various studies on child labour in artisanal mines and quarries (2013), 86 per cent of children involved in work in this sector in Benin combine work with school. A charter of commitment of the artisanal mine operators against child labour in mines and quarries was signed between the mine operators' representatives, the Ministry of Mines and the Ministry of Labour in February 2014. In addition, a new list of hazardous occupations, proposed after a number of workshops and meetings, is expected to be validated during this biennium by the key actors involved in child protection. Several activities planned in the National Action Plan (NAP) to accelerate child labour elimination have been taken into account in the annual work plans of key ministries (Ministries of Labour, Justice, and Family Affairs). Similarly, social partners, notably OBISACOTE (Inter-union observatory for monitoring the application of ILO Conventions on child labour in Benin) and the National Council of Employers, are implementing the NAP in their activities. However, further action is required to implement the NAP, which includes monitoring mechanisms for each of its actions and responsible actors. The ILO's intervention strategy to help the Government and social partners pursue the NAP and address the gaps should focus on harmonizing the legal framework of the National Action Plan, strengthening of the capacity of constituents and improving the knowledge base on the impact of child labour and its worst forms.		
Milestones and major outputs	<i>Outputs</i> • An agreed strategy concerning small-scale mechanisation in stone-breaking cooperatives, developed for the Departments of Mono (Lokossa) and Collines (Dassa-Zoumé) and implemented • At least 50 women grouped in cooperatives and associations trained in microcredit, income generation and on the use of safer equipment • Local OSH and labour practice monitoring committees will be operational to combat child labour in stone-breaking sites		
Progress in 2014			
An original Action Plan (AP) was developed for the three outputs. For many of the AP activities in the second phase of this project, OBISACOTE aims to build on the strategies of the previous ECOWAS II IPEC project (Eliminating the Worst Forms of Child Labour in West Africa and Strengthening Sub regional Cooperation through ECOWAS), which ended in April 2014. The implementing agency in this second Phase of the Irish Aid-funded Project is OBISACOTE, a structure set up by the seven trade union confederations of Benin to enhance their fight against child labour, particularly its worst forms. Synergy with other existing IPEC projects is both a strategy for the Irish Aid activities and crucial to building on the experiences and lessons learned from Phase I of this project and from the IPEC-ECOWAS II Project. OBISACOTE's approach under this project will benefit from strengthened institutional mechanisms - including national and local coordinating committees and specialized child labour and trafficking units for law enforcement, border control, education, social dialogue, child protection, social service delivery, and local economic and community development, which are all needed to address child labour in the artisanal mining and other sectors in Benin. The Action Plan implemented by OBISACOTE is promoting resilient family livelihoods and sustainable development in the selected communities (Lokossa and Dassa-Zoumé). Two training sessions on OSH in artisanal mining sites and quarries have been held to enable the concerned actors to understand and implement better the minimum rules of safety in their workplace. By promoting and maintaining synergies with other recent IPEC activities, Irish Aid-funded activities will significantly support income generating activities for families, notably improved productivity, through savings and internal lending communities (CECI) and by strengthening the existing monitoring structures, including the AME (Mothers' Association) and Communal Child Protection Committees. The second Project Outcome (Policy) will be supported as a result of the participation in National Steering Committee meetings of a growing number of government officials, their consequent better understanding of child labour and their express willingness to play a more active role in the cause. The project's approach has already succeeded in sensitizing and making key stakeholders committed. In its Annual Work Plan 2014, the General Directorate of Labour attributed a specific budget line for Child Labour Monitoring System activities to ensure progressive scaling up of the model throughout the country. The strategy outlined in the AP will build on the mutual credit and savings communities (<i>Communautés d'épargne et de crédit interne</i> - CECI), which have proven to be an effective tool in promoting self-help groups in project areas.			

Many of them have used their solidarity funds to keep children in school, for example by providing school kits. Drawing from their common fund, a number of individual CECIs have mobilized and granted more than one million CFA Francs in credit to their members. The development and successes of CECIs will be a key asset in ensuring sustainability of the Irish Aid-funded project by providing a collective space for sustained interventions against child labour and, by focusing on women workers, to promote enhanced family incomes.

OBISACOTE has already led several action programmes in collaboration with IPEC and, in the second phase of this Project, it will, for the first time, provide direct support to unorganized target groups of parents of children in or at risk of child labour, and to cooperatives and workers involved in stone-crushing - all of whom are women. This falls within the general framework of supporting the development of enhanced capacity of national trade union organisations and women's cooperatives to have a greater effect in the fight against the worst forms of child labour, and was why one of the first actions of the project was the strengthening of links with and securing the commitments of the various confederations and cooperatives involved. Working sessions and consultations have been held with and between union officials to clarify their roles, to share the vision of the project and ensure the adherence of all to its aims. These consultations resulted in the organization of a launch and strategic planning workshop in October 2014 funded by the project, attended by representatives of OBISACOTE, the national trade union centres, project beneficiaries from Lokossa and Dassa-Zoumé and representatives of state structures and NGOs.



Project beneficiaries: IPEC's field visit to Benin in March-April 2014 was an important step towards the consolidation of OBISACOTE's strategy as the meeting with local key actors helped shape the cooperative component of the planned income-generating activities.

In November 2014 a multidisciplinary team mission ILO-Dakar comprised of ACTRAV, ACTEMP and child labour specialists provided technical support to a strategic planning workshop to finalize discussions, promote synergy of action to prepare for a study of artisanal mining in Benin (presently underway) and to put the Project into operation. The ILO and OBISACOTE signed the AP contract in December 2014 and the remaining activities under Outputs 2 and 3 can now be conducted. A consultant has written a feasibility study for the selection of beneficiaries under OBISACOTE's work plan. A project facilitator has been hired, is on the ground and was active in the development of the feasibility study, which was released in February 2015. More information on OBISACOTE's strategy can be found in the AP.

Sustainability

The improvement in the incomes and income security of the beneficiaries will enable the withdrawal of children from child labour (in particular hazardous work) and provide sustainable livelihoods that will enable families and communities to prevent further engagement of their children in child labour and to take better care of them more generally. These livelihoods benefits for families will be enhanced because the primary beneficiaries of the improved incomes will be women. Awareness-raising efforts will provide parents with advice and support so that their children are not displaced into another form of child labour. Essential to the sustainability of the AP outcomes will be the strengthening of democratic and collective self-governance of the women's cooperatives and their commitment to use part of their improved incomes to maintain the new machinery which is a central input to promote improved productivity, OSH and incomes.

Besides supporting the implementation of the Child Labour Monitoring System for Benin (SSTEB), the AP will contribute directly to the establishment of sustainable processes for the identification, referral, care and follow-up of children withdrawn from and at risk of child labour.

Particular attention will be paid to ensuring the ownership of the AP strategies by the actors concerned. The OBISACOTE will work in close collaboration with the Ministry of Labour and its departmental (i.e. provincial) offices which already have foreseen the strengthening of the Child Labour Monitoring System in their annual work plans. Through its grassroots structures, the OBISACOTE will participate in meetings of municipal child protection monitoring and coordination units and will share its experiences with other actors. OBISACOTE will also report periodically to the statutory meetings of the National Steering Committee on Child Labour to share experience and to promote ownership and further testing of the strategy by other members of the Committee.

Spotlight: Combatting child labour in Benin's stone quarries

OBISACOTE, Benin's national inter-trade union platform against child labour, launched the 2014-2015's action programme against child labour with a two-day workshop in Cotonou, 21-22 October 2014 (see photo with participants).

Potential project beneficiaries – women from stone-breaking cooperatives – came from Lokossa (100 km south-west of Cotonou) and Dassa-Zoumé (250 km north of Cotonou). Besides members of OBISACOTE and of the general secretaries of the national trade union's centres and federations, the workshop also included representatives of public services engaged in social protection and combatting child labour, and NGOs supporting OBISACOTE in project implementation.



Participants learned about the project, developed a programme strategy that responds to the beneficiaries' concerns about child labour and the arduous nature of daily work in the quarries, and agreed to a plan of activities, defining the roles of the actors, to support OBISACOTE achieve the project's objectives.

National press coverage of OBISACOTE activities against child labour and the 2014-2015 action plan



Ghana GHA 901: The capacity of ILO constituents and key actors to address the worst forms of child labour is enhanced and the knowledge base on child labour is improved		Status
		Maintenance
P&B Indicator	16.1. Number of Member States in which constituents, with ILO support, take significant policy and programme actions to eliminate child labour in line with ILO Conventions and Recommendations.	
Measurement criteria	To be counted as reportable, results must meet at least one of the following criteria: • Policies, programmes and/or action plans are adopted or implemented by one or more of the ILO's constituents, to bring them in line with international labour standards to prohibit and eliminate child labour. • Time-bound measures to eliminate the worst forms of child labour as a matter of urgency are implemented by one or more of the ILO's constituents. • Child labour concerns, considering the special situation of the girl child, are included in relevant development, social and/or anti-poverty policies and programmes. • Policies that address child labour are adopted and promoted through global, regional or sub-regional economic and social intergovernmental organizations or groupings.	
Description	The overall purpose is to accelerate progress in the elimination of child labour with a focus on its worst forms, within the context of the National Action Plan (NAP) 2009-2015, the National Decent Work Agenda (2013-2016), the Ghana Shared Growth and Development Agenda, and ratification of Minimum Age Convention, 1973 (No. 138) in May 2011 and of the Worst Forms of Child Labour Convention, 1999 (No. 182) in June 2000. Under a previous ILO/IPEC project, the General Agricultural Workers Union (GAWU) had succeeded in organizing a number of communities (in particular cocoa-growing and fishing communities) to focus on child labour issues. Under the ILO/IPEC-West Africa ECOWAS I project, the Parent and Child Foundation (PACF-NGO) took measures to tackle child labour on and around the Volta Lake. Community Child Protection Committees (CCPCs) set up under these projects and canoe and boat-owners' associations were trained in issues of child labour and hazardous fishing practices. Social partners in Ghana use social dialogue effectively and the previous phase of the Irish Aid-funded project fostered bipartite activities that strengthened consultative mechanisms. The joint action plan on child labour agreed in a joint Declaration of the Ghana Trades Union Congress (GTUC) and the Ghana Employers' Association, the outcome of a bipartite workshop organized in 2012, represents a solid basis for implementing the National Action Plan. Work on an integrated Child Labour Monitoring System (CLMS) began in Ghana in June 2005.. This built on previous work under the ILO-Ghana Country Programme (2000) and the ILO-IPEC West Africa Cocoa and Commercial Agriculture Project (WACAP-2003). It covered fisheries in the Volta Lake inland-fishing community of Tokor (Kpando district, Volta Region) that the present project will further support by designing and implementing a decentralized, multi-sectoral and integrated child labour monitoring regime to promote the application of child labour laws, ensure effective and coordinated implementation of child labour interventions and enhance the sustainability of outputs and outcomes of interventions (three Project Outcomes). Under Ghana's de-centralized system of government, District Assemblies (DAs) have the responsibility and mandate for ending child labour and ensuring child rights. They are closest to the fishing communities and implement social, educational and economic development programmes. At the local level DAs will therefore be an important element in pursuit of the three Project Outcomes and the enhancement of CLMS.	
Milestones and major outputs	Outputs • An intervention approach on child labour-free artisanal fishing developed and implemented in Tokor, based on cooperatives' use of safety/diving boats - for possible up-scaling by the relevant social partners and the network of littoral DAs in the four Volta Lake regions. • At least 100 adults from key local organizations and governmental institutions trained and sensitized on safety issues and organization of informal fishers, fishing fleet and women's processing cooperatives.	

- Tokor fishing community cooperative and Inland Canoe Fishers' Association (ICFA) active and able to share with the District Assembly lessons learned from the intervention approach developed and to ensure better coordination in the implementation of local child labour policies.

Progress in 2014

In the context of the NAP and the CLMS and the role of the District Authorities, the project strategies for Kpando-Tokor and surrounding communities on the Volta Lake were developed with the General and Agricultural Workers' Union (GAWU) in consultation with the ICFA and representatives of the women's fish processing cooperative. GAWU will support workers in the informal fishing sector to lead the implementation of community-owned action against child labour.

In order to capitalize as effectively as possible on the key results and learning from previous IPEC projects in Ghana and West Africa (combined duration: September 2009 to February 2015) the present project is taking up the baton as the last of the other ILO projects is closing. Elements of its success can be used as a model for the inland fishing sector. This is reenergizing IPEC's recent efforts to combat child labour on the Volta Lake by building on other projects' results, and recommendations for Volta Lake fishing.

A key step in activities on the Volta Lake under the present project was a field mission by IPEC senior staff to Accra and Kpando-Tokor in June 2014 to consolidate the key elements of the approach being developed for the fishing sector and to seal the partnership with GAWU and its Inland Canoe Fishers' Association at Tokor.

The visit included meetings with ILO-IPEC colleagues running other child labour projects, discussions with GAWU senior officials including the Deputy General Secretary, the chief Women's Officer, the Head of Programming and the Volta Region regional secretary, and with the General Secretary of the Ghana Trades Union Congress (GTUC) and the Deputy Executive Director of Ghana Employers' Association to present the overall strategy to be pursued by this project and to gain their political support. Further meetings in June 2014 in Kpando-Tokor were held with local police, with ICFA and GAWU women's fish processing cooperative members, and with the District Chief Executive Officer, to seek assurances of public service support for children withdrawn from child labour as a result of project actions. In Accra, the strategy was also presented to Navy and Government representatives.

Dawn observation mission on Lake Volta (June 2014): the visit to Kpando-Tokor began with a dawn observation of fishing activities by two senior ILO and ILO project officials, and an ME Officer seconded from a USDOL-funded project, the General Secretary and the President of ICFA, the regional GAWU official and the District Child Welfare Officer. Numerous canoes were sighted and the observation boat drew alongside ten of them. All but two had children on board; based on physical appearance and condition and language) it was estimated that only one was the child of the adult fisher.



Before the mission to Lake Volta, a visit to the sites of other IPEC projects in cocoa growing villages in Suhum/Krabo/Coaltar district assessed progress in the integrated area-based approach in combating child labour and identified aspects that could be replicated in the work in Volta Lake communities.

A consultant was hired to consolidate the Action Plan (AP) and a second mission to Kpando-Tokor by the Head of GAWU's Rural Workers Organization Programme took place in December 2014 to finalize and validate the approach. (see more in "Story from the field")



The AP strategy, developed on the basis of direct consultations with local stakeholders, is designed to yield results that will also inform national policy and enhance local government programmes towards child labour-free zones around (and on) the Volta Lake, thereby reinforcing the application of international labour standards in local communities. It includes enhancing community social responsibility for child protection through sensitization and social mobilization, improving the occupational safety and health and productivity of fishers and fish processors through training and technical improvements, and improving knowledge sharing with relevant local government Volta Lake riverine authorities. More details on GAWU's strategy and activities can be found in the AP, signed with the ILO in early March.

Sustainability

The AP is in line with National Pan of Action (NPA) against child labour and its results and strategies can be adopted during the review and revision of the NPA. The Kpando District Assembly is eager to eliminate child labour on the Volta Lake and the District Chief Executive (DCE) has committed to support the AP interventions and has participated in consultations leading to the mainstreaming of the AP into the district plans, budgets and monitoring and evaluation frameworks.

The AP will generate further critical knowledge on how to tackle child labour using already tested and documented community-led methods – and based on the central role of economic actors in promoting decent work. Such knowledge is necessary for the

development of sustainable government-resourced medium-term district development programmes and community action plans including effective measures to tackle child labour.

The AP is also consistent with the provisions of the comprehensive policy on the elimination of child labour of the Ghana Trades Union Congress (GTUC) and will thus facilitate the mainstreaming of the learning from the activities and outputs of the AP into GTUC policy for continuity after project life.

Moreover, the General Agricultural Workers Union (GAWU) has a comprehensive framework to combat child labour along the Volta Lake by promoting innovative forms of worker self-organisation. This provides an avenue for the continuation of activities and maintenance of the outputs of this AP after project closure. Moreover, the participation and drive provided by community actors and groups in the design and development of this AP and the central role they are playing in its implementation is expected to yield a high sense of community ownership at the end of the fight against child labour project. Sustainability is hinged on strengthening the organisation and democratic and collective self-governance of the inland canoe fishing fleet and the women's fish processing cooperative and their commitment to use part of their improved incomes to maintain the mechanisation inputs which are key to promoting improved productivity, OSH and incomes. Young fishers will also be integrated in implementation in a manner that enhances sustainability.

India IND 151: Policy framework is strengthened for elimination of child labour		Status
		Maintenance
P&B Indicator	16.1. Number of Member States in which constituents, with ILO support, take significant policy and programme actions to eliminate child labour in line with ILO Conventions and Recommendations.	
Measurement criteria	To be counted as reportable, results must meet at least one of the following criteria: • Policies, programmes and/or action plans are adopted or implemented by one or more of the ILO's constituents, to bring them in line with international labour standards to prohibit and eliminate child labour. • Time-bound measures to eliminate the worst forms of child labour as a matter of urgency are implemented by one or more of the ILO's constituents. • Child labour concerns, considering the special situation of the girl child, are included in relevant development, social and/or anti-poverty policies and programmes. • Policies that address child labour are adopted and promoted through global, regional or sub-regional economic and social intergovernmental organizations or groupings.	
Description	The ILO strategy is to help constituents to support the elimination of child labour, with a particular focus on technical assistance for national legislation and implementation of National Child Labour Plans in combination with other development schemes and through the deeper engagement of the tripartite constituents. The ILO also supports promotional and advocacy efforts for the ratification of the child labour Conventions in collaboration with the social partners. It is estimated that at least one million children around the world – girls and boys – are engaged in artisanal and small-scale mining and quarrying and there has been a consensus about the need for intervention in this sector since 2005. Child labour and occupational safety and health remain major challenges in the quarrying sector in India, presenting severe hazards for adults and children alike, and reported to harbour elements of forced labour. Most of these activities take place in rural and semi-rural communities in which public service provision is poor and labour inspection inadequate. In all cases, child labour is contributing to the intergenerational reproduction of poverty. The IndustriALL Global Union represents 50 million workers in 140 countries in the mining, energy and manufacturing sectors. IndustriALL asked IPEC to provide technical advisory services to help it develop activities with its regional offices and mining affiliates in India (INMF and HKMF, also affiliated, respectively to the Indian National TUC and Hind Mazdoor Sabha national trade union centres) to support them in piloting models of outreach and assistance from organized mines in the Jaipur-Kotha-Udaipur zinc and copper belt (Rajasthan) to workers and small producers in the informal quarrying sector in the same area, where the workers, families, children and communities concerned suffer severe decent work deficits. Through the Irish Aid-funded project, IndustriALL and the ILO will pilot methods aimed at supporting these working women and men to organize themselves and thereby strengthen their ability to bargain for and conduct decent work and combat child labour, in particular hazardous child labour.	
Milestones and major outputs	<i>Outputs</i> • An assessment of the OSH, workers' rights and child labour issues in Rajasthan quarries undertaken and disseminated. • Through organised trade unions in the Jaipur-Kotha-Udaipur-Belt (Rajasthan) quarry workers will be trained on OSH and child labour monitoring and the experience will be documented and disseminated through the IndustriALL South Asia Region and its mining/quarrying affiliates and other mineworkers'/quarry workers' trade unions in India.	
Progress in 2014		
With technical support from the ILO, a multi-stakeholder Roundtable towards Building Strategic Partnerships and Collective Action in the sandstone sector in Rajasthan was organized by the UK-based Ethical Trading Initiative (ETI) in Jaipur, India in March 2014. ILO provided technical advisory services to the participants (State Human Rights Commission and other Government representatives, trade unions and mineworkers' representatives, Indian stone exporters and producers, ETI member companies, NGOs etc.). This workshop was of key importance in developing the framework and implementation model to address and promote core labour rights in the sandstone sector through activities funded by the Irish Aid Project. The		

implementation of the Project follows the election of a new government in 2014 and will contribute to ensuring that child labour issues remain relevant to national social policies and coherent with the strategy defined during the roundtable in March 2014. Child labour remains a sensitive issue in India and an important sub regional event organized in New Delhi, entitled “Knowledge Sharing & Technical Consultation on Children’s Work – perspectives from South Asia’s National Surveys & Outcomes of III Global Conference on Child Labour” provided an opportunity to gather important stakeholders to disseminate and discuss the latest figures on child labour in India and in the other countries. Officials from IndustriALL and representatives from many other key national and sub-regional institutions participated in the workshop.



“Knowledge Sharing & Technical Consultation on Children’s work – perspectives from South Asia’s National Surveys & Outcomes of III Global Conference on Child Labour”(New Delhi, November 2014) – Meeting with IndustriALL partners

The positive atmosphere of commitment generated by these ILO activities was of crucial importance for the sequence of meetings held in New Delhi with IndustriALL in November, which began the next steps of the project (drafting of the AP), which included a new round of consultations with key national and state level institutions. The AP will seek to build synergies and strategic partnerships with ETI’s Rajasthan Sandstone Programme, governmental initiatives and other interventions aiming to end child labour and improve working and social conditions in the quarrying sector in Rajasthan. The drafting of the IPEC action programme in Rajasthan was finally concluded in mid-March and activities will be set in motion with its signing in April.

Sustainability

Key to the sustainability of the programme, through support and outreach of the national mining trade unions, will be: developing and establishing organisation of informal workers in the quarries, developing manuals in local languages on addressing child labour, forced and bonded labour and an understanding of ILO processes, FPRW and decent work; empowering the workers concerned with knowledge sharing and training on occupational safety and health, labour and mining legislation; linking them with representative business organisations; and thus supporting them to become partners in tripartite and bipartite social dialogue.

The Project will support access to the sustainable benefits of collective voice that accrue to organized workers, enabling the organizations concerned to integrate child labour and OSH concerns into their organising strategy. Children engaged in child labour in the target quarries and quarrying communities will be referred to the appropriate public services. Family members of workers not engaged in the quarries will benefit from the improved income security that derives from improved protection of income earners against occupational accident and disease. The participating trade unions locally and nationally and IndustriALL globally will benefit from the learning from the project about what does and does not work in integrating child labour and OSH concerns into outreach strategies to support the organisation of informal economy workers in the quarrying sector.

Zambia ZMB 176: Support to the implementation of the Child Labour Policy and National Action Plan to combat Child Labour provided		Status	
		Target	
P&B Indicator	16.1. Number of Member States in which constituents, with ILO support, take significant policy and programme actions to eliminate child labour in line with ILO Conventions and Recommendations.		
Measurement criteria	To be counted as reportable, results must meet at least one of the following criteria: • Policies, programmes and/or action plans are adopted or implemented by one or more of the ILO’s constituents, to bring them in line with international labour standards to eliminate child labour. • Time-bound measures to eliminate the worst forms of child labour as a matter of urgency are implemented by one or more of the ILO’s constituents. • Child labour concerns, considering the special situation of the girl child, are included in relevant development, social and/or anti-poverty policies and programmes. • Policies that address child labour are adopted and promoted through global, regional or sub-regional economic and social intergovernmental organizations or groupings.		
Description	Since 2008 a series of activities have supported the Zambia Congress of Trade Unions (ZCTU) to formulate a national trade union movement policy on child labour. The ZCTU activities in 2012 and 2013 strengthened trade union capacity in five districts in which child labour is prevalent in small-scale mining, agriculture and construction and in which ZCTU has trained trainers, both women and men, on the worst forms of child labour using the Handbook on hazardous work developed under the previous Irish Aid partnership. The Government has recently created 24 new districts in Zambia, and thus a need to establish new Child Labour District Committee (CLDCs), which should include local social partners from the outset. ZCTU has indicated that a group of trade unionists trained during the activities in the first five districts should take		

	their experience to selected new districts. ZFE (Zambia Federation of Employers) has less capacity in the districts than the ZCTU and lacks the structures to involve local business associations in the development of CLDCs. In this context, and in coordination with the existing IPEC projects in Zambia, the Irish Aid project assists the implementation of a national Time-Bound Programme (TBP). The ZCTU – the national trade union centre established in 1964 - is committed to continue supporting the implementation of national action programmes for the elimination of child labour, including its worst forms. The main thrust of the strategies and priorities of the ZCTU child labour policy, developed in alignment with ILO standards in 2010, is based on awareness raising about the risks, dangers and other negative effects of child labour, integrating child labour issues in trade union activities, and giving guidance to affiliates on various matters in respect of children's rights in the world of work. With the direct involvement of the ZCTU, this project will build on previous activities by engaging selected sectoral trade unionists in the five new districts and by training other leaders from local chapters of ZCTU or sectoral unions. This peer-to-peer initiative aims to promote local implementation of the National Action Plan against child labour.
Milestones and major outputs	<i>Outputs</i> • Five new districts with operative DCLC with trade union active participation. • A report on the functioning of Zambian DCLCs developed, disseminated and shared under south-south cooperation
Progress in 2014	
As a member of the tripartite consultation mechanism in Zambia, ZCTU has refocused and aligned its activities towards contributing to the priorities of the National Action Plan for the Elimination of the Worst Forms of Child labour in Zambia (2010-2015). In order to strengthen the capacity of its affiliates, ZCTU is drafting an AP that will allow them to carry out countrywide sensitization and awareness-raising programmes in key strategic areas of the country on child labour in its worst forms and its negative impact on both workers. The ZCTU strategy under the present project is therefore to consolidate the knowledge and commitment of its affiliates to promote child labour policy through their participation in 5 newly formed DCLCs. In December ZCTU submitted a first AP draft for sensitization activities on the ZCTU Child Labour Policy and its provisions and the dissemination of the ILO Handbook. Taking into account the need to be in close coordination with the existing IPEC projects in the country and therefore complement their strategies within the NAP, ZCTU is now reviewing the AP proposal to design a global one that will encompass not only the sensitization but also the training of trade union leaders and educators and its dissemination at grass roots levels. The new final proposal to be submitted by the end of February will plan activities that will be held in five Provincial Districts: Chipata, Kitwe, Kasama, Choma, and Solwezi. The districts have already been identified as the most prone to child labour. These activities are to start in March 2015 in accordance with the work plan agreed with other national actors and in close coordination with the other IPEC actions	
Sustainability	
The AP is a direct contribution to the strengthening of the National Action Plan, in particular with regards to the extension and strengthening of District Child Labour Committees and to ensuring that the social partners play their essential role in its implementation at District level. These deeply anchored organisations – the ZCTU and its affiliated organisations – and their longstanding policy commitment to support the elimination of child labour provide a sustainable capacity to continue organised worker support for the tripartite endeavours foreseen in the NAP.	