



International
Labour
Organization

The ILO at Work

Development Results 2010-2011



The ILO at Work

Development Results
2010-2011

Copyright © International Labour Organization 2012
First published 2012

Publications of the International Labour Office enjoy copyright under Protocol 2 of the Universal Copyright Convention. Nevertheless, short excerpts from them may be reproduced without authorization, on condition that the source is indicated. For rights of reproduction or translation, application should be made to ILO Publications (Rights and Permissions), International Labour Office, CH-1211 Geneva 22, Switzerland, or by email: pubdroit@ilo.org. The International Labour Office welcomes such applications.

Libraries, institutions and other users registered with reproduction rights organizations may make copies in accordance with the licences issued to them for this purpose. Visit www.ifro.org to find the reproduction rights organization in your country.

The ILO at Work: Development Results 2010-2011 / International Labour Office. - Geneva: ILO, 2012
1 v.

ISBN: 978-92-2-126299-2 (print) 978-92-2-126300-5 (web pdf)
International Labour Office
decent work / role of ILO
13.01.1

Also available in French: *L'OIT en action: Résultats de développement 2010-2011* ISBN: 978-92-2-226299-1 (print)
978-92-2-226300-4 (web pdf), Geneva, 2012, in Spanish: *La OIT en acción: Resultados de desarrollo 2010-2011*
ISBN: 978-92-2-326299-0 (print) 978-92-2-326300-3 (web pdf), Geneva, 2012.

ILO Cataloguing in Publication Data

The designations employed in ILO publications, which are in conformity with United Nations practice, and the presentation of material therein do not imply the expression of any opinion whatsoever on the part of the International Labour Office concerning the legal status of any country, area or territory or of its authorities, or concerning the delimitation of its frontiers.

The responsibility for opinions expressed in signed articles, studies and other contributions rests solely with their authors, and publication does not constitute an endorsement by the International Labour Office of the opinions expressed in them.

Reference to names of firms and commercial products and processes does not imply their endorsement by the International Labour Office, and any failure to mention a particular firm, commercial product or process is not a sign of disapproval.

ILO publications and electronic products can be obtained through major booksellers or ILO local offices in many countries, or direct from ILO Publications, International Labour Office, CH-1211 Geneva 22, Switzerland. Catalogues or lists of new publications are available free of charge from the above address, or by email: pubvente@ilo.org

Visit our web site: www.ilo.org/publns

Cover photo: © ILO/M. Crozet

Design and production: International Training Centre of the ILO, Turin

Printed in Italy



Table of contents

Foreword	ii
Introduction	v
 1. Employment: Working out of poverty	1
 2. Protecting the most vulnerable and making work more secure	15
 3. Social dialogue for good governance, the rule of law and decent work	23
 4. A rights-based and inclusive approach to development	31
Managing for results and partnerships for decent work	39

Foreword

The International Labour Organization is concerned with the human condition of work, starting from the principle that “labour is not a commodity” as set out in the ILO’s Constitution. Respect for the dignity of work is consistent with and essential for sustainable development. The centrality of work to people’s lives as a source of well-being, security, identity and a pathway to progress, as well as to societies and to economies, requires the quantity and the quality of work to go hand in hand.

These fundamentals are distilled in our goal of promoting social justice through decent work for all.

The ILO’s work as a whole contributes to building frameworks within which economic processes can generate prosperity with equity in national life. This requires both national action and an enabling international environment. The organization has sought to do its part through the development of a normative framework supported by advocacy, institution building, technical programmes and research. It combines these and brings its strong normative function into its development cooperation programme centred on the world of work.

The decent work approach is applicable at all levels of development and in the formal and informal economy, the threshold of decent work advancing in keeping with the possibilities of a given society. Decent work that can support decent lives according to specific national contexts and challenges is for many the sustainable route out of poverty.

Through our development cooperation programme we put the approach into practice. This Report illustrates through stories, pictures, facts and figures from our development cooperation programme, how the ILO’s mandate and approach translate into results that

contribute to better lives for people through the world of work in a variety of circumstances.

Our programme is structured around the four “inseparable, interrelated and mutually supportive” strategic objectives of the Decent Work Agenda: the promotion of **rights at work**, **employment**, **social protection** and **social dialogue** with gender a cross-cutting theme. These have provided the basis for nineteen concrete outcomes which are the foundation of the ILO’s Programme and Budget and its results architecture.

In 2009 as the impact of the global economic crisis took hold, the International Labour Conference adopted the Global Jobs Pact setting out policy responses based on the Decent Work Agenda. In 2010-11 the crisis provided the central arena for our work. In many countries it was also a period of great upheaval with unemployment, especially youth unemployment a core theme, along with a growing sense of growing injustice and human indignity.

These crises underscored the importance of all dimensions of the Decent Work Agenda – the imperative of jobs; the need to uphold the freedoms underpinning the fundamental principles and rights at work – freedom from child labour, forced labour, discrimination and the freedom to organize and bargain collectively; the multidimensional role of social protection – protecting, empowering and sustaining effective demand; and the importance of social dialogue in shaping balanced and just approaches.

In many instances our programmes were reoriented to respond to demands emerging from these crises – for example, action on industrial relations, social dialogue and collective bargaining; the revision of labour codes, support for labour administration and labour

inspection policies and programmes. Also important was action to strengthen the capacity of workers and employers' organizations so that, among other things, they could be better placed to help shape the policy directions for a better future.

Employment policy and programmes were of central importance. At the policy level, the ILO worked with countries to promote and advise on comprehensive and integrated approaches. One major avenue was to secure a better understanding of the impact of different policies on productive employment and decent work. At the same time the ILO worked with constituents and stakeholders on a range of programmes from employment intensive infrastructure development, the promotion of sustainable enterprises including cooperatives to the promotion of youth employment programmes.

The concept of social protection floors gained momentum in this period and, with ILO support, many countries moved towards expanded coverage. Two new standards were adopted in the field of social protection during this biennium - the HIV and AIDS Recommendation, 2010, (No. 200) and the Domestic Workers' Convention, 2011, (No. 189). These stimulated a number of requests for ILO support including to help countries improve their capacity to collect and produce reliable data, crucial for the development of effective social protection policies and programmes.

This publication can only present a snapshot of our action. Interested readers are invited to access more information at [**www.ilo.org**](http://www.ilo.org).

Yet, it must also be noted that for policies and programmes for the world of work, as well as other social, economic and environmental policies to have maximum impact – there must be integrated thinking and coherent approaches at operational and policy levels rather than relying on the sum of sectoral policies. It is a challenge for the multilateral system, as well as policy making at national, regional and international levels.

Juan Somavia
Director-General





*Decent work is the right not only to survive
but to prosper and to have a dignified and
fulfilling quality of life... We rely on the
ILO to continue its struggle to make decent
work a global reality.*

Nelson Mandela

Introduction

Decent work and social justice: why the ILO makes a difference

Decent work is central to everyone's well-being. In addition to providing income, work is the best route to broader social and economic advancement, strengthening individuals, their families and communities. Decent work means better, more inclusive growth, more equity and rights, less poverty and more stable development in economies, enterprises, workplaces, and ultimately in society.

*The ILO works in **183 member States** in promoting employment and sustainable enterprises, social protection, rights at work and social dialogue*

Decent work is a means to address the root causes of poverty and promote sustainable and inclusive economic growth, empowering countries to protect incomes and provide social security; to formulate policies aimed

at increasing productivity, creating jobs and reducing vulnerability; and to eliminate human rights abuses such as child labour and forced labour.

The International Labour Organization (ILO) promotes a job-centred and rights-based approach to development. In doing so, the Organization emphasizes full and productive employment together with rights, representation and protection in the world of work as a means to reduce poverty.

The ILO's added value derives from the **three unique advantages** that are embedded in the Organization's institutional structure and reflected in its operational decent work approach:

- Its *tripartite constituency* – made up of governments and employers' and workers' organizations –

allows the ILO to bring together key actors of the real economy: labour and social affairs ministries, the private sector, and trade unions. This structure facilitates ownership of projects and programmes and brings a unique world of work perspective to the international development agenda;

- The ILO's body of *international labour standards* provides the world's most comprehensive normative framework regulating all spheres of social policy. The ILO's rights-based approach and standards are unique in many fields, including indigenous and tribal peoples and child labour, domestic workers and seafarers. The ILO also has one of the most thorough supervisory systems in the international system which keeps track of the implementation of ratified Conventions and brings good practices and violations to the attention of all member States;
- The ILO works through the *workplace*, an effective location to deliver development assistance to both the formal and informal economy.



The Decent Work Agenda



Creating jobs

Building societies and economies that generate opportunities for investment, entrepreneurship, skills development, job creation and sustainable livelihoods.



Extending social protection

Promoting both inclusion and productivity by ensuring that women and men enjoy working conditions that are safe, allow adequate free time and rest, take into account family and social values, provide adequate compensation for lost or reduced income, and permit access to adequate social security.



Promoting social dialogue

Creating efficient labour market institutions and effective and independent employers' and workers' organizations, enabling strong engagement from all sides in increasing productivity, managing labour relations, and building cohesive societies.

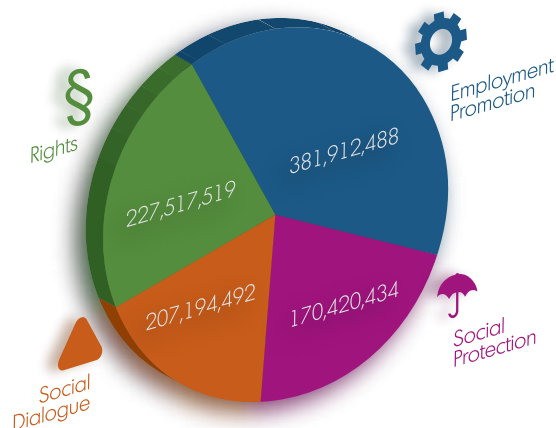


Guaranteeing rights at work

Ensuring that economic development goes hand in hand with social development and respect for the rights of all workers, including those in the informal economy.

The ILO's programme targets 19 Outcomes, organized under the four strategic objectives. The work of the ILO is framed through a biennial Programme and Budget. It contains specific indicators, milestones and targets for each outcome.

Distribution of Expenditures
by Strategic Objective (in US Dollars)

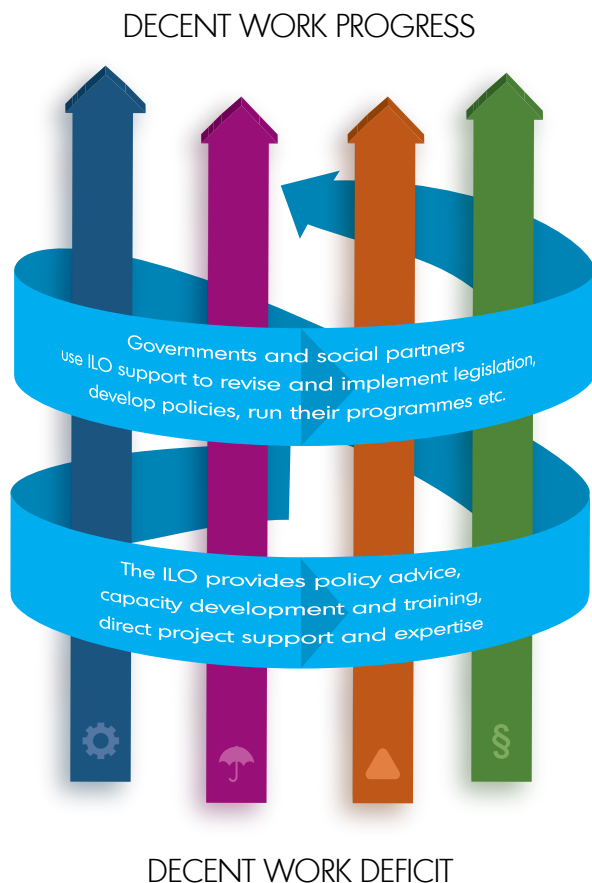


Ownership, results and accountability

Country ownership and accountability rely on the ILO's tripartite approach to development. At the country level the ILO's work is guided by Decent Work Country Programmes (DWCPs) developed jointly with government, employers' and workers' organizations. The DWCPs build on the national development priorities and set out the ILO's contribution to overall United Nations assistance to a country.

ILO's constituents are essential partners in ensuring that development efforts result in jobs and equitable working conditions for people working out of poverty. Employers' organizations offer access and engagement by the private sector, without which no development process can be sustainable. Trade unions are membership-based and ensure that the voices of workers are heard in the formal and informal economy.

A typical ILO intervention model to achieve results is the following:



Capacity development

Capacity development is at the core of the ILO's work. Strengthening institutional, governance and human capacities, the ILO builds strong government institutions and employers' and workers' organizations.

A good example is the the International Training Centre of the ILO, which delivered close to **1,000 training programmes** worldwide in 2010 and 2011, enhancing the skills of close to 11,000 female and 15,000 male participants from more than 190 countries.

Sri Lanka

"Decent work is about fulfilling your dreams and providing a livelihood for you and your family – but it's also about giving good employment opportunities to others."

Nuwan Kumara, 25, Kegalle

Kumara used to work as a three wheeler driver. This was not an ideal job for him. "I worked too long hours and with little pay," he says. With the help of the ILO he was able to start his own business, producing and selling broomsticks and other kitchen utensils. "I always wanted to be my own boss. I received training on marketing and good business practices like book-keeping and business planning. This has helped me develop and expand my business." Kumara is planning to expand his business by hiring two workers and buying additional production equipment.



1 Employment: Working out of poverty



200 million people are unemployed today; 600 million more jobs must be created during the next decade to compensate for the continuous growth of labour supply; 900 million people work, but do not earn enough to escape from poverty.

Daunting challenges, exacerbated by three years of continuous crises in global labour markets and with the prospect of a further deterioration in economic activity, underline the centrality of ILO's mandate and action.

The ILO's strategy for promoting full, productive and freely chosen employment seeks to achieve three outcomes:

Outcome 1

More women and men have access to productive employment, decent work and income opportunities

Outcome 2

Skills development increases the employability of workers, the competitiveness of enterprises, and the inclusiveness of growth

Outcome 3

Sustainable enterprises create productive and decent jobs

**200
million**
unemployed in 2011

**75
million**
youth unemployed in 2011

**42
million**
*people will enter the
labour market every year*

**1.52
billion**
*people in **vulnerable**
employment*



Inclusive job-rich growth

The ILO strives to place employment at the heart of economic and social policies. Consistent with the **Millennium Development Goals** (target 1b: Achieve full and productive employment and decent work for all, including women and young people), the ILO seeks to better the lives of people who are either unemployed or those whose remuneration from work is inadequate in allowing them and their families to escape from poverty.

A significant part of the global workforce continues to work and earn livelihoods in the “informal economy”: wage employees, the self-employed and micro-entrepreneurs in the informal economy remain outside the effective reach of mainstream development resources, services and labour market institutions.

In 2010 and 2011, ILO support enabled 29 countries to introduce policy and regulatory reforms to improve people’s access to productive employment, decent work and income opportunities. As a result of ILO interventions in **Cameroon, Gabon, Malawi, Mauritius, Jordan, Iraq, China, Nepal, Viet Nam** and **Bosnia and Herzegovina** employment is now placed at the centre of national development strategies.

Country evidence across a range of labour market policies shows impact on employment and incomes – including the extension of unemployment benefits and work-sharing programmes, the re-evaluation of minimum wages and wage subsidies, as well as enhanced public employment services, public works programmes, employment guarantee schemes and entrepreneurship incentives.

Yemen

Building capacities in labour statistics for effective employment policy

The labour force survey is crucial to the elaboration of an effective national employment strategy that meets the needs and aspirations of the people of Yemen. At 16.3 per cent, Yemen’s unemployment rate is among the highest in the world (2004 Population Census) and young people are twice as likely to be out of work as adults. The lack of employment opportunities is particularly noticeable among young educated women, a third of whom are unemployed.



© ILO/H. Homgourpour

TOP PRIORITY: YOUTH EMPLOYMENT

*In 2011 some **75 million** young people aged 15 to 24 were unemployed, an increase of more than 4 million since 2007.*

***152 million** young working poor they constitute 28% of total youth employment in the world. **60%** are women.*

*Globally, young people are nearly **three times** as likely as adults to be unemployed. This poses a threat to peace, stability and prosperity.*

The world is facing a worsening youth employment crisis. The ILO has warned of a “scarred”, lost generation of young workers facing a dangerous mix of high

unemployment, increased inactivity and precarious work in developed countries, as well as persistently high working poverty in the developing world. Young women have more difficulty than young men in finding work.

The ILO provides assistance to 40 countries in developing consistent and coordinated policies and programmes on youth employment. This integrated approach combines macro-economic policies and targeted measures which address labour demand and supply, as well as the quantity and quality of employment.

In **Peru** two out of three unemployed are between the ages of 15 and 29, and four out of five employed youth work in a precarious job, mostly in the informal economy. More than 75 per cent of micro-enterprises started by young people did not survive more than one year. The ILO supported a Youth Employment Action Plan for 2009-2012. Some 370,000 young people have benefited from a “one stop shop” in the public employment service, reduced job application costs through the introduction of a single certificate; the implementation of a youth training programme; and an information and orientation service is available for young migrants.

In **Serbia** the unemployment rate among young people exceeds 37 per cent, compared to a rate of 12.3 per cent for adult workers. This is coupled with precarious employment in the form of short-term contractual arrangements and casual work in the informal economy. The ILO supported a youth employment strategy, which included the provision of active labour market services targeting more than 3,500 disadvantaged young people: 85 per cent have entered full-time employment with a wage 10 to 20 per cent higher than the minimum wage, half of them in the enterprise where they received the training.



<http://www.facebook.com/youth.ilo>



Jobs are created through employment-intensive investments

Infrastructure accounts for the largest share of public investment and is an important part of development aid. Such investments have the potential to alleviate poverty through the jobs and the income they generate. Unfortunately, this potential is often not realized, as many projects are equipment-intensive and rely on foreign contractors.

*Making greater use of local labour and resources is usually **20%** less costly, saves as much as **50%** of foreign currency requirements, and **creates three to five times more jobs than capital intensive investments.***

The ILO promotes labour-intensive investment policies and reinforces the ability of communities and private contractors to implement employment-intensive programmes.

In **Timor-Leste** the ILO generated over 1 million workdays for over 35,000 people in rural areas; 70 per cent of participants in the employment-intensive projects improved literacy and numeracy skills; over 12,000 jobseekers received counselling, work experience, internship and job placement services; and an Employment and Training Fund reached nearly 4,000 individuals, 80 per cent of them women.

In **Somalia** 143,000 workdays were created and infrastructure improved, reducing soil erosion and increasing land usage. Access to water resources for irrigation increased, with the development of 3,200m of irrigation canals, enhancing food security.

“*These labour intensive initiatives are expected to deploy more than 1,500 persons per month in several areas of rehabilitation and reconstruction. We need the support and resources. The rebirth of our nation will rest on the emergency programme in the short run.*”



President Ellen Johnson Sirleaf of Liberia, Nobel Peace Prize Laureate 2011.

In **Liberia** 50,000 workdays were created through employment-intensive rural infrastructure investments where half of the workers are women.

In **Paraguay** the Government has adopted employment-intensive public investment as an official policy. In response to the international financial crisis, the Government implemented a decentralized public works programme, creating 800,000 workdays.

In **South Africa** the ILO contributed to the creation of 200,000 jobs in 2010-2011. 60 per cent of these jobs were for women.

Skills are developed and employment services enhanced

The ILO helps constituents improve the quality and relevance of training and employment services in order to improve the employability of workers and the productivity and competitiveness of enterprises. With ILO assistance, 14 countries undertook skills development policy reforms and seven introduced measures to strengthen employment services. The ILO helps constituents integrate skills development into national and sectoral development strategies in order to better align training with skills demand. Engaging employers and workers through Industry Skills Councils has proven particularly effective in promoting national skills policy reforms in **Bangladesh**.

In **Egypt** and **Lebanon** career counselling services and electronic labour exchanges were introduced to more effectively match jobseekers with labour market demand. Career guidance tools were integrated into technical and vocational training centres to smooth their transition from school to work.

Rural areas are home and workplace to half of the world's population and 75 per cent of the world's poor. The ILO promotes market driven and community-based skills development in rural areas as part of its strategy to use skills development to promote inclusive growth.

In **Benin** and **Zimbabwe** skills training was organized for 1,500 young people, approximately 25 per cent of whom were young women in rural areas. The shortcomings of informal apprenticeship were



addressed and master craftspersons provided some 1,000 apprentices with upgraded training. In **Liberia**, the Ministry of Sports and Youth is supported by the ILO to help rural youth build viable futures in motorbike repair and garage management, garment production, fish, coconut and cassava processing.



EMPLOYMENT OF PEOPLE WITH DISABILITIES

*At least **785 million** people of working age are people with disabilities.*

Despite major gains in recent years, people with disabilities still face discrimination in the workplace. The ILO promotes equal opportunities for disabled people in skills and entrepreneurship development so as to enhance their employability and employment.

Eight countries have adjusted their laws, creating an enabling environment for greater inclusion and opportunity. ILO guidelines for this process are available in 15 national languages.

In **Armenia** the ILO enhanced the employability of marginalized groups. A programme on skills development and on workplace adaptation for

people with disabilities has been funded by the Government, drawing on ILO support.

In **Ethiopia** the ILO has worked with the Government on a new law on the "Right to Employment of Persons with Disability". It is based on an inclusive strategy to enable people with disabilities to access general technical and vocational education and training.

The ILO has set up a **Global Business and Disability Network**, of nearly 50 multinational enterprises, 17 employers' organizations, employer and business networks on disability, and representatives of disabled persons' organizations. The network makes it possible to share knowledge and identify good practices related to disability inclusion in the workplace.

ILO Resource Guide on disability

International day of persons with disabilities

ILO TV



Sustainable enterprises are promoted to create decent jobs

*Small and medium-sized enterprises (SMEs) account for about **two-thirds** of all employment in industrialized countries and an even higher share in the developing world. They are the main source of newly created jobs over the last few decades, but productivity is often low and job quality poor.*

Reinforcing entrepreneurship and business development capacities

ILO tools help entrepreneurs start viable businesses, creating quality employment in the process. Over 2,500 organizations in 100 countries have benefited from the ILO's training programme, and some 4.5 million start-ups and entrepreneurs have been trained globally in the last 15 years. This has resulted in the creation of over 500,000 new businesses, with over 2.7 million jobs created.

Promoting women's entrepreneurship

The ILO has reached over 96,000 women in twelve countries in Africa and Asia through the promotion of women's entrepreneurship. ILO provided policy advice on women's entrepreneurship development, built the capacity of partners to provide business services adapted to the needs of women entrepreneurs, and strengthened women's networks, voice and representation.



A male perspective on women's entrepreneurship in Cambodia

ILO tools that support women entrepreneurs to grow their businesses and generate jobs: 'Action my Business Growth'

Women entrepreneurs' access to finance

In **Lesotho** and **Mozambique** Women Entrepreneurs' Associations that had received ILO training reported a 20 per cent increase in membership and a 37.5 per cent increase in service provision to members. An impact study of an ILO project in **Lao** showed that women entrepreneurs who had gone through the project saw their sales quadruple and their profits grow by 50 per cent.



Women Entrepreneurship Development

a voice
Zambia



Gillian, Zambia, entrepreneur of a secretarial and printing service business

For years Gillian dreamed of starting her business:
"I saw many opportunities in the computer world and was encouraged."

Gillian's membership of the Zambia Federation of Associations of Women in Business has enabled her to hone her business skills and participate in the ILO-organized Month of the Woman Entrepreneur as well as exhibitions and trade fairs. By applying what she learned from ILO training, she improved her activities and household income and now employs six workers.





© ILO/M. Crozet

a voice

United Republic
of Tanzania

In the United Republic of Tanzania, 42 cooperatives have organized entrepreneurial skills building and HIV awareness-raising activities.

Faith is one of the 1,600 persons living with AIDS who have participated in ILO training. She now keeps three dairy cows with good yields and makes up to US\$ 250 a month. *"It is a lot of money for me," she says. "The cooperative trained me and provided market for my cows' milk."* Along with 83 other peer educators, Faith was trained to help support other HIV-positive people who want to start their own business.

Strengthening cooperatives

Cooperatives have a proven record of creating and sustaining employment – they provide over 100 million jobs today. Cooperatives have allowed members to become job providers instead of jobseekers.

In the **Occupied Palestinian Territory**, the Ministry of Labour drafted a new cooperative law using ILO guidance to facilitate the creation of new cooperatives.



© ILO/S. Bendissa

In 14 African countries with more than 4,000 cooperatives and nearly 300,000 cooperative members (48 per cent women) had their capacities

in business planning, supply and marketing strategies reinforced. 4,000 jobs were created and the incomes of cooperative members rose by 57 per cent.

GREEN JOBS



Two major 21st century challenges need to be tackled simultaneously. The first is to avert dangerous climate change and the deterioration of natural resources; the second is to deliver social development and decent work for all.

Jobs are green when they help reduce negative environmental impact, ultimately leading to environmentally, economically and socially sustainable enterprises and economies: In **Brazil, China, India** and **Indonesia** green jobs have become vehicles for

promoting decent work in local development strategies, rural employment programmes, and strategies in the construction, forestry, waste management and renewable energy sectors.

In Brazil the Government has embraced green jobs as a core element in its national development policy. Since 2009 the ILO has been providing permanent technical support to the conceptual development and practical implementation of the green jobs strategy, at federal and state level. Some of the results include:

- Fiscal stimulus was provided for the production of flex-fuel cars, energy efficient appliances and wind energy generation equipment.
- 500,000 houses with solar heating systems (SHS) were built with 30,000 new green jobs.
- The State Government of Bahia invested in the green economy to generate green jobs in nine economic activities.
- Workers rescued from forced labour in the state of Mato Grosso found new jobs in the ethanol production chain.

<https://www.facebook.com/greenjobs.ilo>



Map of ILO's Green Job Programmes

The Green Job Training Site

Resource guide on green jobs



Facilitating access to finance

Poor households can easily lose their life savings if they experience illness, a death in the family or other crises. The self-employed may go out of business. In this context, micro-insurance is a development tool that helps the poor manage risks and reduce their vulnerability.

The ILO has trained over 1,500 managers of microfinance institutions from 47 countries and provided innovation grants to 53 organizations worldwide to develop and test new microinsurance products.

In **Nepal** the ILO supported the engagement of 12,500 young people in productive employment and

empowerment-related activities in conflict-affected districts by developing innovative financial products adapted to their needs, and providing financial education so that they better understand how to provide the services appropriately.

In **Jordan** the MicroFund for Women offered an affordable health insurance product for more than 25,000 women entrepreneurs. Because women tend to be family caregivers and take time off work if a child, parent or spouse is hospitalized, the product covers the loss incurred if a female entrepreneur cannot focus on her business needs.

Microinsurance innovation facility projects

Videos





HAITI: WORKING OUT OF THE CRISIS

Haiti is the poorest country in the western hemisphere.

High rates of unemployment in the formal and a large informal economy dominate the labour market.

The earthquake that struck Haiti in January 2010 exacerbated an already challenging situation. Approximately 220,000 people lost their life and another one million lost their homes. Damages and reconstruction costs are estimated at US\$ 11.5 billion.

The ILO works with the international community to support the Haitians in recovery and reconstruction,

placing employment at the centre of the Government Action Plan for the Reconstruction and Re-foundation of Haiti.

Working with sister UN agencies, the ILO has focused on immediate job creation as part of rubble clearing and

on efforts to reduce the impact of further natural disasters. In Haiti's Gonaïves Region the ILO supported a labour-intensive programme to protect over 500 hectares of watersheds, constructing a network of small dams, digging wells and planting trees, creating 360,000 workdays for 7,602 workers. The ILO continues to be engaged in Haiti, working with the new Government, the trade unions and the employers' organization to maximize the job-creation potential of public and private investments and to ensure a well-functioning labour market.

Reducing SMEs' vulnerability through disaster coverage

50,000 women entrepreneurs gained access to insurance coverage through Fonkoze, a Haitian microfinance institution supported by the ILO, to reduce their vulnerability to natural disasters. In June 2011, when heavy rains pummelled the island, causing flooding and the destruction of property, insured victims received a cash pay-out of 5,000 Haitian Gourdes (US\$ 125) to help them restart their livelihoods.

56%
of the population
live on less than
US\$1.25 a day

Country Results by Strategic Objective*

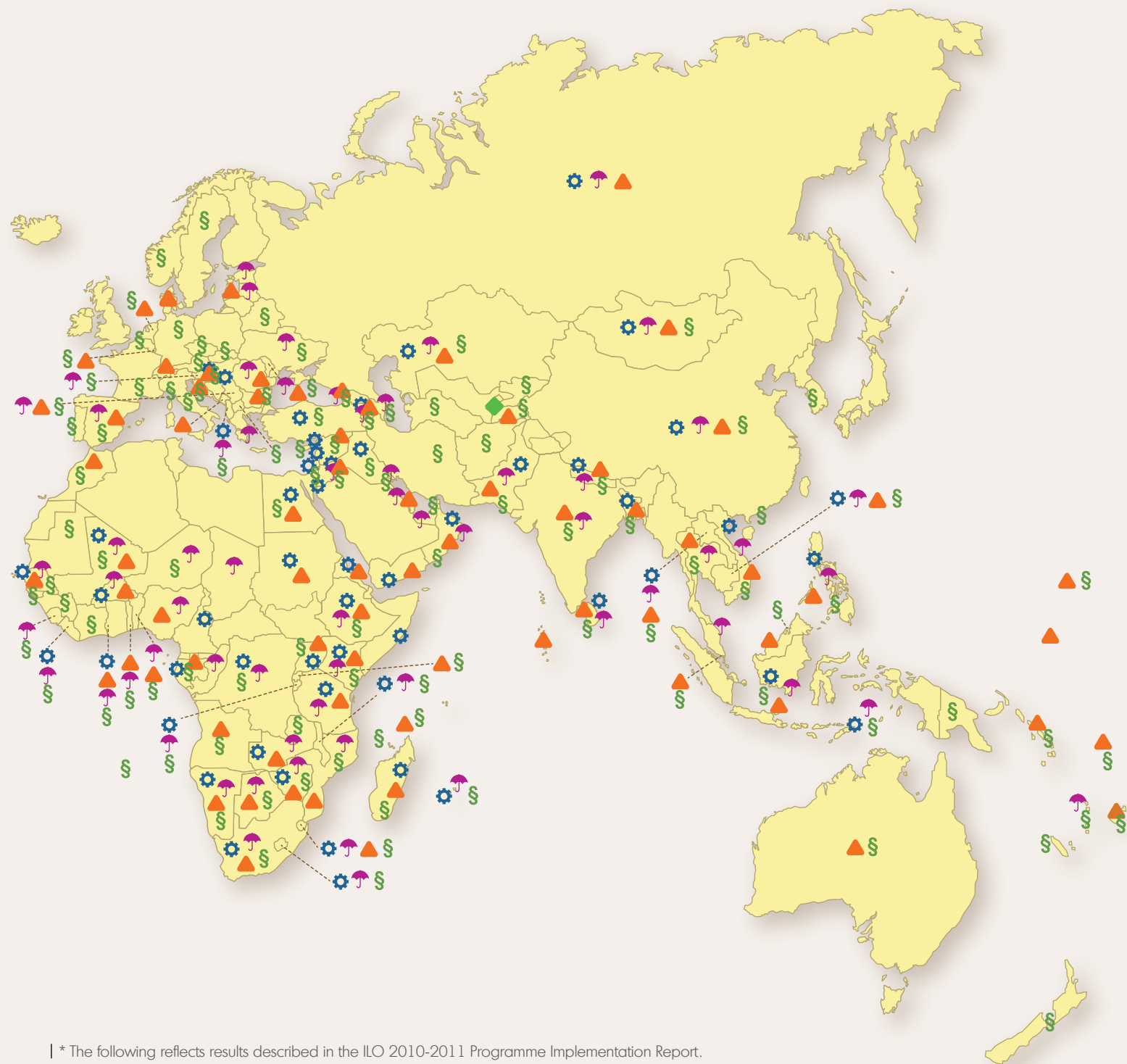
⚙ Creating jobs

☂ Extending social protection

▲ Promoting social dialogue

§ Guaranteeing rights at work





| * The following reflects results described in the ILO 2010-2011 Programme Implementation Report.



2 Protecting the most vulnerable and making work more secure



Social protection contributes to fair growth, social stability and enhanced productivity, providing a springboard to sustainable development.

Decent wages, working time and occupational safety and health are essential components of a decent job.

Migrant workers and their families and people living with HIV/AIDS are particularly vulnerable and need protection, also from discrimination at the workplace.

The ILO's strategy in this field seeks to achieve five Outcomes:

Outcome 4

More people have access to better-managed and more gender-equitable social security benefits

Outcome 5

Women and men have improved and more equitable working conditions

Outcome 6

Workers and enterprises benefit from improved safety and health conditions at work

Outcome 7

More migrant workers are protected and more migrant workers have access to productive employment and decent work

Outcome 8

The world of work responds effectively to the HIV/AIDS epidemic



80%
of the working
population worldwide
do not have access to
social security

Every year **2.3**
million workers die
as a result of accidents
and work-related diseases

There are up to **100**
million domestic workers
worldwide, **83%**
of whom are women

34 million
people live with HIV,
in sub-Saharan Africa.
60% are women

105
million
migrant workers
in 2011

Access to social security benefits is improved and extended

Only 20 per cent of the world's population has comprehensive social security coverage and more than half are not protected at all.

Social security means access to health care, social inclusion and income security, particularly in cases of old age, unemployment, sickness, invalidity, work injury, maternity or loss of a main income earner.

5.1 billion people lack adequate social security or social protection.

Only **15%** of the world's unemployed receive **some form of unemployment benefits**.

The ILO provides assistance to countries to extend adequate levels of social protection to all.

Women tend to face higher exclusion from social security than men, due to discrimination throughout the life cycle and the burden they usually shoulder in family and care responsibilities.

- Ten member States, including **Burundi, Cambodia, Mozambique** and **Timor-Leste**, adopted policies to broaden social security coverage with ILO assistance.
- New social security schemes were implemented in **Nepal** and **Togo**.
- Ten member States started social security reforms with ILO assistance.
- Internationally comparable data on the coverage, expenditure and performance of national social security systems were recently expanded in 20 countries through the Social Security Inquiry database, totalling 80 countries.

“Extending social protection is a ‘win-win’ investment that pays off both in the short term, given its effects as a macroeconomic stabilizer, but also in the long term, due to the impacts on human development and productivity.”



Michelle Bachelet, Head of UN Women and chair of the Social Protection Floor Advisory Group in 2010



© ILO/M. Crozet

TOWARDS NATIONALLY DEFINED SOCIAL PROTECTION FLOORS

Social Protection Floors are integrated policies designed to guarantee income security and access to social services for all, paying particular attention to vulnerable groups.

In April 2009, the Social Protection Floor Initiative was identified as one of the nine UN joint crisis initiatives.

Under the leadership of the ILO and the World Health Organization (WHO), this is a coalition of some 19 UN bodies, international financial institutions and over 14 development partners.

With ILO assistance, **Mozambique** has increased the number of beneficiaries of its national Food Subsidy Programme from 170,000 in 2009 to 217,000 in 2010 (63 per cent women and 37 per cent men). ILO assistance in **India** ensured that the National Health Insurance Plan was extended to brick kiln workers and domestic workers. 9,000 domestic workers received technical assistance to be registered into the trade union movement. In **Argentina** the ILO supported a national programme of cash transfers to families in the informal economy for health and education.

A Social Protection Floor for All



a voice
Cape Verde



Luísa Oliveira Marques, 81, lives with her two grandchildren in a house with only one room and a small kitchen that she built with money spared from selling fish that she herself caught. When she was no longer able to ensure her livelihood, she relied on occasional help from her family, going through many difficulties. *“Life is difficult, the sea is uncertain”.*

In 2011 Luisa started to receive a social pension granted by the State, which is around US\$ 50 a month. The allocation of a non-contributory social pension makes a big difference in the lives of many women, especially in rural areas, who have worked all their lives but never received proper recognition of the value of their work.

“It’s not much but my life has changed because I know I can count on it to buy the basics. If I need something for myself, I don’t have to wait for charity from others.”

Promoting safety and health at the workplace: a matter of life and death

*Every **15 seconds**, a person dies from a work-related accident or disease.*

*The economic burden of occupational accidents and diseases is estimated at **4% of global GDP** each year.*

Workplace accidents take a particularly heavy toll in developing countries, where many workers are engaged in hazardous activities, in mining, fishing, agriculture and construction. The ILO aim is to develop a safety culture throughout society so that “prevention” becomes a household word.



© ILO/M. Crozet

IMPROVING THE WORKING CONDITIONS OF “INVISIBLE” WORKERS

The first ever internationally agreed labour standard on domestic work, the Domestic Workers Convention (No. 189), was adopted by the ILO in 2011. It recognizes the economic and social value of domestic work and is a call to action to overcome the exclusion of domestic workers from labour and social protection. Given that most domestic workers are women, the new standard is an important step to advance gender equality in the world of work.

National trade unions organize domestic workers in **Brazil, Costa Rica, Dominican Republic** and **Lebanon**. In **Paraguay** the Social Protection Institute has extended health coverage to domestic workers.

In the **Philippines** some 1.9 million workers aged 15 and above engage in domestic work as a primary occupation. Domestic workers also make up 22 per cent of overseas migrant workers.. National legislation does not regulate their working hours, and their statutory minimum wage has not been adjusted since 1992. Although most should be entitled to social security coverage, only 5 per cent are registered with the social security system.

The Philippine Government, with ILO support, is overhauling the legislation on domestic workers in line with the new ILO Convention.

ILO support enabled eight countries to adopt national programmes or legislation to promote improved Occupational Safety and Health (OSH). It also helped 13 countries increase capacity to deliver improved OSH services at national, sectoral and workplace levels. For example, in **Kazakhstan** a solid network of trainers in OSH management and risk assessment is fully operational. In 13 Caribbean member States, over 1,800 labour inspectors, workers' and employers' representatives and OSH committee members were trained by the ILO.



© ILO/S. Gavare

Tackling HIV and AIDS in the world of work

The ILO has mobilized action in the world of work on HIV and AIDS as a workplace issue.

The ILO has applied a wide range of tools and guides which have been used to train over 5,000 policy makers from national ministries of labour, as well as over 4,000 employers' representatives and over 18,000 workers' representatives. As result 51 national AIDS strategies have a specific workplace component.

42 countries have developed tripartite workplace policies on HIV and AIDS at national and sectoral levels. 454 labour judges were trained to understand HIV laws and regulations and use them in specific cases. As a result court cases upheld the rights of workers living with HIV who had been dismissed due to their HIV status.

More than 1 million workers benefited from HIV prevention programmes in 25 countries.

In **Mozambique** the ILO has empowered women and men living with or affected by HIV through training in business skills, promotion of a savings culture and pooling of resources, enabling them to start income generating activities. 56 small farmers' associations and rural cooperatives with a total of 3,000 members (2,850 women and 150 men) benefited from this programme.

Sierra Leone has adopted national sectoral HIV workplace policies in the education, transport, fishery and mining sectors. More than 5,000 voluntary HIV tests were conducted. Of the women workers who tested HIV-positive, 90 per cent completed treatment to prevent mother-to-child transmission.

Businesswomen on Board with HIV Message



Indian: Ending the Stigma of HIV/AIDS for construction workers

Guyana: Loggers Learn about HIV/AIDS Prevention

HIV/AIDS Prevention Among Women in Rural Ethiopia

Swaziland: Breaking the Stigma of HIV/AIDS at Work



Protecting Migrant Workers

Much migration today is driven by the search for employment. The ILO provides assistance to effectively govern labour migration by developing rights-based labour migration policies that maximize the benefits of migration, and minimize the negative effects, for countries of origin and destination as well as for individual men and women migrant workers.

The ILO has assisted the development, improvement and adoption of national labour migration policies in countries such as **Armenia, Brazil, Cambodia,**

Nigeria, Peru, Sri Lanka, and Zimbabwe. In **Senegal**, assistance has been provided to develop and adopt migration laws and policies. Ministerial regulations and guidelines are being developed to better protect migrant workers in **Cambodia, Viet Nam and Thailand.**

The **Malaysian** Trades Union Congress and the **Lao** Federation of Trade Unions are providing counselling and legal assistance to migrant workers and information about how to migrate through safe and legal migration channels, rights at work, and support services abroad.



In the **Russian Federation** a nationwide information campaign for migrant workers was organized in cooperation with the Federation of Independent Trade Unions of Russia and the Federal Migration Service.

As a result of the strengthening of diaspora organizations, a network for orientation in different areas of origin in **Senegal** was launched in order to facilitate employment counselling, training and job placement for migrants and young jobseekers.

Good practice database on labour migration



Thailand

Retrieving unpaid wages: The Migrant Assistance Programme (MAP Foundation)

The ILO supports the MAP Foundation to reduce workplace exploitation of migrants through increased access to justice systems, empowerment of migrant communities, and increased representation and social inclusion. The project targets northern Thailand, areas with a large number of migrant workers from Myanmar.

On 8 December 2011, Nai Sai, a 35 year-old Shan migrant from Myanmar came to MAP for legal advice and assistance. He had been contracted to complete a construction job in May. At the end of the job, the employer was meant to pay him US\$ 4,763. After having repeatedly requested his payment and desperate, he decided to seek assistance from MAP. The law, his rights and the various legal labour mechanisms that he could pursue to retrieve his wages were explained. Armed with this new knowledge and confidence, Nai Sai returned to negotiate with his employer. The employer was quick to recognize that he was now negotiating with a man who knew he had the law and rights on his side and the employer finally agreed to pay. He still managed to bargain the amount down, but nevertheless, within 12 days of visiting the MAP, Nai Sai had received US\$ 3,810, 80 per cent of the money due to him.

<http://www.mapfoundationcm.org>





3 Social dialogue for good governance, the rule of law and decent work



Social dialogue includes all types of negotiation, consultation and exchange of information between representatives of governments, employers and workers on issues of common interest.

ILO action focuses on improving good labour market governance. This is done through a wide range of technical assistance in areas such as labour law reform and labour administration (e.g. strengthening labour inspection systems, employment services and dispute-settlement mechanisms) as well as by empowering the social partners through collective bargaining. There is also emphasis on improving the ability of constituents to participate effectively in governance structures. Building the capacities of the social partners - employers' and workers' organizations — and their ability to work together around labour, social and economic issues is demonstrated to be the best way of ensuring social progress, peace, democracy and inclusive growth.

The ILO's strategy for the promotion of social dialogue is centred on:

Outcome 9

Employers have strong, independent and representative organizations

Outcome 10

Workers have strong, independent and representative organizations

Outcome 11

Labour administrations apply up-to-date labour legislation and provide effective services

Outcome 12

Tripartism and strengthened labour market governance contribute to effective social dialogue and sound industrial relations

Outcome 13

A sector-specific approach to decent work is applied

*In approximately **60% of countries**, less than **20% of wage earners** are covered by collective bargaining agreements*

Promoting workers' rights

The ILO strengthens the institutional capacity of workers' organizations to improve workers' livelihoods, employment and working conditions in 35 countries. For example, in **Egypt** the historic Freedom of Association Declaration was launched in March 2011 and a new independent trade union emerged with ILO support. A new regional Arab Democratic Union Forum was also established in September 2011. Trade unions in **China** expanded sectoral collective bargaining to address the increasing number of rights-related disputes, and promoted decent work for rural migrants.

In **India, Indonesia, Malaysia** and **Thailand**, trade unions lobbied their governments to strengthen maternity protection and ratify related ILO Conventions.

A coordinated trade union campaign was conducted in Asia and the Pacific for the ratification of ILO's freedom of association and collective bargaining Conventions. In **Nepal**, the fragmented trade union movement was brought under a single functional platform at the national level. In **India**, with ILO support, close to 21,000 new paying members were organized. Of these, over 11,000 members were enrolled into state social security programmes. Nine Workers' Information Centres are functional and nearly 4,000 complaints were resolved.



Strong employers' organizations promote a conducive environment for competitive and sustainable enterprises

Employers' and business organizations were strengthened in 56 countries to respond to the needs of their members and to influence national policy-making aimed at promoting sustainable enterprises, employment and growth. Across all regions, the ILO supported national employers' organizations to develop strategic plans to enhance their management structures, improve or develop new services, and strengthen their capacity to analyse their operating environment and influence policy development.

In the **Bahamas**, with ILO support, different organizations merged to form the Bahamas Chamber of Commerce and Employers' Confederation to better serve the interests of employers in the Bahamas.

In **Ecuador** the ILO supported a turnaround of the Guayaquil Chamber of Industries, with a dramatic improvement in services provided to its members through more effective membership management.

In **Ghana** a new Business Development Service Unit at the Ghana Employers' Association was established, leading to improved fee-based services for members.

In **Honduras** the newly established Enterprise Workforce Commission provides a valuable business service for members, including the preparation of position papers that serve as lobbying tools to promote business positions on prospective labour and social legislation. The [ILO Enabling Environment for Sustainable Enterprises toolkit](#), a comprehensive resource for

employers' and business organization's was applied for instance in **Botswana, Jordan, Mongolia** and **Swaziland**. The toolkit has proven effective in assisting employers' organizations to identify and tackle major constraints to enterprise development and employment growth.



Moldova

Labour law and gender equity

In Moldova many women find it difficult to find and keep a decent job. In July 2010, with ILO assistance, the Government amended the Labour Code to improve the legal framework of several aspects related to gender equality and non-discrimination at work, bringing them into conformity with relevant international labour standards, notably with regard to sexual and moral harassment, maternity protection and workers with family responsibilities.

Labour market governance

Clear labour legislation and professional labour administration are essential to labour market governance. They must be complemented by effective labour inspection and dispute settlement systems.

In **Uruguay** specific regulations were included in the labour legislation for agricultural and domestic workers. For the first time the rural workers' work day was reduced to eight hours and their salary increased by 50 per cent.

In **El Salvador** the ILO assisted the Government in the implementation of a training programme for labour inspectors. Labour inspectors now have stability of employment and effective enforcement powers, able to impose sanctions.



Social dialogue and tripartism: Negotiating for social justice

The global economic crisis has reemphasized the importance of social dialogue and tripartism in many countries. The Arab spring in particular, demonstrates the need for effective social dialogue, especially for young people, who lack the voice to articulate their concerns.

The ILO strengthens social dialogue institutions and reinforces their capacity to cushion the employment and social impact of the crisis and to shape sustainable reforms, improve the social dialogue climate, and accelerate economic recovery.

ILO revitalized economic and social councils and similar institutions in **El Salvador, Grenada, Lao, Serbia** and **The Former Yugoslav Republic of Macedonia**. Tripartite committees were created in **Zimbabwe** and **Oman**, which have played a key role in reforms related to respect for freedom of association. In **Montenegro** the newly established dispute settlement agency with ILO support facilitated a peaceful agreement in 72 per cent of cases. The ILO currently works with constituents in **Tunisia** in order to reactivate the National Commission for Tripartite Social Dialogue and to promote the formulation of a tripartite social pact meant to secure a smooth transition of the country towards stable democracy and economic recovery.

Cambodia



Building a reliable and efficient labour dispute resolution body

The ILO Labour Dispute Resolution project was put in place in order to assist the Government of Cambodia and the employers and trade unions to prevent and resolve such disputes through a variety of means.

A major accomplishment of the project has been the establishment of the Arbitration Council, Cambodia's only national, statutory, alternative labour dispute resolution body. The Council had a success rate of approximately 70 per cent of all cases resolved up to the close of 2010. Disputes concerned compliance with the minimum standards set out in national legislation, some of which concerned key human rights issues such as anti-union discrimination, freedom of association and the right to bargain collectively.

The Arbitration Council is widely viewed by observers and its users as having contributed significantly to the improved resolution of disputes and rule of law with respect to social and economic rights. Its reputation as a non-corrupt, transparent, credible and efficient national institution has built trust among stakeholders.

<http://www.arbitrationcouncil.org>

IMPROVING COMPLIANCE WITH LABOUR STANDARDS IN THE GLOBAL SUPPLY CHAIN

Better Work, a partnership of the ILO and the International Finance Corporation, improves the lives of workers and their families by driving sector-wide, sustainable improvements in adherence to core ILO labour standards and national labour law, and promoting business competitiveness in major garment producing industries. The ILO currently engages the garment sector in **Cambodia, Haiti, Indonesia, Jordan, Lesotho, Nicaragua and Viet Nam**. A total of 573 factories are currently involved in the programme, employing some 702,308 workers.

In Viet Nam this approach is seeing positive results. In examining both compliance performance in factories that have been assessed at least twice by Better Work Viet Nam and impact assessment data collected as part of Better Work's ambitious research agenda, the following changes are among those noted:

 <http://www.facebook.com/betterworkprogramme>

 <http://www.youtube.com/betterworkprogramme>

Better Work Viet Nam

Over 140 factories are participating at present, with an anticipated 500 factories by 2014.

Almost 200,000 workers are now covered by Better Work Viet Nam, 80 per cent of whom are women.

In 2011, 117 factories were assessed and 123 received advisory services.

85 per cent of participating factories developed improvement plans.



Compliance in **documentation and protection of young workers increased by 25 per cent.**

Compliance in **gender discrimination improved by 25 per cent.**

Within **freedom of association indicators**, compliance in interference and discrimination **improved by 50 per cent.**

Compliance in **occupational health and safety indicators**, specifically emergency preparedness and worker protection, **improved by 33 per cent.**

After two years in Better Work Viet Nam, all factory managers who were surveyed at least twice regarded the role of the trade union, factory worker committees and the PICC as effective in **improving worker-manager relations and resolving problems.**



© ILO/M. Crozet

The Global Labour University



The ILO has supported the creation of the Global Labour University (GLU). This is a global, university-based qualification

programme for trade unionists. It was set up as a network of universities, international and national trade unions, civil society organizations and the ILO. With campuses in **Brazil, India, South Africa, and Germany**, the GLU provides a “one world” research and learning environment for labour to research, analyse, and identify effective policy measures to meet the labour challenges of today.

To date more than 200 trade unionists have received Master’s degrees and 80 per cent are active in the labour movement or labour research. GLU alumni today work for Global Union Federations or political foundations, are general secretaries of trade unions, work as full-time officials on economics, education, gender or international affairs in their trade union, as advisors to works councils, as freelance labour consultants and journalists, or have continued with PhD studies comparing trade union revitalization strategies.

<http://www.global-labour-university.org>



4 A rights-based and inclusive approach to development



International labour standards have grown into a comprehensive body of instruments on labour and social policy that are the legal foundation of the ILO's work on a fair globalization, promoting sustainable development, eradicating poverty, and ensuring that people can work in dignity and safety.

The ILO's unique tripartite structure ensures that these standards are backed by all actors in the world of work.

The ILO strategy for promoting international labour standards is centred around the following outcomes:

Outcome 14

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

Outcome 15

Forced labour is eliminated

Outcome 16

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

Outcome 17

Discrimination in employment and occupation is eliminated

Outcome 18

International labour standards are ratified and applied

Only **50%** of the world's labour force lives in countries that have ratified the freedom of association and collective bargaining Conventions

215 million children are in child labour. Of these, **more than half (115 million)** are in hazardous work

At least **12.3 million** people are in forced labour

International labour standards lay down the basic minimum social standards agreed upon by all players in the global economy. These are:

- A path to decent work: economic development is not an objective in itself but a means to improve people's lives;
- A fundamental component of human rights, included in the Universal Declaration of Human Rights;
- A level playing field: an international legal framework on social standards ensures a level playing field in the global economy. It prevents governments and employers from engaging in a "race to the bottom" that seeks to increase competitiveness through exploitation;
- A means of improving economic performance;
- A strategy for reducing poverty and improving good governance: development is essentially about broadening people's choices. Rights empower people to claim their choices.

Child labour is eliminated

Eliminating child labour could generate economic benefits nearly seven times greater than the costs, mostly associated with investment in better schooling and social services.

Child labour is a violation of fundamental human rights. Children should study and play, not toil and sweat.

Tackling child labour is also crucial to making progress on the MDG target of ensuring all boys and girls can access primary education. Africa has the highest incidence of child labour and the lowest levels of school enrolment. In a range of African countries, the ILO works with community-based organizations that have helped former child labourers and other vulnerable children to access education.

*The ILO has
child labour projects in
88 countries
worldwide*

India: Working Together to End Hazardous Child Labour



Child labour perpetuates poverty across generations by keeping children out of school and limiting their prospects of progress. This lowering of human capital has been linked to slow economic growth and social development.

More than half of child labourers experience the worst forms of child labour, such as work in hazardous environments, slavery, or other forms of forced labour, illicit activities including drug trafficking and prostitution, or in armed conflict.

In **Bangladesh**, ILO assistance has resulted in Dhaka City prohibiting the employment of any person under 18 years in hazardous work. This gives Trade Licence Supervisors, Tax Officers and community-based Workplace Surveillance Groups' legal authority to take punitive measures against non-compliant employers if under-aged children are found in licensed businesses.



In **Kyrgyzstan** a new Constitution was approved in June 2010 that prohibits the use of child labour. In **Burundi**, in addition to prohibition on the recruitment of children, the rebel group, Forces Nationales de Libération (FNL), has agreed to cease to recruit children. Additionally, measures have been undertaken to reintegrate former child soldiers into schools.

In **Guatemala** over 500,000 families have benefited from the conditional cash transfer programme, Mi Familia Progresá, which includes nearly 500,000 children.

In **Indonesia** alone the Government has withdrawn 10,000 children from hazardous work.

KEY RESULTS AT A GLANCE

- Through direct action on education and other rehabilitation services provided to children, 50,423 girls and 50,518 boys were either prevented from entering or withdrawn from child labour.
- It is estimated that 28.5 million children indirectly benefited from ILO programmes and actions.
- The ratifications of the Worst Forms of Child Labour Convention (No. 182), and the Minimum Age Convention (No. 138) now amount to 174 and 161, respectively.

The ILO International Programme on the Elimination of Child Labour received the South-South Cooperation Award for Innovation for its role in a project that promoted exchange of good practices and lessons learned in South America about conditional cash transfer programmes and labour inspection.

Forced labour is combated

Slavery-like practices are still found in some parts of Africa, while coercive recruitment and debt bondage is still present in many countries of Latin America, Asia and elsewhere. Bonded labour persists in South Asia, where millions of men, women, and children are tied to their work through a vicious cycle of debt. In Europe, North America and the Middle East, many migrant workers work under duress in manufacturing, agriculture and other labour intensive sectors. In numerous countries domestic workers are trapped in forced labour, and in many cases prohibited from leaving the employers' home by means of threats or actual violence.

Finally, forced labour is sometimes still imposed as a punishment for expressing one's political views.

In **Azerbaijan** the Ministry of Labour now supports victims through a newly established victims' assistance centre. 114 former victims of trafficking or labour exploitation have been provided with various forms of assistance. In **Brazil** the Government has put in place exemplary policies to combat contemporary forms of slavery. More than 200 major companies have signed up to the National Pact against Slave Labour, pledging to keep their supply chains free of coercive labour practices. In **Jordan** a first National Strategy for Combating Human Trafficking was launched. A joint anti-trafficking enforcement unit is now being established.

More than 2,000 government officials, employers' and workers' representatives worldwide received training in developing national policies against forced labour and trafficking, strengthening prosecution, and protecting and empowering victims.

Myanmar

A Memorandum of Understanding was signed between the ILO and the Government of Myanmar on 16 March 2012 for a time-bound action plan to eliminate all forms of forced labour by the end of 2015. The number of forced labour cases received by the ILO increased dramatically over the past two years, as people feel more confident in exercising their rights. ILO awareness raising activities have played an important role in this. Parliament is currently discussing amendments to the Village Tract and Ward Administration Act to include provisions for the prohibition of the use of forced labour, following submission of ILO comments on this piece of legislation.

Furthermore, the ILO received 321 complaints that were assessed as being within its mandate during 2011. Over the same period in response to ILO complaints, 57 underage military recruits and one forced adult recruit were released/discharged, and 3 underage recruits serving prison sentences for desertion were released.

Face Up to Forced Labour



Say No to forced labour

PREVENTING DEBT BONDAGE IN INDIA



As a result of ILO assistance in **India**, nearly 4,000 brick kiln and over 1,000 rice mill migrant workers (particularly vulnerable to situations of bondage) and their families now have access to welfare benefits and health insurance by inclusion under the Building and Other Construction Workers Act.

Public authorities, six national trade unions and two sectoral employers' associations have come together to improve the working and living conditions of migrants.

This process mobilized locally available resources to lift workers permanently out of poverty and indebtedness by facilitating access to social security schemes for informal workers as well as other subsidies for families below the poverty line. The intervention model is now being rolled out in other Indian States.

An end to discrimination in the workplace

*Women's wages are on average **77.1%** of men's.*

62%** of the world's poor **are women.

***People of African descent and indigenous people in Latin America** continue to have a higher **unemployment** rate.*

***Indigenous peoples** constitute **5%** of the world's population, but make up **15%** of the world's poor.*

Combating discrimination is an essential part of promoting decent work; progress on this front is felt well beyond the workplace.

In **Jordan** a tripartite committee was launched to coordinate and lead efforts on issues related to pay equity. The ILO assisted the Government in the development of a maternity insurance scheme.

In **El Salvador**, the new Act on the elimination of discrimination against women makes specific reference to the need to adhere to the ILO Discrimination (Employment and Occupation) Convention (No. 111).

In **Ukraine** the labour inspectorate and social partners have launched an awareness-raising campaign, "gender equality at the heart of decent work".

PROMOTING INDIGENOUS AND TRIBAL PEOPLES' RIGHTS

The marginalization of indigenous peoples in several countries has much to do with the lack of standards or gaps in implementation of relevant ratified international instruments. Indigenous peoples' own perceptions, priorities and aspirations are often ignored by national development strategies or programmes.

The ILO's Indigenous and Tribal Peoples Convention (No. 169) is to date the only binding international treaty dealing exclusively with the rights of indigenous and tribal peoples.

The **Central African Republic** was the first African country to ratify this Convention. Specific legislation on consultations with indigenous peoples was adopted by **Peru**. In **Nepal** a specific chapter was included in the new three-year National Development Plan dealing with the social inclusion of indigenous peoples. In **Bangladesh** a Parliamentary Caucus on Indigenous

Peoples has been formed with a view to securing constitutional recognition of indigenous peoples. In **Cambodia** some 26 indigenous communities have obtained legal status with eligibility to apply for collective land title, and another 36 communities have obtained letters of recognition following self-identification events and administrative procedures.

The programme provides training to an average of 2,000 government officials and indigenous peoples each year.

*Indigenous and tribal peoples constitute at least 5,000 distinct peoples with a population of more than **370 million**, living in **70** different countries.*



A free and democratic workplace

Freedom of association is a core principle to guarantee workers' rights, yet half the world's labour force is denied it, despite the relatively high number of ratifications of the Freedom of Association and Protection of the Right to Organise Convention (No. 87). Major challenges remain in this field: workers and employers are still denied the right of association, their organizations are illegally suspended or interfered with, and in some extreme cases trade unionists are arrested or killed.

The principle of freedom of association is at the core of the ILO's values: participation and empowerment are recognized as vital to poverty reduction and democratic institutions. Labour standards apply to all workers, irrespective of their workplace and the nature of their job.

ILO assistance was provided in **Bangladesh**, **Philippines**, **Sri Lanka** and **El Salvador** to introduce freedom of association and the right of association in Export Processing Zones. In addition, the armed forces and the police in the Philippines have been given training on trade union rights and with the Government have drafted Guidelines on their conduct, which must accord with ratified international Covenants and the ILO Conventions.

Cape Verde established a Special Committee for the promotion of collective bargaining and adopted a Legislative Decree amendment to facilitate union formation, the conclusion of collective agreements, and the public availability of information on unions and collective agreements.

Colombia reformed the Penal Code to remove clauses impeding the rights of freedom of association and of unionizing.

a voice “

We are particularly concerned that our workers should be enabled to form trade unions, concerned with the highest international standards as soon as possible. Labour rights are integral to the triumphant development of a nation and, once again, may I reiterate the declaration of faith of the ILO that failure in one nation raises obstacles in the way of progress in all other nations. Burma must not be allowed to fail and the world must not be allowed to fail Burma. I would like to conclude with a heartfelt expression of appreciation for what the ILO has been able to achieve in Burma, in spite of many difficulties.

Daw Aung San Suu Kyi, Nobel Peace Laureate, at the International Labour Conference (by video), June 2011



In **Myanmar** a new Labour Organizations Law came into effect in March 2012, thus providing a basis for ILO's future work on freedom of association, using relevant international and regional expertise on this topic.

PROTECTING SEAFARERS' LABOUR RIGHTS: THE MARITIME LABOUR CONVENTION

The Maritime Labour Convention (MLC) is a major breakthrough as it protects, for the first time, more than 1.2 million seafarers worldwide.

It provides comprehensive rights and protection at work for the world's seafarers. An estimated 90 per cent of world trade is carried on ships, and seafarers are essential to the international economic and trade system. As of May 2012, some 25 member States

have ratified the MLC, representing over 56 per cent of the world's gross tonnage of ships. These countries comprise key flag States, port States and countries from which the world's seafarers are drawn.

The ILO launched the Maritime Labour Academy in 2011 in order to provide a comprehensive range of training activities. Some 7,740 new trainees were trained by the 209 certified trainers.



Managing for results and
partnerships for decent work

Managing for results

The 4th High-Level Forum on Aid Effectiveness held in Busan, Korea, late 2011 committed to a new, broader and more inclusive partnership founded on common principles including: (i) ownership of development priorities by developing countries; (ii) focus on results; (iii) inclusive development partnerships, and (iv) transparency and accountability to each other. The ILO subscribes to these common principles and, through its Decent Work Agenda, is making a significant contribution.

The ILO is strongly focused on results, making sure that resources, products and services lead, in a transparent and accountable manner, to the achievement of measurable development outcomes. A major internal overhaul of quality appraisal, performance monitoring and reporting mechanisms has been undertaken to live up to this commitment. The results in this report are based on the 2010-2011 Programme Implementation Report.

Improving the application of results based management is an ongoing process. Significant progress has been achieved in the following areas:

- ILO constituents' participation in and ownership of **Decent Work Country Programmes** (116 active and/or under preparation);
- A reformed **Governing Body** leading to strengthened governance and significant efficiency gains;
- Greening of ILO operations, in line with UN commitments on '**Greening the Blue**';
- Learning from and using the results of evaluations in programme design. The independent assessment of ILO's evaluation systems noted significant improvements, with better use of evaluation results in programme design. Also, cost-efficiency and development effectiveness have become standard considerations in all ILO evaluations.

Results but also challenges

This report refers to many countries where ILO's constituents and partners have been able to achieve clear and measurable results, building on ILO support and inputs. But there are also failures. The ILO is committed to learning lessons through robust evaluation systems that provide feedback into the design of new interventions.

Risk management is therefore an integral part of ILO's strategy in order to accommodate such issues to the extent possible. But the ILO also faces significant challenges to its impact, such as:

- In certain technical fields, the uneven availability of reliable statistics creates a need for stronger analytical and statistical underpinning of the specialized policy advice that partners need;
- In some areas, it is not always easy to achieve the appropriate scale for the intervention, demonstrating real impact;
- Collaborating at country level with other international agencies, for instance through the Delivering as One approach: Cost effective coordination and ensuring appropriate attention to decent work presents new challenges. The ILO contributes to the development of the appropriate interagency procedures and policies;
- The time and resources needed for legislative reform and capacity development vary considerably from country to country, and coordinating planning cycles accordingly can pose challenges.

Inclusive partnerships and policy dialogue on decent work

The ILO and the UN system

The ILO is strongly committed to a more coherent United Nations system, both in terms of policies and through operational work in countries. Decent Work is now considered a central element of all major multilateral development frameworks. At country level, more than 75 United Nations Development Assistance Frameworks (UNDAF) recognize decent work as a development priority, with a focus on employment and social protection and with the voice of both employers and workers being taken into account.

In 2010 and 2011, the ILO worked closely with the United Nations Development Programme (UNDP) on youth employment, with regional development banks on employment policies, and with the World Bank on an inventory of crisis response measures in 85 countries. Joint work carried out with the World Trade Organization (WTO) expanded knowledge on how to best combine trade and employment policy objectives, and a global knowledge-sharing platform has started to assist governments and the private sector to better link education and skills training with the world of work. The ILO has also successfully participated in the implementation of many One UN programmes, especially in Africa, where it has been effective in leveraging resources to enhance the delivery of the Decent Work Country Programme.



G20 support to the Decent Work Agenda

The Group of Twenty Finance Ministers and Central Bank Governors (G20) has placed strong emphasis on growth, jobs and social protection. G20 Leaders recognized the importance of investing in nationally designed social protection floors, stressed their commitment to promote and ensure full respect of fundamental principles and rights at work, and supported the role of social dialogue in developing and implementing policies that promote job creation, decent work and social safety nets.

The ILO contributes to the work of the G20 with its know-how on labour market developments, including through an observatory of policy measures taken in response to the crisis.

South-South and Triangular Cooperation (SSTC)

SSTC is an effective means of capacity development, knowledge sharing, exchanging experience and best practices, built on respect for national autonomy and priorities, the diversity of circumstances and solutions and solidarity among nations. The ILO has participated



in more than 100 South-South Cooperation initiatives covering a wide range of issues including child labour, social security, employment-intensive investments, knowledge sharing and strengthening employers' and workers' organizations.

South-South and triangular cooperation advanced tangibly during 2010–11. For example, **Brazil**, the **United States** and the ILO are cooperating to eliminate child labour in **Haiti**. Brazil also provided expertise to **Timor-Leste** in defining hazardous forms of child labour and supported action to address the challenge.

An interesting example is the ILO's engagement with the India, Brazil and **South Africa** (IBSA) partnership. IBSA aims to expand those countries' influence on global issues and to promote cooperation and exchanges between them in ensuring that the concerns and interests of developing countries are taken into account in global responses to the financial crisis and the reform of the international financial architecture.

Public-private partnerships (PPPs)

The ILO works with enterprises, foundations and other non-state actors to tackle global labour market issues. Engagement with the private sector not only helps leverage resources, but can above all create attractive sustainable development models, with multiplier effects in favour of decent work.

Examples of public-private partnerships the ILO engaged with include:

- Fighting child labour in the cocoa industry. **Ghana** and **Cote d'Ivoire** are the world's largest cocoa producers, accounting for 60 per cent of global production. Unacceptable labour practices in cocoa farms mean large numbers of children are performing hazardous farming tasks or working at the expense of attending school. The partnership with eight companies in the chocolate and cocoa industry combats child labour in smallholder farming communities, scaling up efforts to eliminate child labour from the supply chain.
- Managing the school to work transition. The ILO's Work4Youth project uses data from 28 countries across five regions to assist policy makers to design appropriate youth employment creation programmes and policies, using a variety of approaches, including apprenticeship systems, entrepreneurship awareness, etc;

Outlook

The results of the evaluations of the ILO's work, the decisions by the Governing Body and the feedback from assessment of the ILO carried out by donors will translate into further progress on the Organization's focus on results and impact. Strengthening internal accountability and delivering value for money will be key management priorities. This will happen in the context of a changing development cooperation environment, with new partners coming in. Pressures on Official Development Assistance will grow.

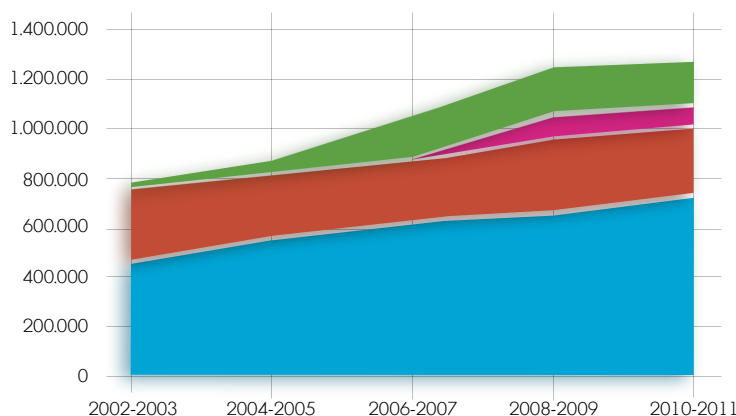
The ILO is fortunate to be able to build on the strong ownership of its constituents through the Decent work Country Programmes. Its rights-based approach and mandate of social justice will prove to be hugely relevant as the international community looks beyond the Millennium Development Goals. Decent Work will continue to be the aspiration of women and men in all ILO's member States, regardless of their level of development.

Resources

The ILO's funding base consists of three components:

- **Regular Budget** contributions are provided by all ILO member States by virtue of their membership of the ILO. Countries' contributions are based on the United Nations distribution assessment and in 2010-2011 reached US\$ 726.7 million;
- **Earmarked voluntary contributions** support specific projects and programmes with a clear timeline and a pre-defined geographic and thematic focus. Such earmarked contributions reached US\$ 456 million in 2010-11. This included US\$ 314.6 million allocated by governments and US\$ 141.3 million allocated by other donors such as the United Nations, the European Commission, international financial institutions and non-state actors;
- **Unearmarked voluntary contributions (RBSA)*** provide a pool of flexible resources, which are allocated when and where they are most needed in a flexible manner by the ILO. Unearmarked resources amounted to US\$ 53.8 million in 2010-2011.

Contributions to the ILO 2002-2011
(in US\$ '000)



* Regular Budget Supplementary Account.

Contributions

International Financial Institutions (IFIs)		5,901
World Bank		5,045
African Development		791
Caribbean Development		65

Contributions

Non-state actors		27,198
------------------	--	--------

Foundations

MasterCard Foundation	14,641
The Bill & Melinda Gates Foundation	3,155
Jacobs Foundation	665
Others	1,679

Private sector initiatives

Japan Tobacco International SA	3,026
Cocoa Industry	2,000
BP Berau Ltd, Indonesia	319
Others	699

Public institutions

University of Maastricht	160
Yemen Social Fund for Development	84
Lesotho Council of NGOs	53
Others	45

Social partners

Garment Manufacturers Association in Cambodia	525
Norwegian Confederation of Trade Unions	150

- Other donors
- Governments' unearmarked voluntary contributions
- Governments' earmarked voluntary contributions
- Regular Budget

Voluntary contributions in 2010-2011 (in US\$ '000)
Total: US\$ 509,872



Contributions

RBSA donors	Amount (US\$ '000)
Netherlands	26,970
Belgium	8,814
Denmark	6,932
Norway	6,787
Germany	4,049
Italy	300

Contributions

Direct trust funds**	Amount (US\$ '000)
South Africa	3,730
Democratic Republic of the Congo	2,707
Cameroon	2,610
Colombia	1,593
Ghana	883
Chile	457
Cambodia	360
Peru	328
Others	507

Contributions

Non-OECD/DAC donors	Amount (US\$ '000)
Brazil	1,458
Kuwait	688
Panama	261
Czech Republic	246
Poland	200

Contributions

OECD/DAC donors***	Amount (US\$ '000)
United States	94,297
Australia	31,490
Norway	26,146
Canada	20,985
Netherlands	20,912
Sweden	18,622
France	17,141
Ireland	16,081
Spain	12,079
Belgium (including Flanders)	8,452
Switzerland	7,801
Luxembourg	6,316
Finland	5,667
Japan	5,036
Germany	2,890
Republic of Korea	2,696
Denmark	1,189
United Kingdom	465
Italy	263
Others	57

** Direct Trust Funds are a funding modality through which member States fund ILO technical assistance in their own countries.

*** OECD/DAC donors are members of the Development Assistance Committee of the Organisation for Economic Co-operation and Development.



© LOIM Crozet

Department of Partnerships and Development Cooperation (PARDEV)

International Labour Organization

Route des Morillons 4 CH-1211, Geneva 22
Switzerland

Tel: +41 22 799 7239 - Fax: +41 22 799 6668
E-mail: pardev@ilo.org

www.ilo.org/results

Follow us on:



<http://twitter.com/#!/ILONEWS>



<http://www.youtube.com/ilotv>



ISBN 978-92-2-126299-2



9 789221 262992