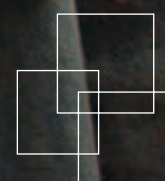




International
Labour
Organization

The ILO at Work

Development Results 2012-2013



The ILO at Work

Development Results
2012-2013

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Foreword by the Director-General

Since its foundation in 1919, the ILO has demonstrated great creativity and a remarkable capacity to adapt to changing circumstances. Ever vigilant when global developments called for a forceful reminder that social progress could not be ignored, it adopted the Declaration of Philadelphia in 1944, the ILO Declaration on Fundamental Principles and Rights at Work and its Follow-up in 1998, and the ILO Declaration on Social Justice for a Fair Globalization in 2008.

These Declarations have given the ILO essential direction at critical times, but there has been much more. The Organization has built strong partnerships and become a leader in the changing constellation of the multilateral system, establishing decent work as a shared objective of the international community for the twenty-first century.

The lessons of the ILO's past are that its future depends on constant renewal in the face of evolving realities and the active commitment of its tripartite constituency to unchanging values and goals.

Yet the goal of social justice, and hence of universal and lasting peace, is still to be achieved. Indeed, there are good reasons to see it less as a fixed goal that will one day be reached definitively, and more as a receding horizon defined by the permanent distance between reality and aspiration, which is part of the human condition.

From this perspective, it is proper to focus on our shared concerns: the persisting injustice and inequalities we need to work against. The economic and financial crisis that hit in 2008 – and the tragedy of mass unemployment and underemployment it has brought to many countries – should not obscure the real economic and social progress generated by the unprecedented dynamism of the emerging countries in particular. By the same token, the continued and widespread absence of social justice should not blind us to the historic achievements of the ILO. Failure to recognize our successes is just as harmful as complacency in our determination and capacity to continue the job.



This report highlights the ILO's development results, success stories and good practices, focusing on the different regions and key issues concerning them.

Guy Ryder, ILO Director-General



© ILO/M. Crozet

Since I took office as Director-General of the ILO, the Organization has embarked upon a major process of change and reform designed to equip it to respond efficiently to the needs and expectations of its constituents and to renew its capacity to deliver its mandate of social justice.

The reform process will give the ILO a new direction, setting a course to enhance the research and analysis capabilities, to be able to provide clear policy advice and workable solutions to increasingly complex work issues, with an improved focus on areas of critical importance, strong technical partnerships and appropriate investment in the ILO's people and systems; to strengthen collaboration across the ILO and beyond, optimizing the way we work as "One ILO", strengthening

relationships with our constituents and proactively working with our partners across the UN and beyond to ensure our solutions are fully formed and highly practical; and to improving efficiency to maximize our impact, collaborate and communicate better and make the most of the resources available.

This review of our development results over the past two years reflects the changing nature of our operations and the growing recognition of the value of decent work. Let us hope together that it will bring about the needed changes in the world of work worldwide.

Guy Ryder,
ILO Director-General





Decent work: A pressing need, a global goal

Decent work is the main path out of poverty and towards a better life. Decent work for all women and men ensures social inclusion and dignity as the world of work plays a key role in economic and social progress and political stability everywhere.

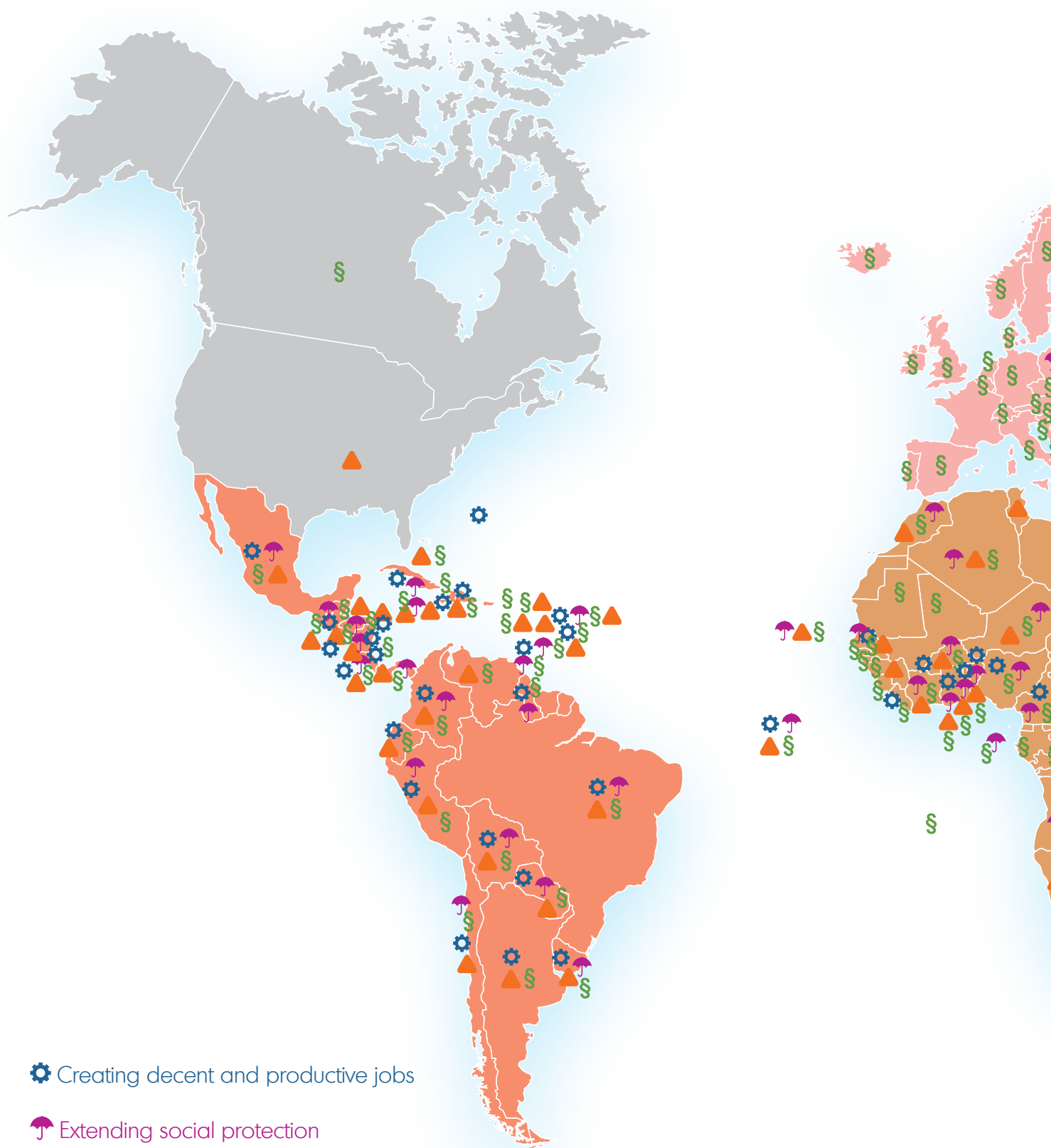
Decent work is a source of personal dignity and, peace in the community. It inspires democracies that deliver for people, and fuels economic growth that expands opportunities for productive jobs and enterprise development.

Decent work reflects priorities on the social, economic and political agenda of countries and the international system. In a relatively short time this concept has forged an international consensus among governments, employers, workers and civil society that productive employment and decent work are key elements to achieving fair globalization, reducing poverty and achieving equitable, inclusive, and sustainable development.

“Experience shows that economic growth, on its own, is not sufficient. We must do more to empower individuals through decent work, support people through social protection, and ensure the voices of the poor and marginalized are heard. As we continue our efforts to achieve the MDGs and shape a post-2015 development agenda, let us make social justice central to achieving equitable and sustainable growth for all.

UN Secretary-General Ban Ki-moon
Message for the World Day of Social Justice,
20 February 2014

Country results by strategic objective

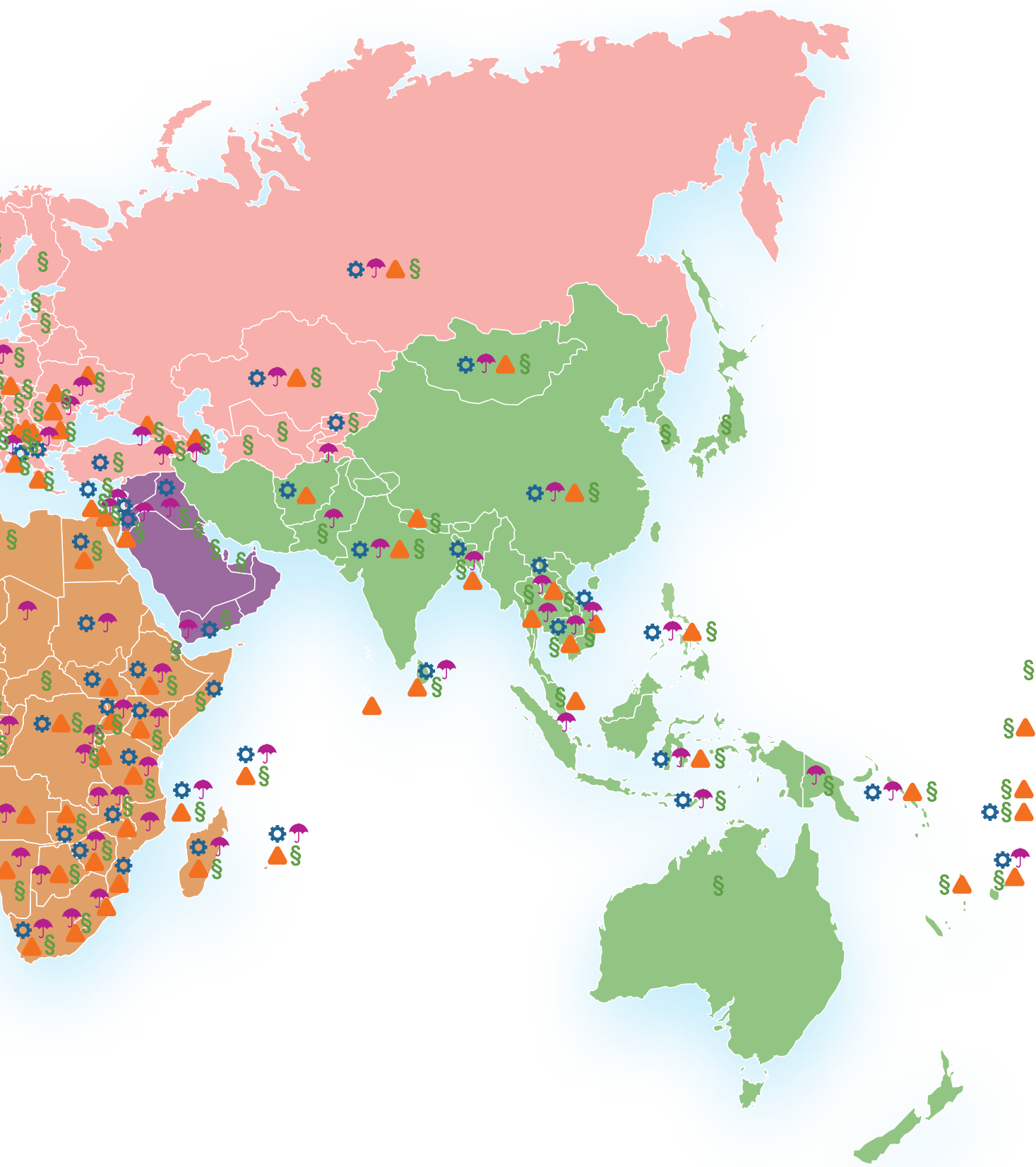


⚙️ Creating decent and productive jobs

☂️ Extending social protection

▲ Promoting social dialogue

§ Guaranteeing rights at work



THE DECENT WORK AGENDA



Creating decent and productive jobs

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



Guaranteeing rights at work

Ensuring that economic development goes hand in hand with social development and respect for the rights of all workers, and in particular those who are disadvantaged or poor.



Extending social protection

Promoting 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 responsibilities, 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.



Aung San Suu Kyi

Address to the International Labour Conference, 2012

“The International Labour Conference is a pioneer and an example of inclusiveness. Delegates of workers and employers, as well as governments coming together to find effective solutions to complex problems demonstrate the value of meaningful exchange between relevant stakeholders.”

Global employment trends at a glance

- The number of unemployed worldwide rose by 5 million in 2013 to almost 202 million, a 6 per cent unemployment rate.
- Unemployment has risen by about 28 million since the 2008 crisis.
- Some 23 million workers have dropped out of the labour market.
- The number of jobseekers is expected to rise by more than 13 million by 2018.
- Some 74.5 million people in the 15 to 24 age group were unemployed in 2013, a 13.1 per cent youth unemployment rate.
- Around 839 million workers lived with their families on less than USD 2 in 2013.
- Some 375 million workers lived with their families on less than USD 1.25 a day in 2013.
- Some 470 million new jobs will be needed in the next fifteen years.

Source: ILO Global Employment Trends 2014. www.ilo.org/get2014

Tripartism and international labour standards: Foundations of inclusive and sustainable growth

The ILO, through its tripartite structure, ensures that the views and priorities of governments, employers and workers are reflected in international labour standards, policies and programmes, thus achieving ownership, effective development results and lasting human impact.

The ILO's body of international labour standards provides a comprehensive framework regulating all aspects of the world of work, including the fight against child labour and for the rights of domestic workers, seafarers and indigenous and tribal peoples. The ILO has one of the most thorough supervisory systems of standards 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 to strengthen representative, independent and democratic trade unions and employers' organizations in all countries. Some examples of the work and results are given below.

Strengthening employers' organizations

The ILO strengthened employers' organizations in all regions to enhance their structures, to improve their institutional and technical capacities, their service provision to existing and potential members, and capacity to engage in evidence-based policy processes.

In **Cambodia** the Cambodian Federation of Employers and Business Associations (CAMFEBA) and the ILO jointly developed a code of practice and a series of guides for employers on promoting equality and preventing discrimination at work, enabling CAMFEBA to provide technical assistance to members on discrimination-related legislation.

In order to create an environment conducive to business, the Serbian Association of Employers (SAE) conducted research on the costs of doing business and organized round-table discussions and meetings with employers throughout **Serbia** in order to formulate its policy position and priorities for its advocacy agenda. Specific policy recommendations were developed and launched through a media campaign and press conference. This enabled the SAE to influence changes in the legislation in December 2012, resulting in the abolition of local taxes (estimated at EUR 600–1,000 per year per company) that affected 90 per cent of businesses; the removal of the obligation for various small businesses to operate a fiscal cash register, an easement that resulted in significant savings for 16 per cent of businesses in Serbia; and the doubling of the value-added tax (VAT) registration threshold which yielded significant savings in bookkeeping fees for micro- and small businesses.

The ILO provided technical and advisory services for the development and adoption of a strategy by the General Confederation of **Algerian** Companies (CGEA) to enhance its visibility in the country and to improve dialogue and services between its local offices and headquarters. In collaboration with the ILO International Training Centre in Turin, training was provided for local staff in basic management skills based on the Effective Employers' Organizations Toolkit. The CGEA increased its membership from 1,476 in January 2012 to 1,823 in April 2013 and opened 16 new district offices.

Strengthening workers' organizations

The ILO provided policy advice and technical support to unions in all regions with the objective of fostering a

“ *We are a values-led, an advocacy and a standard setting organization and have to be responsive to what our constituents need from us.* ”

Guy Ryder, ILO Director-General

united labour movement at the national level. In **India**, for example, the ILO provided institutional capacity-building support for the establishment of a joint platform for eleven national trade union confederations in order to negotiate a ten-point list of issues with the Government. The list included ratification of the Freedom of Association and Protection of the Right to Organise Convention, 1948 (No. 87), and the Right to Organise and Collective Bargaining Convention, 1951 (No. 98), the establishment of minimum wages and improvements to the social security system.

In the **United Republic of Tanzania** the ILO provided financial and technical support for capacity building of the Trade Union Congress of Tanzania (TUCTA) on labour laws and international labour standards, involving representatives from all TUCTA affiliates. As a result of awareness raising on labour law and workers' rights, five new trade unions were registered in mainland Tanzania.

In the **Russian Federation** trade unions played a vital role in promoting the Decent Work Agenda at the national and subnational levels. The Federation of Independent Trade Unions of the Russian Federation (FNPR), with a membership of more than 23 million, is one of the most representative and influential members of the international trade union movement, covering the major sectors of the economy. In 2012 and 2013 and with ILO support, the trade unions significantly helped promote ratification of the Protection of Workers' Claims (Employer's Insolvency) Convention, 1992 (No. 173), the Maritime Labour Convention, 2006 (MLC, 2006), the Prevention of Major Industrial Accidents Convention, 1993 (No. 174), and the Safety and Health in Mines Convention, 1995 (No. 176).

The Master's degree programmes and short-term postgraduate programmes (ENGAGE) for trade unionists on labour and globalization, run by the Global Labour University in **Brazil, Germany, India** and **South Africa**, are the fruit of institutionalized cooperation between partner universities, national and international trade union organizations, and the ILO. They offer a one-world study and research environment conducive to the fostering of social justice and decent work. In an externally conducted survey of the 430 alumni of the Global Labour University (2004–12), 83 per cent responded that their analytical capacities had been enhanced after the programme and 87 per cent said that they were now more confident to contribute to discussions and projects of a political or international nature.

Promoting jobs, protecting people: The ILO's rights-based approach to economic and social development

The ILO takes a sustainable, rights-based approach to economic and social development, based on international labour standards, to address the root causes of decent work deficits. This makes the ILO ideally positioned to empower people, to formulate policies aimed at increasing productivity and facilitating access to jobs, and to promote human rights and eliminate human rights abuses in many fields such as child labour, forced labour and domestic work.

ILO activities in these areas have had an impact on millions of people in communities around the world. The ILO has helped free tens of thousands of forced labourers; it has improved the lives of a hundred million people worldwide by preventing children from being trapped in or entering child labour; and it has assisted over one million workers to ensure that all are treated equally in the workplace, regardless of their HIV status.

Jobs have been created through enterprise development and labour-intensive schemes, labour laws have been revised to provide better rights and protection for workers while maintaining competitiveness, and institutions have been established to facilitate dialogue between governments, employers and workers and to avoid costly labour disputes.

DWCPs are the main ILO vehicle of support at country level and represent the common commitment of governments, workers' and employers' organizations and the ILO to collaborate on specific objectives.

These programmes support national initiatives to reduce decent work deficits, and strengthen national capacity to mainstream decent work into social and economic policies.

DWCPs have two basic objectives: to promote decent work as a key component of national development strategies; and to organize ILO knowledge, instruments, advocacy and cooperation at the service of constituents.

ILO INTERNATIONAL TRAINING CENTRE, TURIN

As the training arm of the ILO, located in Turin (Italy), the Centre runs training, learning, and capacity development services for governments, employers' and workers' organizations, and other national and international partners, to promote decent work and sustainable development.

In 2012-2013 the Centre enhanced the skills of 24,402 women and men from more than 190 countries.

The largest groups came from Africa, followed by Europe and Central Asia.



Spreading the word: Building capacity for decent work

Training women and men in small business management; making health insurance accessible to domestic workers; providing employment services to disadvantaged young women and men; building social dialogue: these are just a few examples of the ILO's vast range of technical cooperation initiatives aimed at addressing development challenges and using the ILO's norms, principles and standards to improve the lives of working people.



Getting informed: Creating global knowledge

Strengthening the ILO's knowledge base at both global and country levels has been a major thrust throughout 2012 and 2013. The ILO's acquired knowledge and expertise are among its greatest assets, and making them available to the widest possible audience is a key priority. Knowledge, research and statistics are a key focus of efforts under the current reform process.

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<https://www.facebook.com/ILO.ORG>



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The ILO in action

During 2012 and 2013 the ILO took action to help people cope with the results of disasters (the Rana Plaza factory collapse in Bangladesh, Typhoon Haiyan in the Philippines) and to attract the attention of influential people to help raise awareness of the problems the world is facing.

In April 2013 1,129 workers died in the collapse of the Rana Plaza factory building. The ILO responded quickly and helped develop the National Tripartite Plan of Action on fire safety and structural integrity.

Almost six million workers were affected by Typhoon Haiyan, which ripped through the Philippines in November 2013. ILO teams have been working since then to implement emergency employment-intensive programmes in order to rebuild livelihoods. ILO action on these two major disasters is described below (pp. 34-35).



www.iloartworks.org

In October 2012 the ILO launched **ArtWorks** – its artist engagement programme, bringing together the Organization and artists committed to promoting fundamental rights in the world of work.

In 2012 and 2013, world-renowned artists, activists and athletes teamed up with the ILO in the fight against child

labour and forced labour, but also to put the spotlight on key decent work themes, such as green jobs for youth and indigenous peoples' rights.

ArtWorks has proved to be a successful means of introducing the ILO to a new and younger client base and has relied heavily on social media channels to spread the word. This, in turn, has increased the ILO's visibility and the Organization's social media presence and following.

“I am proud to join the ILO in the fight against slavery.”

Jada Pinkett Smith

Today nearly 21 million women, men and children are trapped in forced labour all over the world. On the International Day for the Abolition of Slavery on 2 December 2012, the campaign End Slavery Now! was launched by actor and singer Jada Pinkett Smith and subsequently joined by Hollywood legend Cher, Martin Sheen, Toni Collette, Larry King, Alyssa Milano, Pharrell Williams, Oliver Stone, Gloria Steinem, Colin Farrell, Somaly Mam, Danny Glover, Sophia Bush, Maria Bello, Paul Haggis, Mila Kunis and Kellan Lutz, to name a few.

Many more are following suit and taking action with the ILO against child labour and to end slavery now.

“ I am asking you, especially those of you who love football, to join the Red Card campaign and make it centre stage at the 2014 World Cup and 2016 Olympics! Let's use our talent and resources to reach millions of people. Let them know that these are all our children.

Actor and director, Tim Roth



END SLAVERY NOW!

More than 20 million women, men and children are trapped in slavery all over the world. Prominent artists, athletes and activists are teaming up with the ILO to End Slavery Now, and so can you.

Every action counts!

More information: www.ilo.org/artworks

ILO work in the regions

AFRICA

A young woman with short, dark, curly hair is looking directly at the camera. She is holding a white rectangular sign with both hands. The sign has the text 'I AM OUT OF CHILD LABOUR NOW I AM TAILOR' written in blue ink. She is wearing a colorful patterned garment. In the background, there is a green wall and some tools hanging on it. In the foreground, a wooden table and a sewing machine are visible.

I AM OUT OF
CHILD LABOUR
NOW I AM
TAILOR

10 to 12 million
young Africans
are looking for a job
every year

In North Africa,
youth unemployment
rose from **20.3 per cent** in 2008
to **23.8 per cent** in 2012

The **informal economy**
in **sub-Saharan Africa** is around **54 per cent**

Paid employment opportunities are scarce and the
vulnerable employment rate, at **77.4 per cent** in 2013,
remained the highest of all regions



Economic growth in sub-Saharan Africa has been robust for many years, with GDP growth averaging 5 per cent. However, it has not been inclusive and has not been matched by employment creation. Africa's population is growing faster than anywhere else, and the pressure to provide decent work opportunities for new labour market entrants remains particularly acute.

Over the past two years the ILO has given priority to promoting decent employment, particularly for youth. Greater attention is also given to respect for fundamental rights at work, the implementation of labour migration policies, skills in the rural sector and small and medium enterprises (SMEs), and making social protection floors a reality in Africa.



Investing in skills and green jobs for African youth

In **Egypt** public employment services have improved their ability to provide career education, counselling and employment for youth, and the entrepreneurial capacities of young women and men have been developed.

Comoros has established its first National Centre for Career Counselling and organized the first National Jobs Fair while implementing a programme of apprenticeships, entrepreneurial training, and labour market mediation services.

In **Mali, Mauritania**, and **Senegal** the ILO has developed and tested tools for enhancing the employability of young people and training on financial education, which equip young migrant workers and their families with knowledge and skills to better manage their income and use it more productively. Those tools were promoted using social communication in two beneficiary countries (**Senegal** and **Mauritania**) where rap concerts have been organized to sensitize youth on the key messages on employability.

Disability inclusion makes good business sense. In **Zambia** the Labour Law Reform Process takes into account the rights of people with disabilities, especially training and employment. Training programmes on technical skills in selected colleges are being reformed with ILO support to make them accessible to students with disabilities. In **Botswana** a comprehensive national employment policy and strategy featuring disability rights was developed with ILO assistance.

In **Zimbabwe** the ILO Skills for Youth Employment Programme is improving the traditional Informal Apprenticeship System which traditionally transmits skills from master craft-persons (MCs) to young people. The programme has built the capacity of over 2000 MCs, linked them to over 3,500 apprentices, and supported the education systems and structures at the district, provincial and national level. MCs are providing on-the-job skills training and mentoring young women and men in urban areas. The programme is working with industry experts and microfinance institutions to improve the businesses of MCs in selected trades that are in high demand, and is successfully creating self and wage employment for young people on completion of their apprenticeship.

In **Uganda** the partnership between the ILO and the Government through the Youth Entrepreneurship Facility saw over 6,000 young people benefit from an Entrepreneurship Training Programme, a customization of the ILO business training package, Start and Improve Your Business (SIYB). One job was created in each enterprise whose owner participated in the training. Since 2012 more than 23,000 students have received entrepreneurship education

“It is imperative that we invest in our people’s health, nutrition and education and have them acquire the skills that will enable them to become productive members of our society, [...] to be properly employed, youth must be employable.”



Dr. Nkosazana Dlamini Zuma,
Chairperson of the African
Union Commission
International Labour
Conference, 2013

In the **United Republic of Tanzania** the Youth Entrepreneurship Facility helped introduce an entrepreneurship education curriculum for primary and secondary schools, reaching over 27,000 young people in the pilot phase, a figure that will double in 2014 following the country-wide roll-out.

Creating jobs through employment-intensive investments

In more than 20 countries in the region, and with more than 30 years of experience, the ILO has created significant employment opportunities through infrastructure development, and has facilitated the adoption of innovative approaches in countries such as **Cameroon, Madagascar** and **South Africa**. In these countries programmes have been expanded and have received substantial national resources for ILO technical advisory services.

Employment-intensive investments have proven a key contributor to the economic and social recovery of a nation torn apart by conflict. In **Somalia** the ILO has worked with the Government and local implementing organizations, generating job opportunities for 1,174 young women and men, injecting wage earnings into the economy and stimulating the procurement of local tools. Government officials have been trained to supervise employment-intensive investment projects.



© ILO/J. Mallard

FROM SLUM LIVING TO COMPANY DIRECTOR IN KENYA



Lorna Rutto grew up in a slum in Kenya with 140,000 other people, in insanitary conditions, doing whatever they could to eke out a living.

"I grew up in a place where there was no waste collection. The sewage was encroaching into people's homes. (...) when I was still young I would take some of the plastic waste and melt it to make ornaments and small things out of it to sell."

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

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

Since Lorna started her own business, she has created more than 500 jobs, saved over 250 hectares of forest, and eliminated over 1 million kilos of waste from the environment.

Lorna's story is an example of how the combination of entrepreneurship and green jobs could be a solution to many of Africa's unemployed youth, while combating the challenges facing the environment.

Green jobs are a direct response to two major challenges of the 21st century: averting dangerous climate change and environmental degradation, and the need to deliver socially responsible development through decent work. Creating green jobs and adapting existing occupations are critical for promoting the transition to a low-carbon, climate-resilient, environmentally friendly economy that is fair for all.

By the end of 2014, 45,000 young entrepreneurs will have been trained by the ILO and 11,000 new businesses started.



Boosting employment in the rural economy

The ILO promotes community-based skills development in rural areas to promote inclusive growth.

In **Benin**, with the adoption by the Government and social partners of a National Action Plan on Skills for Employment focusing on rural communities, approximately **3,000 young people out of 5,000 trainees have been placed in waged or self-employment** as a result of post-training support provided by the ILO.

In **Burkina Faso** 1,630 young people out of about 4,000 trainees were placed in wage or self-employment **1,081 out-of-school young people aged 15-35 years,**

beneficiaries of ILO training programmes, are employed (729 young men and 352 young women), including 767 in poultry programmes and 314 in beekeeping and other small and micro rural enterprises.

In **Liberia** more than **800 beneficiaries** in four rural communities benefited from income-generating activities in cassava processing, transport, fishing and fish processing, tailoring and soap making.

In **Zimbabwe** the ILO has created employment and income generation opportunities for over 5,000 rural young people aged 15-32 years through ILO Training for Rural Economic Empowerment (TREE) methodology, primarily in agriculture and allied sectors. The programme has supported local structures and developed staff capacity to reach out to young women and men with employment and income generation packages



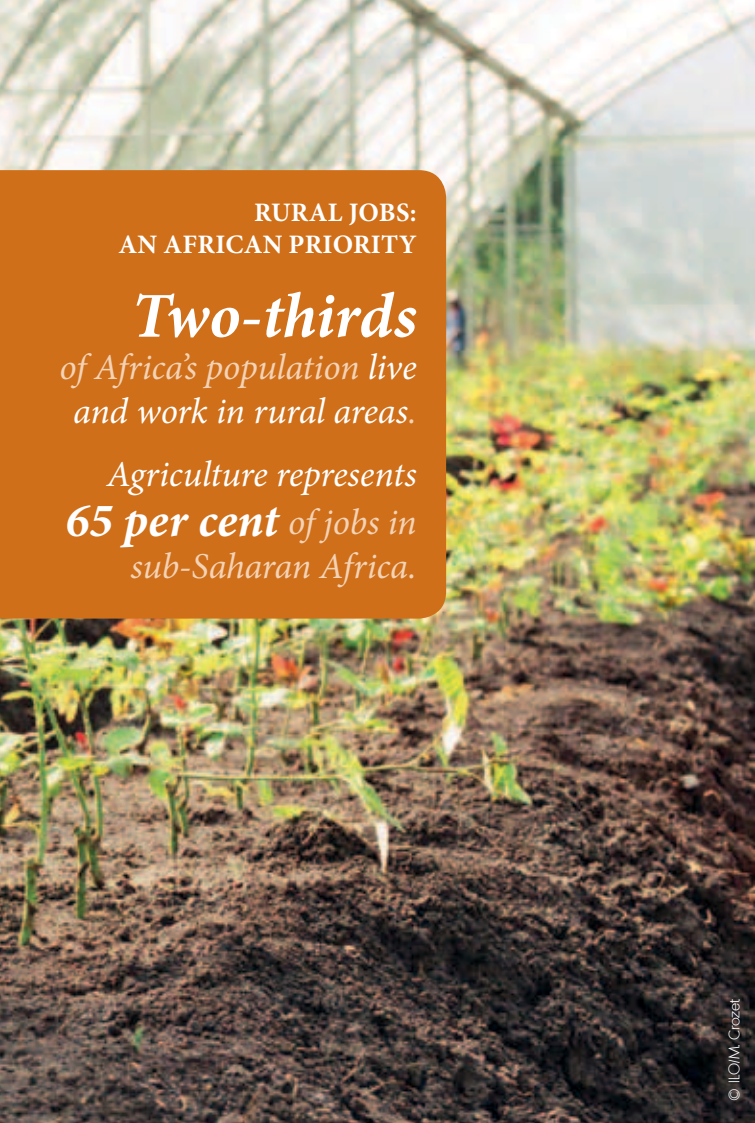


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RURAL JOBS:
AN AFRICAN PRIORITY

Two-thirds
of Africa's population live
and work in rural areas.

Agriculture represents
65 per cent of jobs in
sub-Saharan Africa.



© ILO/M. Crozet

from national to community level. The Government of Zimbabwe has adopted the TREE methodology as a National Framework for the Economic Empowerment of Youth.

Achieving women's economic empowerment and gender equality: Increased access to financial services

With ILO training and financial support, microinsurance has been provided for **10,000 cooperative members**, mainly women, in **Ethiopia**. Some 6,300 individual women and seven women's cooperatives have accessed credit and business management training that helped them to initiate and run micro and small business undertakings. In the **United Republic of Tanzania, Kenya** and **Uganda**, 2,904 women entrepreneurs were trained to start their own business. 80 per cent of the women considered the training provided them with skills and knowledge to better manage their business and family money, and that it had boosted their confidence and general self-awareness. A follow-up survey showed that one new business has been created for every two entrepreneurs trained, and two jobs were created in each new business started after training, including the job of the business owner. Furthermore, **43 Women Entrepreneurs' Associations (WEAs) and other relevant organizations** were trained and developed action plans to strengthen services to members and better advocate their interests. A "Month of the Woman Entrepreneur" (MOWE) campaign was supported in all three countries. Radio, television and press reached out to over 4.3 million people in the three countries.

In the **United Republic of Tanzania**, through an ILO-Equity Bank partnership, ten Equity Bank staff were trained as Start and Improve Your Business (SIYB)/GetAhead trainers, and went on to train 270 women entrepreneurs, of whom 120 received Equity Bank loans to start and expand their businesses.

In **Algeria** the National Agency for Microcredit Management (ANGEM) has the capacity to deliver ILO training in literacy centres targeting women in rural areas. In **Egypt** nearly 3,678 women have received training on business development **and more than 2,000 women have started small projects**.





© ILO/K. Cassidy



Extending social protection for all

Social protection floors are based on the idea that everyone should enjoy at least basic income security sufficient to live, guaranteed through transfers in cash or in kind, such as pensions for the elderly and persons with disabilities, child benefits, income support benefits and/or employment guarantees and services for the unemployed and working poor.

In December 2012 **Burkina Faso** adopted a national social protection strategy, which extends coverage to all formal and informal economy workers. In 2013 a legislative framework was adopted by **Lesotho**, paving the way for the establishment of the Lesotho Social Security Organization (LSSO) to provide social security benefits which include old age, survivors', disability, unemployment, sickness, maternity and employment injury benefits for private sector workers and their families. **Around 45,300 persons** are expected to be covered in the first year of implementation.

With ILO assistance, **Cabo Verde** has doubled its social protection coverage over the past five years. **Cameroon, Ethiopia, Gambia, Togo** and **Mozambique** reviewed their social security systems to expand coverage to private and semi-public private employees, people with disabilities and informal economy operators and rural producers. In **Mozambique** the number of households covered by social protection schemes more than doubled, to 370,000 in 2013.

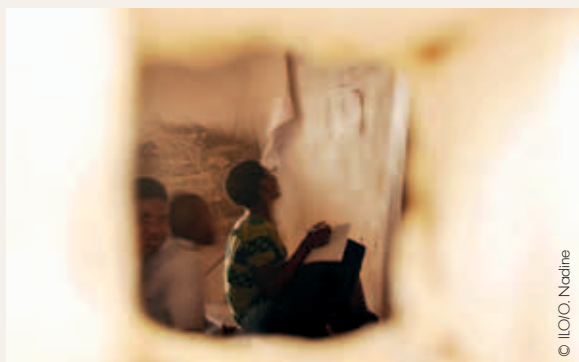
Eradicating child labour

The ILO has gained prominence in fighting child labour in 43 African countries, of which 29 have developed national child action plans against child labour. Across the region the ILO has strengthened institutional capacity to create a conducive environment to address child labour at national and subregional levels, and has supported national assessments and the development of laws, policies, measures and services to address child labour, including in specific sectors such as agriculture, mining, fishing and domestic work.



Uganda adopted a national training curriculum on child protection while **Kenya** revised its list of hazardous work. **Madagascar** provided training to parents of child labour victims. **Malawi** established child labour-free zones and **Togo** developed measures to remove children from hazardous work in agriculture and domestic work. A subregional action plan on the worst forms of child labour is under implementation in **ECOWAS Member States**. In **Senegal**, a national action plan on the prevention and elimination of child labour was endorsed and included in the national development strategy for 2013-2017. **Benin** and **Burkina Faso** have endorsed national action plans on the elimination of the worst forms of child labour and **Cabo Verde** has established a national steering committee on the elimination of child labour and validated a list of hazardous work. The **United Republic of Tanzania** disseminated the National Action Plan on the Elimination of the Worst Forms of Child Labour and continued building capacities and raising the awareness of district officials on the issue of child labour and how to address it in their local plans and programmes on child protection.

CHILD LABOUR-FREE VILLAGES IN MALAWI



In Malawi child labour issues were integrated into social, economic and development policies, and an action plan was implemented promoting universal basic education and a better skilled labour force.

The President of Malawi, H.E. Joyce Banda, confirmed its country's commitment to the elimination of child labour when she opened the Malawi Child Labour Conference.

The ILO initiative promoted cooperation between the Government, employers' and workers' organizations, and

civil society for the creation of Child Labour-Free Zones. Services to vulnerable children in four districts and support to their parents and communities were key.

Key results at a glance

- **5,511 children** have been withdrawn from child labour or prevented from entering child labour
- **319 children** over the minimum age to work have completed vocational training and received support to start their own businesses and access decent youth employment
- **343 adults** have benefited from income-generating activities and another 75 have been trained in business management skills
- **Eight outreach skills centres** have been established and training standards for carpentry, tailoring, brick laying, welding and other skills have been developed and implemented.



Ahma Refaat, an Egyptian trade unionist from Cairo, has fought for social justice for decades.

"The first time I was arrested was in 1977 while protesting the bread price increase under President Anwar Sadat." Refaat has been arrested countless times since then, most recently during the 25 January 2011 protests that ushered in Egypt's first democratically elected government.

One outcome of the mass protests was the formation of the Egyptian Federation of Independent Trade Unions, breaking a six-decade state monopoly on the trade union movement. Scores more independent trade unions have since emerged.

But the revolution is still not over for Refaat and other activists: not until workers, employers, and civil society are involved in the policy-making process.

"Restrictions on unions must be lifted and social dialogue seriously pursued if we are to make Egypt a place for all Egyptians."

a voice
Egypt

Defending labour rights through better labour relations

ILO Member States frequently seek assistance in designing, drafting and revising labour laws and related policies, requesting technical analysis, research and training services to build both knowledge and the capacity to contribute to policy development. In 2012 and 2013 the ILO responded to more than 40 requests for comments on nationally drafted labour laws across the world.

Through the strengthening of labour relations, the ILO made important contributions to the political processes for the ratification of core ILO Conventions and the revision of labour laws in **Kenya**, the **United Republic of Tanzania** and **Uganda**.

Under the "Delivering as One" process, in the **United Republic of Tanzania** the ILO is integrating and promoting human and labour rights in UN procurement processes through the UN Global Compact Service. Providers with whom the UN has contracts are increasingly becoming Global Compact compliant on labour rights. This innovative approach to human rights-based planning is now part of the UN business operations strategy in Tanzania, and the **Kenya** and **Uganda** UN Country Teams are following suit.



The ILO provided support for a review of labour laws inconsistent with the Protocol for Establishment of the East African Community (EAC) Common Market Protocol. The review involved a participatory approach with constituents and other stakeholders, and brought domestic laws into line with the Protocol. This will strengthen regional integration and allow free movement of labour and persons among the EAC Member States. The ILO helped formulate popular versions of labour laws to be used by micro, small and medium enterprises (MSMEs) in mainland **Tanzania** and **Zanzibar** for employers and workers to raise awareness and increase compliance.

In **Zimbabwe** the ILO has strengthened the capacity of the Government to align national practice closer to international labour standards in relation to freedom of association and collective bargaining. Violations of trade union rights brought before ILO supervisory bodies have been curtailed, and there is increased use of and reference to international labour standards by the judiciary in delivering judgements on labour cases. Freedom of association and collective bargaining principles are now explicitly provided for in the country's new constitution adopted by Parliament.

In **South Sudan** the first Labour Bill was developed following tripartite consultations facilitated by the ILO. In **Guinea** a Collective Bargaining Commission was created, and for the first time a tripartite agreement **was reached on a minimum professional wage covering nearly 1 million workers**. In **Cabo Verde**, a collective agreement on wages and working conditions was adopted covering more than **90,000** workers, 57 per cent of the active population. At the sectoral level, **Morocco** ratified, in 2012, the Work in Fishing Convention (No. 188), 2007 after the ILO provided training on decent work and good labour practices in the fishing sector.

“*Training in social dialogue has been particularly useful. It has been an eye opener. Before the project, we always tended to use militant approaches in our interaction with Transnet. It has really changed our attitude (...)*”

Trade union member, the South African Transport and Allied Workers' Union (SATAWU)

Promoting productivity through better workplace cooperation in the South African transport sector



Governments throughout Southern and Eastern Africa have identified the transport sector as key to the development of local economies. Ports play a particularly important role as transportation hubs, since they constitute the main connectors with the world market. Competitive ports are an important factor for economic growth and ultimately employment creation. African ports rank low

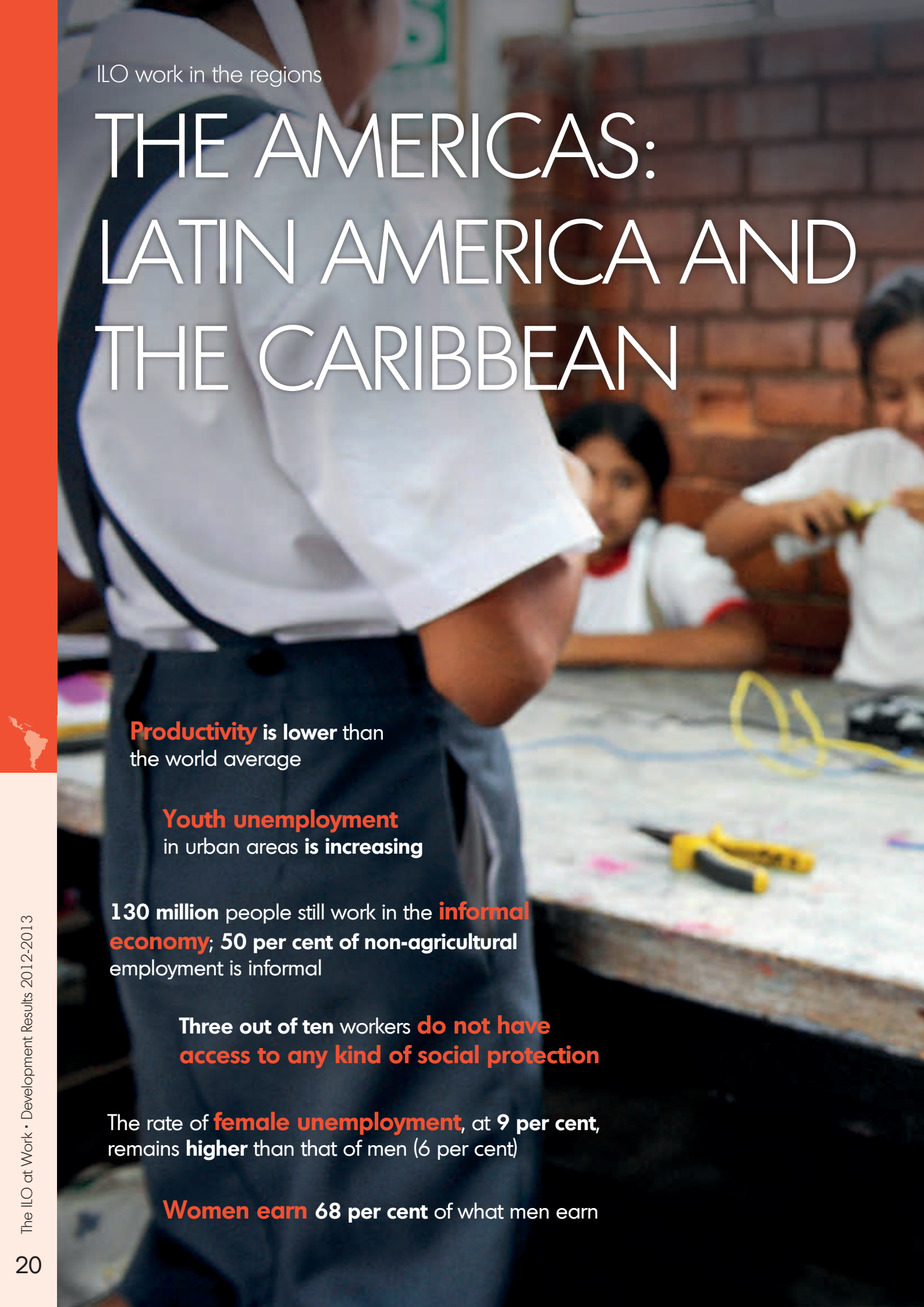
in international competitiveness due to a combination of factors that relate to workforce-centred productivity bottlenecks and lack of effective social dialogue structures.

In South Africa the ILO promoted social dialogue around workforce-centred productivity challenges and facilitated training to boost the skills of port workers, optimized work processes, and refined existing human resource development systems.

In doing so, the ILO contributed to:

- A drop in the number of days lost to industrial action from an average of **13.5 days during 2010-11 to zero in 2012** and in the first quarter of 2013
- A **5 per cent increase** in the total number of jobs
- A revised **Human Resource Development Strategy** adopted and implemented to ensure a more rights-based approach.



The background of the page is a photograph of a person in a white shirt and dark trousers, seen from the back, working on a brick wall. In the background, two children in white school uniforms are visible, one of whom is holding a yellow object. The overall scene suggests a focus on labor and development in the Americas.

ILO work in the regions

THE AMERICAS: LATIN AMERICA AND THE CARIBBEAN

A small orange map of Latin America and the Caribbean is located on the left side of the page, next to the text.

Productivity is lower than
the world average

Youth unemployment
in urban areas is **increasing**

130 million people still work in the **informal economy**; **50 per cent** of non-agricultural employment is informal

Three out of ten workers **do not have access to any kind of social protection**

The rate of **female unemployment**, at **9 per cent**, remains **higher** than that of men (6 per cent)

Women earn 68 per cent of what men earn



In Latin America a decade of economic growth and the implementation of national policies focusing on employment have resulted in a **reduction in unemployment** and an increase in average pay and real minimum wages. Poverty has been reduced, as has unequal income distribution. Social protection coverage increased, and unemployment fell to an historic low of just over 6 per cent in 2012. However, 15 million people remain unemployed, 90 million workers lack any form of protection and 130 million people are in informal employment. By contrast, labour market indicators worsened in Caribbean countries, and around 15 million women and men are still jobless in the subregion. Formalization was therefore a priority, as well as promoting the creation of jobs through sustainable enterprises, ensuring full respect for fundamental principles and rights at work and strengthening labour administration, with a focus on labour inspection.



Productive and decent jobs through sustainable business

Sustainable business has a major role to play in job creation. In June 2013, the ILO launched the Programme on Formalization of the Informal Economy in Latin America and the Caribbean (FORLAC) to support governments and social partners.

In **Barbados** the ILO helped the Government in policy development measures and promoting entrepreneurship, which were included in the National Budget.

In **Bolivia**, to support local initiatives on solid waste recycling, the municipal Government of La Paz trained micro-entrepreneurs on decent work and green jobs. Some **1,485 trainers and facilitators in business development gained easier and greener access to a larger audience/network** using new technologies and social media channels such as Facebook and Twitter, and a common intranet platform.

Agricultural cooperatives were also strengthened in **Colombia, Guyana** and **Peru**.

In **Haiti** three new business service centres gave advice to enterprises in construction, agro-industry, mechanics and electronics as a result of an ILO-supported public-private partnership. Some 54 small enterprises produced

more than 500,000 items for use in construction and rehabilitated small public infrastructures and 10 km² of pedestrian roads in deprived neighbourhoods.

Argentina has a Plan that links the strategy of industrial development with continuous training programmes.

Guyana has revised its technical and vocational education policy to better match labour market demand.

Bermuda and **Saint Lucia** have developed specific strategies for labour inclusion of people with disabilities

THE INTER-AMERICAN CENTRE FOR KNOWLEDGE DEVELOPMENT IN VOCATIONAL TRAINING – CINTERFOR

CINTERFOR is a technical service of the ILO that responds to the needs of people, enterprises and countries in the field of vocational training and the development of human resources. It works as the core of a knowledge management network of entities related to these topics in Latin America and the Caribbean. It is based in Montevideo.



PERU'S PLAN TO PROMOTE YOUTH EMPLOYMENT



In order to respond to the youth employment challenge – two out of every three unemployed persons in Peru in 2010 were young people, and four out of five young employed persons worked in precarious jobs – the Government of

Peru adopted a national employment policy (2010–2014) and Youth Employment Action Plan.

By the end of 2012 more than **390,000 young women and men had benefited from the measures in the action plan.**

through training. The ILO provides technical assistance to these processes and through CINTERFOR.

Enterprises cannot grow and prosper if the political and institutional environment is not enabling and fair and embodies unconditional respect for principles and rights at work. In **Honduras** the Consejo Hondureño de la Empresa Privada (COHEP) has developed a national agenda on sustainable enterprises.

Creating an enabling environment for sustainable enterprises also requires the development of sound employment policies, based on relevant and up-to-date information on the labour market. The ILO has supported national statistics offices, prepared overviews of employment trends in collaboration with the Economic Commission for Latin America and the Caribbean (ECLAC), conducted research on rural employment with the FAO, and on women's rights at work with UN Women, UNDP and ECLAC, thus promoting the Decent Work Agenda.

In **Saint Lucia** and **Saint Vincent and the Grenadines**, the design and execution of employment policies were facilitated by more comprehensive, integrated information systems.

Promoting the right to freedom of association and collective bargaining

The principle of freedom of association has been at the core of the ILO's values since 1919, but there continue to be challenges in applying these principles: in some countries in the region certain categories of workers are denied the right of association, workers' and employers' organizations are illegally suspended or interfered with, and in some extreme cases trade unionists and representatives of employers are arrested or killed. ILO standards, in conjunction with the work of the Committee on Freedom of Association and other supervisory mechanisms, pave the way for resolving these difficulties and ensuring that this fundamental human right is respected.

In terms of awareness raising, the ILO provides support to the regional campaign on freedom of association, collective bargaining and self-reform of the **Trade Union Confederation of the Americas**.

Technical assistance has focused on removing barriers to collective bargaining in the public sector, with significant results in **Saint Lucia**, where a three-year agreement on public wages was reached, and **Colombia** with the development of a specific decree and local-level bargaining processes, which led to 89 specific agreements in 2013.

Furthermore, **Colombia** created a specific committee for resolution of conflicts involving the ILO, adopted operating procedures, and appointed a mediator with tripartite consensus. This positive experience is being analysed and considered by other countries, such as **Guatemala** and **Peru**.



BRASILIA DECLARATION ON COMBATING CHILD LABOUR THROUGH SOUTH-SOUTH COOPERATION

A dialogue between workers' and employers' organizations from Portuguese-speaking South-South countries to combat child labour in its worst forms



In August 2013 workers and employers joined forces in Brasilia against child labour in its worst forms, culminating in the Brasilia Bipartite Declaration. This workshop was held as follow-up to the Maputo Ministerial Declaration (2013) and was organized by labour ministers from the Community of Portuguese-Speaking Countries (CPLP), the Employers' Confederation of the CPLP (CECPLP) and the Workers' Organization of the CPLP (CSPLP).

In the lead up to the III Global Child Labour Conference, also held in Brasilia, 8-10 October 2013, and subsequent follow up to its ambitious roadmap, the Brasilia Bipartite Declaration outlines the action to be taken through South-South Cooperation in the fight to end the worst forms of child labour and achieve decent work for all.

Strengthening labour administration and inspection for the achievement of decent work

A well functioning labour administration and inspection system is an institutional prerequisite for the achievement of decent work and is a system that requires support, capacity building and advisory services.

In **Paraguay** the ILO supported the re-creation of the Ministry of Labour in 2013, as it had previously in **Colombia**.



It also supported the strengthening of labour inspectorates in many countries of the region, including through the improvement of inspection planning and computer-based follow-up of cases in **Costa Rica** and the adoption of mechanisms for preventive inspection in **Honduras**.

In **Peru** labour inspectorate capacities were strengthened to tackle child labour, forced labour, human trafficking and OSH in the workplace, including in the informal economy.

In **Mexico** the sugar sector improved its working conditions, productivity and workers' access to social dialogue. Some **14 enterprises in this sector have adopted a flexible salary system based on productivity and competencies**, which recognizes the contribution of

workers to the improvement of working conditions and productivity. A new inspection protocol for the sector was developed with the participation of workers, and has now been applied to 27 sugar mills, half of the total industry in the country.

Transition from the informal to the formal economy

The magnitude and persistence of the informal economy in Latin America and the Caribbean is a matter of concern for governments, workers and employers of the region.





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47.7 per cent of the urban labour force, representing 130 million workers in Latin America and the Caribbean, are in informal employment

Although the challenge is still daunting, recent progress in many countries shows that significant change is possible.

In June 2013 the ILO started its support to governments and social partners to facilitate the transition from the informal to the formal economy. In the first six months the ILO enhanced the knowledge base on formalization with ten papers on recent policies implemented in various countries, a specific study on SMEs, and a comparative analysis of labour inspection, legislation and taxation systems. The programme also provided technical assistance to policy makers in **Argentina, Colombia, Dominican Republic, Mexico** and **Peru**. Workers' and employers' organizations were strengthened to enable them to play a key role in formalization trends in the region.

In **Honduras** the tripartite Social and Economic Council entered into a national dialogue on transition to the formal economy, centred on small and medium enterprises and the extension of social protection schemes. In **Honduras** and **El Salvador** there are proposals to reform the legal framework for self-employed workers.

Giving rights and a voice to domestic workers

“People somehow think that because domestic workers work in private homes, they're not part of public policy. We need a mind change, that's the first step.

Guy Ryder, ILO Director-General

There are at least **53 million domestic workers worldwide**, 83 per cent of whom are women. In **Latin America and the Caribbean**, approximately **17 million women are domestic workers. 78 per cent are in the informal economy.**

The region is a pioneer in the ratification of the Domestic Workers' Convention, 2011 (No. 189). **Uruguay** was the first country to ratify it, followed by **Bolivia, Costa Rica, Ecuador, Guyana, Nicaragua** and **Paraguay**. In **Uruguay** the ILO provided technical comments during parliamentary meetings and worked with the tripartite Committee on Equal Opportunities. In **Brazil** the ILO facilitated dialogue between constituents and other



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stakeholders, which contributed to the enactment of a constitutional reform establishing equal labour rights for domestic workers. In **Argentina** a new law defined domestic workers' rights at work, including overtime pay, sick leave and maternity leave.

Regional networks for domestic workers were supported by the ILO. Within CARICOM the Caribbean Domestic Workers' Network was launched. The network contributed to the ratification of the Convention in **Guyana**; the formation of a Domestic Workers Section in the Antigua Trades and Labour Union of **Antigua and Barbuda**, which serves both local and migrant domestic workers; and the establishment of a self-help information service in **Guyana**.



Red de Mujeres Latinoamericanas

"They didn't pay me on Sundays, which was extra work, and I always worked 12 hours a day. In 14 years, I never had holidays."

Felicidad Yugar, domestic worker in Bolivia

The ILO has supported awareness-raising campaigns, such as organizing Sunday fairs that provided information on the rights and duties of domestic workers and their employers. These events also increased recognition of the National Federation of Domestic Workers of Bolivia, and facilitated dialogue between the union and the Ministry of Labour. The dialogue led to the ratification of the Domestic Workers' Convention, 2011 (No. 189). Boosting both workers' and employers' organizations – whose support for reforms is critical – is an important part of the ILO's assistance.

a voice
Bolivia



ILO work in the regions

ARAB STATES



Social justice, decent work and respect for fundamental rights were at the heart of the recent popular uprisings, which have affected a number of Arab States.

In the aftermath of the Arab Spring, 2012 and 2013 were characterized by further political instability. The Syrian crisis continues to have severe consequences for neighbouring countries.

In the Arab world, the events of the past few years have made it clear that while countries can rank among the top Millennium Development Goal (MDG) performers in health and education, they suffer from distressed labour markets that ultimately lead to social and political unrest.

The Arab States require macro-policy coherence to enhance productivity and wages, reformed labour relations to enable workers and employers to participate effectively in decision-making, and expanded social protection systems to provide employment and livelihood security for all women and men.

As economic growth slows in most of the region, **unemployment is on the rise** again following a decline **over most of the 2000s**

The **highest unemployment rate in the world:**
in the Occupied Palestinian Territory the **unemployment rate** was **23.9 per cent** in 2013 (**35.3 per cent for women** and **21.2 per cent for men**)

The **informal economy** accounts
for **67 per cent** of all employment



Enhancing skills for youth employment

Youth unemployment rates in the Arab States remain the highest in the world. This is combined with extremely low levels of youth labour force participation, particularly among young women and low-skilled young workers.

Another group severely affected by the on-going employment crisis in this region is young graduates who face very high levels of long-term unemployment after graduation.

Although some Arab economies have been growing, this growth has either failed to create enough jobs to accommodate new labour market entrants, or created low quality jobs that are unappealing to educated Arab youth and often filled by migrant workers. The ILO supports the development of national action plans on youth employment that provide an overarching policy framework and priorities for the implementation of gender sensitive national programmes that have the twin objective of increasing the level and the quality of jobs available to young people.

Youth unemployment in Arab States is the highest of any region at 23.2 per cent, compared to a world average of 13.9 per cent

In **Yemen** skills-based gender-sensitive and market-relevant economic empowerment programmes for youth have contributed to a smooth transition phase. The National Youth Employment Action Plan 2014-2016 was launched in September 2013. It aims at reducing the high unemployment rate among young people, who make up about one-third of Yemeni society.

The training programme, which equips Yemeni graduates with fundamental business skills and techniques to plan for and establish a sustainable and successful enterprise,

Voices from the region

“The economic and financial crises that hit the world in 2008 and the tragedy of mass unemployment they have created in many countries highlighted the relevance of the ILO and its vital role at the socio-economic level globally.”

Nidal Katamine - Minister of Labour of Jordan
President of the International Labour Conference, 2013

“We believe that the struggle for social justice starts here: protecting vulnerable workers. The transition to democracy that is under way in the Arab region proves that building productive and inclusive societies is a requirement for social stability. The principles of decent work must be at the heart of these transformations.”

Nada Al-Nashif,
ILO Regional Director for Arab States

“Restoring growth, increasing its employment content and strengthening internal demand and making them less volatile in the future are essential for the successful pursuit of the Decent Work Agenda. As we work towards better functioning labour markets, special emphasis must be given to promote gender equality and integration of youth in labour markets.”

The Arab Action Agenda for Employment

“In addition to official unemployment, we have disguised unemployment... We should move towards social justice in its comprehensive sense, not just in terms of wages.”

Egyptian Minister of Planning, Ashraf al-Arabi,
Sharm El-Sheikh, September 2013





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A PUBLIC-PRIVATE PARTNERSHIP ON A GLOBAL AND REGIONAL SCALE

The ILO Global Business and Disability Network in the Arab States

Since 2010 the ILO has been facilitating a unique, global network of multinational enterprises focusing on the promotion of disability inclusion in the workplace. Multinational companies, national employers' organizations and business groups, along with people with disabilities themselves represented by disability organizations, share practices, exchange knowledge and ideas on how to effectively include people with disabilities in the world of work.

Members of the Network develop joint products and tools through working groups, in which businesses from different industries and regions discuss their needs and present their views, complemented by the ILO's technical expertise and insight from other stakeholders, including universities and disability organizations.

As a part of its national efforts, during 2013, the Network directly supported the setup of the Saudi Arabian Qaderoon Business Disability Network, which was launched in early 2014.

As a platform for dialogue, the Network holds webinars and organizes regional and national meetings. In December 2013 the Network held a regional capacity building seminar on disability inclusion in Amman. Employers' organizations, Network member companies and businesses from six countries and territories (Lebanon, Jordan, Occupied Palestinian Territory, Egypt, Saudi Arabia, the United Arab Emirates), and discussed ways to promote and share knowledge in hiring persons with disabilities in the region.



has been launched at eight universities. Competency-based training (CBT) was introduced by the Ministry of Technical Education and Vocational Training and with two private sector providers.

Equal remuneration and minimum wages for gender equality

Policies setting a minimum wage counter the slowdown in the growth of exports and the decline in tourism revenues. In a context of social unrest, discontent, and rising demands for social justice and jobs, particularly for young people, several countries and territories, including **Jordan**, **Lebanon**, **Oman** and the **Occupied Palestinian Territory** have increased the level of minimum wages and taken measures to enhance working conditions.

In the Arab States the ILO provided support to established and new workers' organizations in a quest for broad-based, democratic and representative institutions that can respond to the social, economic and political challenges of transition. In the **Occupied Palestinian Territory** the ILO supported a comprehensive law reform process with a strong emphasis on gender equality. In May 2013 a landmark collective agreement was signed

in the garment industry in **Jordan**, which is expected to improve working conditions for some 55,000 workers.

The recent Arab uprisings exposed the gaping decent work deficits in Arab labour markets, including the exclusion of women. Despite being increasingly educated, most women are either jobless or invisible in the Arab workforce: female labour market participation rates are lower than in any other region, reaching barely 25 per cent in North Africa and not even 20 per cent in the Middle East.

Discrimination against women in the workplace remains enshrined in national laws, regulations and procedures across the region – and widely practised social and cultural norms. This applies to **“equal remuneration for work of equal value”** too – a universal right that most Arab women do not enjoy.

“We join our efforts with all who are striving for gender equality.

Guy Ryder, ILO Director-General

With ILO support, the National Steering Committee for Pay Equity in **Jordan** is leading a unique national learning process in the Middle East aimed at examining the legal and practical barriers that perpetuate unequal



BETTER WORK IN JORDAN

Jordan witnessed an unprecedented number of strikes and protests in 2011. The Government responded to the current wave of discontent by accelerating the pace of reform, including constitutional, legislative and socio-economic policy reform. A National Employment Strategy was officially endorsed in May 2011, placing decent work for Jordanians at the forefront of tripartite development priorities.

In partnership with the **International Finance Corporation (IFC)** and in collaboration with local and international stakeholders, the ILO aims to reduce poverty in the country by expanding decent work in the apparel sector. It aims to improve the competitiveness of the industry by enhancing economic performance at the enterprise level and improving compliance with Jordanian labour law and ILO fundamental labour standards.

The tripartite constituents in Jordan adopted a strategy for achieving sustainability through the **Better Work** system by improving compliance with labour standards in the garment sector, looking ahead to its long-term political, financial, and managerial viability. The Government required all exporting apparel factories to participate in the initiative.

pay. Official figures suggest that the gender pay gap in individual sectors may be higher – 41.3 per cent in manufacturing, for example.

This legal review equips government officials, workers' and employers' organizations, policymakers, practitioners, and trainers, to engage in a national dialogue regarding the need for gender-sensitive policies and laws that promote the economic empowerment of women through a more equitable remuneration system. Understanding the link between pay equity and women's economic empowerment is critical to addressing the challenges of the labour market in Jordan.

Protecting migrant workers and ensuring productive employment and decent work

The ILO has a constitutional mandate to protect the interests of workers when employed in countries other than their own. Its expertise in all aspects of labour and its tripartite constituency lend it a unique role in the



BETTER WORK
Jordan

Key results at a glance

- 59 factories with 40,000 workers, representing 90 per cent of the sector's labour force, received support to improve compliance with labour standards.
- Risks of exploitation and violations of human rights have declined with an increase in compliance with laws on forced and bonded labour.
- In 2012, 94 per cent of workers in Jordan reported having control of their own passports, a 19-point increase from 2010, and especially important for the two-thirds of Jordanian workers who are international migrants.
- Workers report significant health improvements and better safety at work.
- Concerns about sexual harassment dropped by 10 per cent.
- Most factories enrolled in Better Work are preferred suppliers in global supply chains.

global debate on labour migration. The ILO's activities are guided by its migration-specific Conventions. In recent years the ILO has also advanced the Multilateral Framework on Labour Migration, a compendium of non-binding principles and guidelines for a rights-based approach to policy formulation on labour migration.

In the Middle East the proportion of migrant to local workers is amongst the highest in the world, particularly in the Gulf Cooperation Council States. In **Jordan** and **Lebanon** migrants also make up a significant part of the workforce, particularly in sectors such as construction and domestic work. Almost half of migrant workers in the region are women.

In the **Gulf Cooperation Council States**, the organization of migrant workers and the protection of their rights have been incorporated into trade union priorities. Policy dialogue on labour migration and the promotion of the Domestic Workers' Convention, 2011 (No. 189)

**94 per cent of
workers in Qatar and
50 per cent in
Saudi Arabia are
migrants**





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have been initiated in selected Gulf countries. In **Jordan** labour inspection policy was expanded and the coverage of workplaces for migrants was improved. Simultaneously a trade union policy on migrant workers

was developed and outreach activities were carried out in all parts of the country to allow all workers to become aware of their rights and entitlements and understand how their conditions could be enhanced through trade unions.

MINIMUM WAGE IN THE OCCUPIED PALESTINIAN TERRITORY

In the **Occupied Palestinian Territory**, the General Federation of Trade Unions (PGFTU) has developed a minimum wage policy based on the Minimum Wage Fixing Convention, 1970 (No. 131), linking it to eradicating poverty and fighting unemployment. PGFTU used the developed minimum wage policy to influence the minimum wage negotiations.

With the support of the ILO, the PGFTU acquired sufficient knowledge to actively participate in the tripartite wage, child labour and social security committees.

Strengthening social protection

The creation of a social protection floor in **Jordan**, in addition to the commitment to ratify the Social Security (Minimum Standards) Convention, 1952 (No. 102), and the support extended to the establishment of a pension scheme for private sector workers in **Lebanon** and in the **Occupied Palestinian Territory** illustrate the strong commitment in the region to move forward towards providing social security benefits to those who have been excluded.

“ *This scheme lays the foundations for a society premised on social justice and decent living standards for Palestinian workers.* ”

Shaher Raad, Secretary-General,
Palestinian General Federation of Trade Unions
(PGFTU)



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The **Occupied Palestinian Territory** are preparing to roll out a comprehensive social security scheme produced with ILO support and in consultation with workers' and employers' organizations, governments and other stakeholders. Workers and employers will make contributions and the total number of contributors to the

scheme is projected **to increase gradually from 82,646 in 2015 to 336,440 in 2025**, to cover all private sector workers. The new scheme covers old age, disability and survivors' pensions and funeral grants, as well as maternity and employment injury benefits for all workers in the Palestinian private sector.



BUILDING LIVELIHOOD RESILIENCE AMIDST THE SYRIAN REFUGEE CRISIS

Irbid, a governorate in northern Jordan, hosts more than 170,000 Syrian refugees who have fled the violent disturbances ravaging their country and now represent more than 40 per cent of Irbid's population.

"This increase in the governorate's refugee population has meant that all services have been affected in the area, and competition for employment has increased," explained Bassam Frehat, Irbid's Deputy Governor.

In response to the effect of the Syrian refugee influx on Jordan's labour market, since September 2013 the ILO has launched a series of efforts to support communities

in the country's northern governorates of Irbid and Mafraq, which together host around half the Syrian refugee population in Jordan. The aim of these efforts is to mitigate the impact of the Syrian refugee crisis on Jordan by enhancing access to employment opportunities and livelihoods for residents in host communities. In particular, the ILO is focusing on low-income workers who, as a result of the refugee influx, are faced with increased competition for jobs.

ILO work in the regions

ASIA AND THE PACIFIC



Asia and the Pacific is one of the most diverse regions, with a population of more than 3.7 billion people, including some of the wealthiest countries on earth as well as two-thirds of the world's poor.

In recent years the region has faced challenges that have seriously tested its socio-economic infrastructure – natural disasters, economic crises and continuing conflicts. Shifts in the international economic environment and the spread of globalization bring new challenges.

Nevertheless, key results in promoting decent work have also been achieved across the region.

South Asia creates **28 per cent** of **global jobs**

The informal economy accounts for **60 per cent of the workforce** in the region

In 2013 **vulnerable employment** affected **women** most (**63 per cent** compared to 56 per cent for men)

33.9 million people in South East Asia and the Pacific are in **hazardous work**

In 2012, only **one in two workers** in East Asia **was employed** as a **wage** or **salaried worker**



“ *The global financial crisis has shown that the current model of development was not in line with global needs and needed redesigning to promote sustainable livelihoods.* ”

H.E. Susilo Bambang Yudhoyono
President of the Republic of Indonesia
UNEP Global Ministerial Environment Forum,
2010, Bali, Indonesia

Eliminating forced labour, human trafficking and child labour

Much progress has been made towards the ratification of international labour standards across the region. **China** has established a committee at Cabinet level to fast track the ratification of fundamental ILO Conventions. China's decision to reform its system of re-education through

labour in November 2013 can also be seen as a great achievement. **Nepal** and **Thailand** have established unified trade union platforms to pursue ratifications.

In **India** bonded labour is illegal although it still exists. The ILO has given technical support to the Ministry of Labour and Employment and seven states in India to support their implementation of the Bonded Labour Act to prevent bonded labour and to improve migrant workers' access to social security. As a result, **brick kiln workers have been included in the social security scheme and over 12,000 workers have been registered for the very first time.** Nearly 2,000 of them have already received some benefits under the scheme, including health insurance, tool kits, bicycles, sewing machines and skills training.

In **Nepal** ID card holders are eligible for government assistance, including rehabilitation support. For freed agricultural bonded labourers (Haliya), the ILO supported a governmental verification process and established baseline information needed for ID cards. **More than 10,000 out of 19,000 registered families were verified** and 7,000 qualified for ID cards. Card holders are eligible for various forms of government assistance. So far the Government has provided vocational training to more than 550 people from freed Haliya families, 50 of whom benefited from ILO assistance for self-employment. An online database system has been established to report progress on rehabilitation services. A bonded labour Bill has been drafted and aims to address all forms of bonded labour in the agriculture sector.

*In Asia and the Pacific
32 international
labour standards
were ratified in
2012-2013*



In 2012-2013 **Myanmar** and the **Solomon Islands** ratified the Worst Forms of Child Labour Convention, 1999 (No. 182). As of today, only seven Member States have yet to ratify this fundamental Convention, which reflects the overwhelming global consensus that hazardous child labour demands urgent and immediate action for its elimination.

In **Papua New Guinea** six provincial tripartite child labour committees were established to support activities to combat child labour at the provincial and community levels. In **Pakistan**, in consultation with local employers' associations, the Employers' Code of Conduct was developed for nine informal economy sectors to address child labour. These **Codes are being applied by 16 local employers' associations** in two districts. The **Philippines** passed a new law in January 2013 prohibiting the employment of children below 15 years of age as domestic workers. Working children (aged 15-17 years) are entitled to the minimum wage and all benefits under the law.

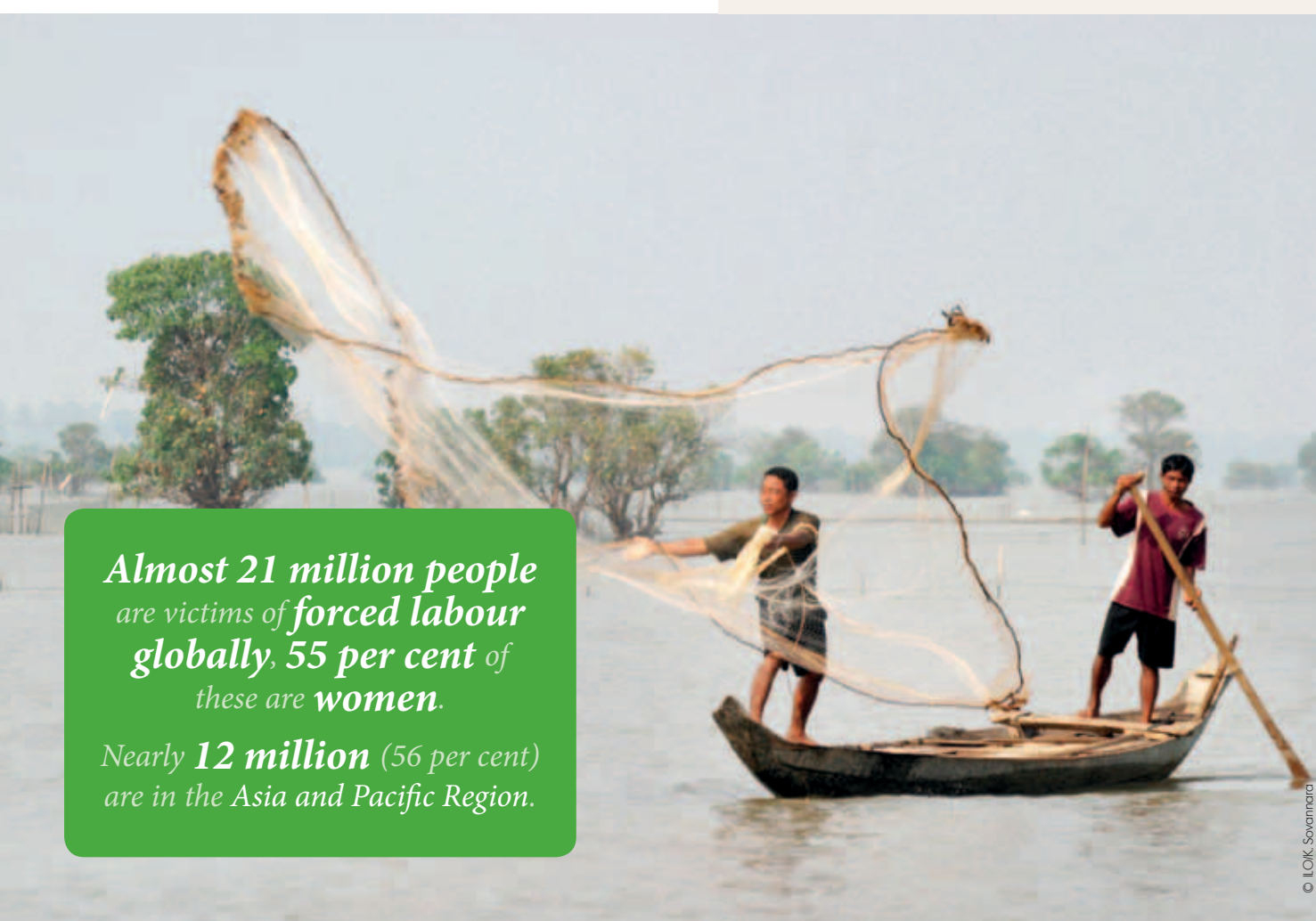
Improving labour information for better labour market governance

With ILO support, **Cambodia**, the **Lao People's Democratic Republic** and **Samoa** produced their first labour force survey reports, including sections on youth, informal

FROM THE ILO'S YOUTH EMPLOYMENT FORUM TO STARTING A BUSINESS IN INDONESIA

Rendy Maulana is a young entrepreneur aged 24 who represented Indonesia at the ILO Global Youth Employment Forum held in Geneva in May 2012. The forum brought together more than 100 young women and men from around the world, for discussion and reflection on the impact of the global jobs crisis and the major challenges faced by young people in their quest for decent work. Maulana started his web-hosting business in Bandung City when he was just 18 years old. The basic idea for this business was to provide an affordable website to market their business.

Eighteen months after Maulana started his business, he began recruiting staff and before long the company had expanded to eight employees, operating 24 hours a day, and is now within the top ten web hosting companies in Indonesia. Maulana supported many people in getting their business online and thus helped their business to grow and create jobs for others. He is currently setting up a subsidiary company in Singapore, and preparing to expand to the Asia and Pacific region.



Almost 21 million people are victims of forced labour globally, 55 per cent of these are women.

Nearly 12 million (56 per cent) are in the Asia and Pacific Region.

GENDER EQUALITY AT WORK AND AT HOME IN PAKISTAN

In Pakistan over 3,500 women and 600 men have completed employable skills training conducted by the ILO. Of those who have completed training, **over 80 per cent (2,730 women and 570 men) are now employed** and all have increased incomes. In some cases women's earnings have pulled families out of extreme poverty and in other cases married women earn as much as or more than their husbands.

There is a clear link between earning and increased roles in family decision-making, including expenditure. Increased income, even a small amount, has opened up many other opportunities, with women investing in their own education and that of their children or siblings; some women have left abusive marriages and some have been able to make significant achievements such as building roofs for their shelters.

As a result of advocacy on gender equality with the Government, the Department of Labour of Sindh has introduced a condition in law whereby trade union management committees must include women in the same proportion as the level of women's employment in the enterprise.

employment and migration. **Bangladesh** is piloting quarterly labour force surveys, while **Fiji** is testing annual labour market data series. Provincial labour force surveys have been piloted in the **Philippines**. Such production and use of labour statistics is crucial for evidence-based employment policy-making. Following the principles of South-South cooperation, **China, Cambodia** and the **Lao People's Democratic Republic** have signed an innovative agreement on expanding employment services and labour market information.

Promoting more and better jobs for inclusive and sustainable growth

Bangladesh, Indonesia, the Philippines and **Sri Lanka** have incorporated into national and sectoral strategies and local initiatives measures to promote employment and enterprise practices in specific sectors such as tourism, renewable energy, housing construction, municipal waste management and green jobs.



In **China** the Government has introduced Green Business Options (GBO) training into the national entrepreneurship training scheme for youth in pilot provinces and cities. In **Timor-Leste**, National Accredited Foundation skills training courses were developed and rolled out across the country to create better career opportunities for out-of-school rural young women and men.

Extending social protection to millions

The ILO, in collaboration with governments and several other UN agencies, conducted several Social Protection Floor assessment-based national dialogue (ABND) exercises in South East Asia – **Cambodia, Indonesia, Thailand** and **Viet Nam**.



Social protection floors

are nationally defined sets of basic social security guarantees that should ensure, as a minimum that, over the life cycle, all in need have access to essential health care and to basic income security, which together secure effective access to goods and services defined as necessary at the national level.



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EXTENDING ESSENTIAL HEALTH CARE TO THE EXCLUDED IN INDIA

In June 2013 the Government of India extended the National Health Insurance Scheme to various categories of informal economy workers, such as rickshaw pullers, rag and waste pickers, taxi and auto-rickshaw drivers, miners and sanitation workers, covering approximately 9.6 million families or 50 million people.

Building on the policy support provided to the Government, since the scheme's inception in 2008 the ILO has also assisted implementation and provided operational support. The ILO gave input to the scheme's task force on whom it should cover and in the development of guidelines.

The ILO's value added to fostering social dialogue has played an important role in steering the task force's work. Furthermore, support on how to monitor the extension of the National Health scheme for outpatient treatment was piloted with the support of the ILO in two districts (Mehsana in Gujarat and Puri in Odisha). This partnership shows how close collaboration between the ILO and its constituents can facilitate access to essential social protection for millions of workers and their families.

The ten Member States of **ASEAN** adopted the 2013 Declaration on Strengthening Social Protection, incorporating key principles of the ILO Social Protection Floors Recommendation. The Declaration commits governments to establish nationally defined social protection floors, incorporating equality of treatment for all.

In **India** a series of amendments to the Building and Other Construction Workers Welfare Act have been introduced by Parliament to extend social security coverage and benefits. It will provide social protection coverage such as health, maternity, old age, children's education, employment injury, and skills development to 44.6 million construction workers and their families, i.e. about 220 million people.

Using traditional knowledge to ensure decent work for indigenous and tribal peoples

A large majority of the world's estimated 370 million indigenous and tribal peoples, of whom more than one-third live in Asia, continue to depend on their traditional occupations and economies for income, livelihoods and employment opportunities. In 2012-2013 the ILO continued its efforts to promote the rights of and to empower





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indigenous peoples in the region, focusing on building self-reliance and enabling hands-on skills development that draws on indigenous and tribal peoples' traditional knowledge systems and practice.

“*25 years ago, the ILO's Indigenous and Tribal Peoples Convention was a trail blazer. It is still the only legally binding instrument that enables indigenous women and men to make decisions about their own priorities for development. So far only 22 countries have ratified this important Convention. We can do better!*

Q'orianka Kilcher, actress and indigenous rights activist on the International Day of the World's Indigenous Peoples, 9 August 2013

In the **Philippines** the ILO was a pioneer in helping indigenous peoples establish the first ever traditional knowledge-based corporation, which produces and markets organic flour from sago palm trees: indigenous peoples of Veruela increased production and implemented a highly functional business model to produce wheat flour, which is now used by local and national ice cream, cookie and bread manufacturing companies.

Protecting migrant workers

“*New thinking on labour migration is needed to ensure that they have a positive impact on both sending and destination countries, as there are an estimated 232 million migrants worldwide and their numbers are growing.*

Guy Ryder, ILO Director-General

The capacity of governments and social partners to promote the rights of migrant workers increased significantly with the adoption of national laws, rules and regulations and the establishment and strengthening of governance structures in **Bangladesh, Sri Lanka**, the greater **Mekong** subregion, and countries of the **Association of Southeast Asian Nations (ASEAN)**.

To expand the knowledge base for improved policy in the fishing industry in Thailand, a sector dominated by migrant workers, the ILO produced an initial quantitative study on employment practices and working conditions in Thailand's fishing sector. Some 23 migrant worker resource centres, managed by governments, trade unions and civil society organizations, in six countries in South East Asia, assisted 30,871 migrants by preventing and responding to labour exploitation.

*Around **25 million Asian workers** are currently employed outside their home countries.*

*More than **two million** leave every year, while a similar number return.*



The ILO is in a strong position to help countries track and document international flows and stocks of migrant workers. It maintains the online International Labour Migration Database, which hosts statistical time-series data from 86 countries across the world. ASEAN countries, with ILO assistance, are in the process of collecting and sharing labour migration data using 15 indicators.

Responding to disaster

The Philippines after Typhoon Haiyan: Emergency employment-intensive programme that helps rebuild livelihoods

Almost six million people were affected by the typhoon that ripped through the Philippines on Friday 8 November 2013. Of these, 2.6 million women and men were already in vulnerable employment and living at or near the poverty line before Haiyan.

Much of the livelihood infrastructure, such as roads, fishing boat landing sites and field irrigation, was destroyed or blocked with debris and required urgent reconstruction or rehabilitation.

ILO teams have been on the ground since day one, supporting emergency employment and helping stricken communities build back better.

On the day Haiyan struck, Evangeline Tiozon and her family lost everything. But she has since benefited from one of the emergency employment programmes set up by the Department of Labor and Employment with ILO support. Thanks to the money she made through the emergency employment programme, Evangeline has been slowly rebuilding her life. Now she is thinking of starting a small business again.

a voice Bangladesh

Emerging from the ruins of Rana Plaza, Bangladesh



Minu Aktar was one of the victims of the Rana Plaza Collapse in Bangladesh in 2013 and miraculously survived.

She had been working in **Phantom Apparels** on the fourth floor of Rana Plaza for four-and-a-half years. She still suffers from physical injuries sustained during the collapse, as well as ongoing trauma from being trapped under the building.

Six months on, however, Minu is starting to overcome her grief with the support of her family and through an ILO programme in partnership with **BRAC, a major non-governmental organization**, which is equipping survivors with the skills they need to get jobs in local workplaces.

As a result, Minu is now working in a tailor's shop in Savar, mentored by an ILO/BRAC supervisor and master craftsman.

"Seeing my family, having a job – I finally feel like I am alive again."

The two-week programmes provide not just a job, but a decent job, with a minimum wage guarantee, protective gear and clothing, as well as health and social security contributions. Some of the programme participants are then offered skills training or advice to enable them to set up an enterprise.





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The ILO focuses on employment opportunities to help rebuild community infrastructure. It also helps create jobs and develop skills to facilitate the construction of emergency shelters, and to extend social protection to those employed in such work, including a minimum wage and health and accident insurance.

Making the garment industry safer in Bangladesh

On 24 April 2013, 1,129 workers died in the collapse of the Rana Plaza multi-storey factory building. The ILO demonstrated its relevance and key role by responding quickly to the tragedy. The ILO supported the **National**

Tripartite Plan of Action on fire safety and structural integrity, aimed at improving working conditions in the ready-made garment sector. Key elements are already being implemented, including building and fire safety assessments; labour inspections; and training on occupational safety and health, rehabilitation and skills. An agreement on building and fire safety in Bangladesh was developed with over 30 apparel brands, and 200 factories have been inspected. The ILO is the neutral chair of an “Accord” between more than 150 international brands and retailers with suppliers in Bangladesh and global unions IndustriALL and UNI Global, which covers 1,639 of the 3,498 Bangladesh factories making garments for export.



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ILO work in the regions

EUROPE AND CENTRAL ASIA

In 2013, in the European Union, **18 per cent**
of young people **were out of a job**

There are **10 million more unemployed in**
Europe in **2013** than in **2008**

31 million people **have emigrated**
to work in another country

1,4 million people are living **with HIV**



The European and Central Asian region comprises 51 countries, of which 28 are European Union (EU) Member States. The EU regional integration process continued to play a major role in the region, and has brought opportunities such as the development of the ILO-EU partnership, which aims for results both within and outside the EU. New donors are emerging in the region with a desire to broaden partnerships.

The financial and economic crisis, with its negative impact on the labour market and social situation in Europe and Central Asia, has led to the ILO's stepping up its work in the region. While some countries are successfully recovering from the crisis, with stable or improving labour markets, the most severely affected countries, many of them with advanced economies, have seen unemployment rise to unprecedented levels, particularly for young men and women.

Decent work for inclusive growth: Focus on young people

The economic and financial crisis has affected most countries in the region. To help countries overcome its negative economic, social and political consequences and restore trust in the region, the roadmap for inclusive growth, the Oslo Declaration, "Restoring confidence in jobs and growth," was adopted at the ILO's 9th European Regional Meeting in Norway in April 2013 by government, worker and employer delegates from 51 European and Central Asian ILO Member States.

The Oslo Declaration has had a lasting impact: it has resulted in the ILO's responding to calls for assistance from constituents in a number of countries in the Eurozone. Technical support on youth employment was provided by the ILO to the Government of **Cyprus**. This resulted in a comprehensive national action plan on youth employment that includes the design of an activation strategy for young people in the form of a youth guarantee.

To learn more about trends and policy responses to the Eurozone job crisis of mid-2012, the ILO published a study that led to a recommendation to create youth employment guarantee schemes, including estimates of how much this would cost: *"Eurozone job crisis: Trends and policy responses"*.

A partnership for youth employment was launched in the **Commonwealth of Independent States (CIS)** in 2013. Special interventions were carried out in **Azerbaijan, Kazakhstan**, and the **Russian Federation**, including country policy reviews and the elaboration of national youth employment policy documents.

With ILO assistance, an analysis of the youth labour market was carried out in the **Russian Federation**. Based on this analysis, an in-depth youth employment policy review and policy recommendations, the Government adopted in September 2013 a policy that includes work-experience components in the national curricula in secondary vocational education. The ILO technical support included components for employers' organizations to analyse work-based good practices in recruiting and training young people, and for workers' organizations to promote rights at work for youth. As follow-up, Know About Business (KAB) and Start and Improve Your Business (SIYB) programmes, adapted for young people, were launched in the North Caucasus, and were also successfully used in countries such as **Armenia, Azerbaijan, Georgia** and **Kyrgyzstan** to stimulate youth entrepreneurship.

ILO work in **Ukraine** has been instrumental for the implementation of employment-oriented modular vocational training programmes, particularly for the unemployed. Some **300 national specialists were trained in the development of modular training materials** and the establishment of regional modular training centres in 27 regions, which are continuing to



THE YOUTH EMPLOYMENT FUND IN SERBIA

In Serbia the youth unemployment rate is currently 46 per cent. The ILO has worked with other UN agencies, the Government and social partners for the development and implementation of the National Youth Employment Policy and Action Plan and the establishment of a Youth Employment Fund. Some **2,247 young beneficiaries** have participated in the activities of the Fund, and have either found a job, opened their own businesses, or used the skills acquired through on-the-job training.

167 young people have opened their own businesses.

After Aleksandar Jovanovic's parents were made redundant, his family was without any income for months. Today, they are helping him run his car wash, which now provides the family with a steady income. "I'm proud of my business," said Aleksandar.

658 young people have found new jobs after Fund-sponsored training. "Coming from a difficult family situation, I wanted to be a better parent, a good father and through this opportunity, I have permanent, full time employment," said Nenad, who found a job at a local grain storage company in Backa Palanka.



a voice
Serbia

"I am happy that I obtained full-time employment after completing a YEF-sponsored training with Pasin Farm, a local coffee roasting, packing and retail company in Backa Palanka."

Dragana Milanovic (23)

function successfully with State funding. At least **40,000 trainees** are estimated to have benefited from related training programmes.

National Youth Employment Action Plans were adopted in **The Former Yugoslav Republic of Macedonia** and **Turkey**. In collaboration with a number of UN agencies, the ILO assisted the Turkish Employment Agency in enhancing the capacity of its job counselling system, and also helped develop pilot training courses to provide young people with effective entrepreneurship skills.

Modernizing labour legislation and strengthening social dialogue

With ILO support, **nine countries in the region** have established or strengthened collective bargaining institutions and dispute resolution mechanisms. A Tripartite Social Partnership Commission was established with ILO assistance in **Georgia**, and the ILO has cooperated closely with the new Government and the social partners to improve national labour legislation. As a result, **a new Labour Code was adopted** in June 2013.

The ILO regularly responds to requests for advice on international labour standards and possible changes

in national labour legislation from numerous countries in the region, most recently from **Portugal, Romania** and **Slovakia**.

With ILO assistance **Bulgaria** reformed its labour legislation and **Romania** its industrial relations. In **Greece** the ILO has provided support to rebuild trust among the social partners and strengthen social dialogue at national and sectoral levels. Technical assistance is being provided in the areas of apprenticeships; labour inspection, with a focus on undeclared work; social economy; labour regulations; collective dismissals; and temporary employment.

In **Ukraine** the ILO provided technical support for the drafting of the new Labour Code and social dialogue legislation, and for changes in its Collective Agreements Act and Employers' Organizations Act.

Cooperation with the European Union – stronger than ever

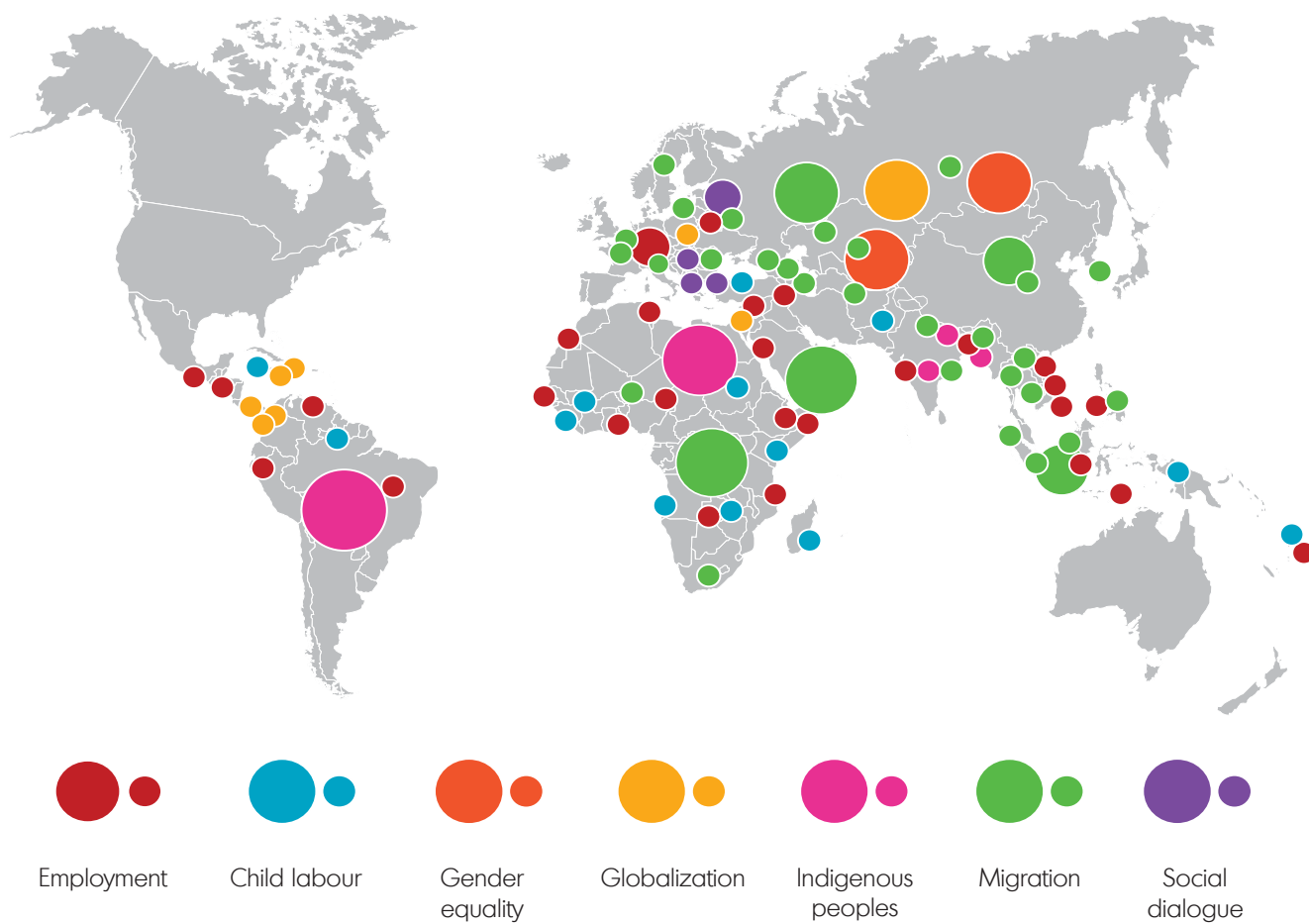
The ILO and the EU have a long standing and productive partnership on employment and social affairs. The first ILO-EU cooperation agreement was signed in 1958, reflecting the shared values, principles and objectives of





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ILO-EU cooperation in the world by area of focus





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both parties. Today some 26 projects and programmes are being implemented jointly in 89 countries.

The ILO provided technical input for the development of the European Youth Guarantee Scheme.

Workers and businesses benefiting from better safety and health at work

In **Azerbaijan** working conditions in several economic sectors were improved through social dialogue: an action plan on occupational safety and health (OSH) in the construction sector was adopted in 2012, and has been implemented by employers' and workers' organizations. Trade unions approached 99 construction companies, employing **13,700 workers**, to adopt measures to improve OSH at the workplace. They have included additional clauses on OSH in their collective bargaining agreements, taking into account national legislation and the ILO's standards and tools.

ILO assistance has contributed to the development of modern OSH systems in the region. At the policy level, ILO legal and technical advice has supported the improvement of national OSH programmes and laws in **Albania, Armenia, Kazakhstan, Kyrgyzstan**, the **Republic of Moldova**, the **Russian Federation, Tajikistan** and **Ukraine**.

“ We need measures with an immediate impact to help create jobs.



Herman Van Rompuy,
President of the
European Council,
International Labour
Conference,
June 2013

HIV AND AIDS IN THE WORKPLACE

The HIV pandemic has become one of the most critical workplace issues of our time. In addition to its devastating impact on working women and men and their families and dependents, HIV affects the world of work in many ways. Stigma and discrimination against people living with and affected by HIV and AIDS threatens fundamental rights at work, undermining opportunities for people to obtain decent work and sustainable employment.

“Employers’ organizations and their member enterprises are reaching millions of workers, families and communities with their HIV initiatives. Together, we can get to zero.

Brent Wilton, Secretary-General, International Organisation of Employers (IOE)

“Zero new infections, zero discrimination and zero AIDS-related deaths start at work.

Sharan Burrow, General Secretary of the International Trade Union Confederation (ITUC)

In Eastern Europe and Central Asia, the number of people living with HIV almost tripled between 2000 and 2009. The Russian Federation and Ukraine together account for nearly 90 per cent of newly reported HIV infections in the region, with a prevalence of 1.1 per cent.

In 2012 in Ukraine the National Tripartite Cooperation Strategy on HIV and AIDS and the World of Work targeted the development of public-private partnerships, gender equality, the collection of data for research, resource mobilization, and more effective collaboration with NGOs. The strategy is based on the ILO Recommendation concerning HIV and AIDS and the World of Work, 2010 (No. 200).

Furthermore, as a result of ILO support and the active involvement and commitment of partners at the regional level, the Cherkassy region has become a pioneer in setting up a network of enterprises having adopted HIV workplace programmes and covering more than **3,500 workers through awareness-raising activities.**



The “Getting to Zero at Work” campaign aims at highlighting the contribution of the world of work in getting to Zero new HIV infections, Zero discrimination and Zero AIDS-related deaths. The campaign has been joined by over 200 leaders from around the world. www.ilo.org/zero

This has also helped to strengthen the institutions needed to establish preventive practices in enterprises, including more effective labour inspection services in all of those countries, and in **Serbia** and **The Former Yugoslav Republic of Macedonia**. For example, in the **Russian Federation**, following the ratification of the Promotional Framework for Occupational Safety and Health Convention, 2006 (No. 187), a modern definition of an OSH risk assessment and management system was included in the Labour Code and a systematic training programme has been established in all Russian regions. The Russian Federation also launched the Regional Alliance of Labour Inspectorates of the **Commonwealth of Independent States** and **Mongolia**.

In **Moldova** constituents managed to better reflect labour market needs in educational curricula by developing six occupational standards in construction and agricultural sectors.





Improving conditions for migration

The ILO assisted ten countries in the region in the formulation of migration strategies, the improvement of national databases on migration, the development of practical methods to assess labour market requirements, and the establishment of procedures for the regularization of migration. In **Armenia** new migration resource centres were established, giving direct support to labour migrants. Migration legislation was modified in **Albania** and the **Republic of Moldova**, and a national action plan was also adopted on the protection of migrant workers in the latter country.

*25 per cent of
workers in Moldova
will work abroad at
some point
in their career*

Managing for results and partnerships for decent work

Achieving results

In 2012-2013 the ILO pursued its commitment to effectiveness in international development cooperation and, through its Decent Work Agenda, continued to focus on results, to ensure that resources are spent in a transparent and accountable manner and achieve measurable outcomes and lasting human impact.

Quality appraisal was extended to 448 ILO projects and programmes (a 144 per cent increase on the previous biennium), strengthening internal coordination and contributing to Outcome Based Workplans (OBW). This quality appraisal also contributes to the ILO's integrated resource management by looking at potential synergies with other funding sources and partners. OBW reviews were strengthened during the biennium, involving the improvement of information and communications technology (ICT) for strategic management and the introduction of regular status updates in monitoring country programme outcomes (CPOs).

Significant progress has been achieved in the following areas:

- **Decent Work Country Programmes (DWCPs)** are increasingly integrated into UN country programmes and national development frameworks, and remain the main vehicle for delivery of ILO support to countries and ensuring ownership (109 DWCPs are currently active and/or under preparation).
- **A reformed structure of ILO Headquarters** contributes to improved efficiency, effectiveness, technical support and good governance.
- **Donor support and partnerships with other international, regional and national institutions** have proved critical in the timely delivery of services and in leveraging political influence..
- **Transparency** of ILO performance has been enhanced by its joining the International Aid Transparency Initiative (IATI) in September 2012 and the online publication of

all its development cooperation data since 2005 in the Development Cooperation Dashboard.

- A **meta-analysis** conducted in 2013 by the ILO Evaluation Unit of 40 independent project evaluations covering the period 2011-2012 found that overall performance in terms of relevance and effectiveness was quite favourable.

Results, but also challenges

This publication showcases a sample of measurable 2012-2013 ILO results, success stories and good practices. Nevertheless, shortcomings identified in the 2013 meta-analysis of project evaluations provide useful feedback. The ILO faces significant challenges, both internally and externally, including the following:

Internal

- Scaling up interventions and designing larger and more integrated programmes by using pooled resources and appropriate time-frames. This would lead to more coherent programme designs with greater attention to priorities for lasting results.
- Developing easy-to-use core tools and products that can reach a larger audience and expand outreach in a shorter period of time.
- Strengthening the application of results-based management (RBM). Decent Work Country Programmes should be evaluated and RBM-oriented, which requires boosting the use of performance monitoring through the systematic collection of baseline data and greater integration of indicators into the operational management of technical cooperation programmes.
- Bridging capacity gaps to facilitate ILO engagement with countries and constituents in the medium to long term to achieve sustainable results. An initial analysis of differing country service needs is essential.

- Creating better planning systems and working methods, which include short, medium and long-term planning.
- Developing an effective knowledge management system that leads to delivering timely, relevant and quality services.
- Creating a new ILO technical cooperation strategy in line with the new realities of development cooperation.

External

- Strengthening the capacity of constituents to promote leadership and effective participation, leading to reinforced ownership.
- Offering competitive services that range from advice on policies, strategies and programmes to support legal frameworks and institutional capacity building, to enhance the ILO brand, and raise the profile of the ILO's support in countries.
- Better integrating DWCP priorities into United Nations Development Assistance Frameworks (UNDAFs) and Poverty Reduction Strategies. Improving knowledge-sharing and expanding partnerships are strategic elements needed to ensure the Decent Work Agenda is put into practice, everywhere.

Expanding partnerships

In 2012 and 2013 the ILO worked on more than 800 joint activities with partners in addition to its tripartite constituency: multilateral organizations, private sector institutions and foundations, universities, research and knowledge centres, and civil society organizations. This marks a significant increase in joint initiatives and partnerships that reach beyond mere financing and focus on the exchange of expertise, knowledge and research.

It is significant to highlight partnerships with the private sector, special partners (including parliamentarians, academia, international non-governmental organizations, and faith-based organizations), with universities and research and knowledge centres, local governments, and city-to city cooperation in the framework of South-South and Triangular Cooperation.

The following are some examples of new partnerships.



Job creation: A pressing need

The ILO, UN coherence and the post-2015 development agenda

The ILO plays an active role in the UN system-wide coherence process by leading or co-leading joint programmes on employment and social protection in 16 of the 35 “Delivering as One” countries, by better integrating with the work of other UN agencies, and in the context of United Nations Development Assistance Frameworks (UNDAFs). Over 90 per cent of all UNDAFs in 2012 and 2013 integrated at least three of the four pillars of the Decent Work Agenda, and 73 per cent integrated all four pillars.

The ILO has played a constructive role in the global consultations on the post-2015 development agenda to better determine the world we want, in discussions on the role of employment, decent work and social protection policies in poverty reduction and sustainable development.

The first results of the consultations on the post-2015 development goals indicate that job creation is a pressing need and a top priority in almost all countries, and will remain a major challenge well beyond 2015. Concerns about the lack of jobs have been voiced from Albania and Bolivia to Uganda and Viet Nam and everywhere in between. Many participants have also focused on the need for better social protection, especially where jobs are in the informal and unorganized sectors and where economic and social insecurity is high.

The ILO, with the UN System Task Team and support from the Government of Japan, led the thematic consultation on growth, structural change and employment, and also contributed to thematic consultations on inequalities; education; environmental sustainability; governance; health; and population dynamics.

South-South and Triangular Cooperation (SSTC)

In March 2012 the ILO adopted a strategy document entitled “South-South and triangular cooperation: The way forward”, reaffirming that South-South and triangular cooperation is paramount to the mainstreaming of the Decent Work Agenda. This type of cooperation makes it possible to draw on the experience and knowledge of its constituents, while developing capacities and sharing good practices. South-South and triangular cooperation is also a means of mobilizing resources.

SSTC can only work if the principles of solidarity and non-conditionality are respected. In 2012-2013 the results of ILO’s work in SSTC include, for instance:

- Drafting and adopting agreements, declarations of intent and joint declarations and partnerships by the Community of Portuguese Speaking Countries (CPLP – Mozambique, 2013); the Portuguese Speaking Workers’ and Employers’ Organizations (Brasilia, 2013); China, IBSA countries (2012); Panama and the Brazilian Government to support follow-up to the III Global Conference on Combating Child Labour.
- Taking part in the organization of Global South-South Development Expos in Vienna (2012) and Nairobi (2013), which focused on energy and climate change, and green jobs. At these expos, the ILO hosted Solution Forums on green jobs, skills development, social protection and the promotion of workers’ rights in the field of renewable energy and climate change.
- A good practices compilation on SSTC targeted at governments, workers, employers, and civil society to showcase initiatives based on southern solutions that have proven effective in promoting decent work. A similar exercise was conducted for Portuguese-speaking countries (CPLP).

“INNOVATIONS IN PUBLIC EMPLOYMENT PROGRAMMES AND SUSTAINABLE INCLUSIVE GROWTH” (MARCH 2012)

IBSA International Conference on South-South Cooperation

The IBSA (India, Brazil and South Africa) trilateral development initiative has been a major driver of South-South Cooperation and exchanges. The first IBSA Conference on South-South Cooperation was held in New Delhi, India in March 2012 and hosted by the Government of India with the support of the ILO. This was the first IBSA conference of labour ministers, and it was an opportunity to share experience and solutions for common challenges in public employment programmes. It stressed the need to strengthen collaboration with the ILO for the promotion of SSTC to effectively implement the Decent Work Agenda.

COMBATING CHILD LABOUR IN THE CHOCOLATE AND COCOA INDUSTRY: A PUBLIC-PRIVATE PARTNERSHIP

This partnership in Ghana and Côte d'Ivoire between the ILO and major multinational enterprises in the chocolate and confectionery industry seeks to eliminate child labour, improve working conditions, ensure workforce continuity in cocoa growing farms by younger generations, and guarantee supply.

Ghana and Côte d'Ivoire are the world's largest cocoa producers and together account for 60 per cent of global production. In both countries, unacceptable labour practices on cocoa farms mean that large numbers of children are performing hazardous farming tasks or work, often at the expense of attending school. This is a grave violation of children's rights, which requires action throughout the supply chain.

Through this partnership company representatives are involved in strategic planning with ILO constituents and key stakeholders on the elimination of child labour in cocoa growing areas, and contribute to the implementation of National Action Plans against child labour and national Child Labour Monitoring System (CLMS) strategies.

By contributing to the creation of community-based CLMS, linked with government services and enforcement mechanisms, the project serves as a sustainable model for industry that can be scaled up to make a significant



contribution to the achievement of the industry's goal of a 70 per cent reduction in child labour in cocoa growing communities in Ghana and Côte d'Ivoire by 2020.

Public-private partnerships

The ILO concluded 93 new public and private partnerships (PPPs) in 2012-2013, compared to 28 in 2010-2011. This significant increase means that the scope and range of areas covered by the PPPs has widened and covers all four strategic objectives and 14 outcomes (compared to only six in 2008).

The ILO works with companies, foundations and other private entities and with employers, workers and their organizations to tackle important global labour market issues, enhance supply chains and resolve specific world of work challenges. The main results include:

- *Employment:* PPPs have significantly contributed to youth employment, improved policy frameworks and institutional capacities, enabling business environments for sustainable small and medium-sized enterprises, and fostering of entrepreneurship.
- *Social dialogue and better industrial relations:* training, tools and enhanced management and workers' cooperation, particularly in factories and supply chains, improving working conditions, productivity, and compliance with international labour standards.

- *Social protection:* mitigating the impact of HIV and AIDS in the workplace, preventing new infections, improving national policies, and extending innovative microinsurance solutions to previously excluded people, improving workplace nutrition, protecting migrant workers, and training experts in the design and implementation of social security systems.
- *International labour standards and the prevention and elimination of child labour:* the ILO has supported enterprises and major buyers in supply chains to improve their performance, make them more sustainable, and align their practices with codes of conduct related to the elimination of child labour. PPPs have also allowed for an increased understanding of the situation on the ground in key sectors such as cocoa and tobacco, leading to the enhancement of child labour monitoring systems.

One significant trend during these two years is the increase in partnerships without financial clauses that have contributed to knowledge, research and the development of tools, which is a key element in ensuring that the ILO is regarded as a global centre for technical excellence in the world of work.

Multi-donor trust funds

In 2012 the UN General Assembly urged Member States to enhance the flexibility and predictability of non-core contributions by giving priority to thematic and pooled financing mechanisms at global, regional and country levels. Pooled funding mechanisms (multi-donor trust funds and stand-alone joint programmes), have brought a major shift in the financing of UN system operational activities and have enhanced their coherence, effectiveness and efficiency.

Since 2004 the ILO has received some USD 116 million from 36 pooled funds, and nearly USD 24 million in 2012-2013, committed to technical cooperation projects mainly for employment and social protection. This has been particularly advantageous in some countries where there is no ILO office and where UNDAFs, and/or 'One UN' Programmes include priority areas for the ILO's tripartite constituents.

Pooled funding has also enhanced inter-agency collaboration with large funds and programmes, as well as with smaller agencies, paving the way to strengthened inter-agency operations and partnerships for decent work.

Domestic partnerships

Domestic partnerships are one of the fastest growing modalities of work in development cooperation. In the case of the ILO, in 2012-2013 some 34 new programmes and projects were approved in the framework of domestic funding, which accounted for 3,8 per cent of the ILO's total extra-budgetary technical cooperation resources in areas as important as social protection, employment and employment policy, child labour and skills.



Looking ahead

Guidance by the Governing Body, the assessments of partner countries and international organizations and initiatives, the improvement of internal efficiency, effectiveness and management priorities will be key to determine the future of the ILO's results and impact. This will happen in the context of a changing environment for development cooperation, driven by the principle of delivering value for money, with a range of new players and increasing efficiency demands on Official Development Assistance (ODA).

The ILO's tripartite structure and its rights-based approach are unique, and its mandate of social justice has proven highly relevant in the middle of one of the worst economic and social crises the world has known. The ILO's Decent Work Agenda will be central to the new global framework of Sustainable Development Goals. Most importantly, it provides a response to the key aspirations of women and men in the world every day.

The outlook for the immediate future is mixed. While there has been strong economic growth in Africa, Asia and parts of Latin America, problems persist in the Eurozone. To these must be added the problems of increasing inequality within societies, which affect economic growth since inequality reduces aggregate demand and

exacerbates social tension. A major jobs-rich economic recovery and renewed growth will be needed to reverse the worrying trends of recent years.

The concern with decent and productive jobs has come out strongly as a global priority in the process of consultations on the post-2015 development agenda. Decent and productive jobs and inclusive growth are likely to feature among the new sustainable development goals. The ILO, through its policy advice, technical cooperation and research capacity, is well placed to help implement this most critical component of the new development agenda.

The changing pattern of financing for development

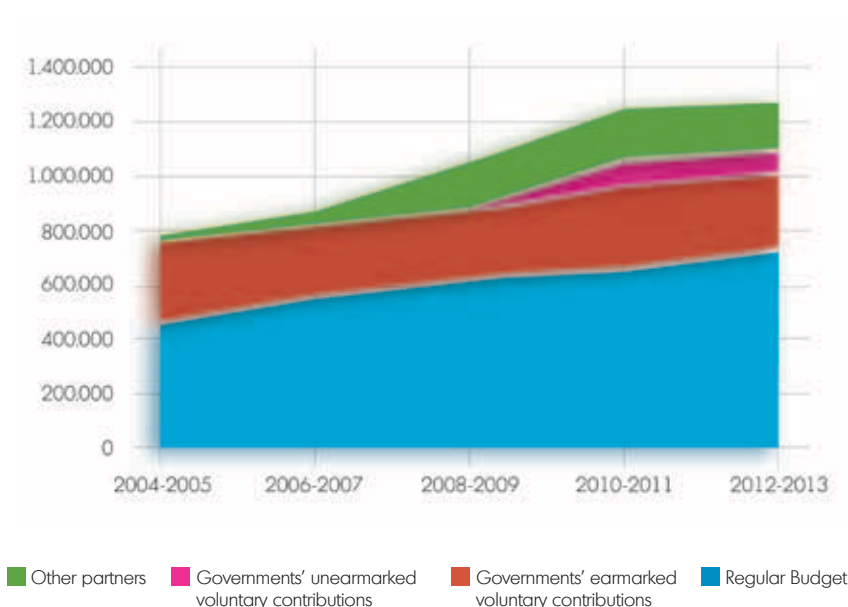
Pressure on development aid spending means that aid budgets are in general under greater scrutiny, and value for money is a key driver of funding decisions. For the 2012-2013 biennium the ILO mobilized more than USD 530 million in new voluntary contributions, which now make up approximately 38 per cent of overall ILO resources.



The ILO's funding base consists of three components:

- **Regular Budget** contributions 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 2012-2013 reached USD 861,6 million;
- **Earmarked voluntary contributions** that support specific projects and programmes with a clear timeline and a pre-defined geographic and thematic focus. Earmarked contributions reached USD 497.9 million in 2012-2013. This included USD 352.5 million allocated by governments and USD 145.4 million allocated by other partners such as the United Nations, the European Commission, international financial institutions and non-state actors (including the private sector);
- **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 USD 36 million in 2012-2013.

Contributions to the ILO 2004-2013
(in US\$ '000)



Within UN Country Teams (UNCTs) the ILO is drawing on its knowledge, experience and proven expertise to provide technical support and policy advice in various fields, including employment, creation of enterprises and cooperatives, training for employability, and social protection. Through Decent Work Country Programmes (DWCPs) and technical cooperation projects, the ILO addresses the sectoral world of work demands of its tripartite constituents – while contributing to the outcomes under the United Nations Development Assistance Frameworks (UNDAFs), 'One UN' Programmes and the MDG Acceleration Framework (MAF).

In line with the most recent thinking on aid effectiveness and international development cooperation policy, donors are encouraged to provide flexible, un-earmarked and predictable funding, also through inclusive multi-annual partnership agreements. In return the ILO has strengthened its capacity to manage for development results, including through enhanced quality control. **In 2012-2013 the ILO achieved a delivery rate of 80 per cent, the highest ever.**

Contributions

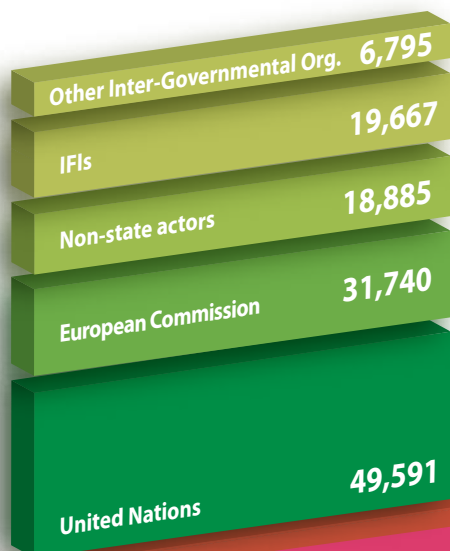
International Financial Institutions (IFIs) 19,667	
World Bank	19,257
European Investment Bank	261
African Development Bank	150

Contributions

Non-state actors 18,885	
Foundations 3,095	
OPEC Fund for International Development, OFID	1,500
The United States Council Foundation, Inc	1,250
The Elimination of Child Labour in Tobacco Foundation (ECLT)	265
Levi Strauss Foundation	80
Private sector initiatives 14,573	
Oil Company Lukoil	6,000
Multiple subscriptions Better Work	2,095
Japan Tobacco International SA	1,600
H&M	1,112
MARS, INCORPORATED, USA	1,000
Africa Agriculture and Trade Investment Fund	978
Silatech in Qatar	700
Business Development Center (BDC) of Jordan	394
CAOBISCO, Chocolate, Biscuits and Confectionery of Europe, Belgium	261
Welfare Association, Ramallah, Occupied Palestinian Territory	120
Multi-donor support for ILO Global Business and Disability Network	112
Foreign Trade Association, Belgium	80
American Eagle Outfitters, Inc	77
Walk Free, Australia	45
Public institutions 60	
University of Maastricht	36
International Growth Centre - London School of Economic and Political Science (LSE)	24
Social partners 650	
All China Federation of Trade Unions (ACFTU)	500
International Maritime Employers' Council, United Kingdom	150
Others 507	
Fondo Social de la Construcción, Uruguay	410
The International Initiative for Impact Evaluation (3ie), India	81
World Council of Churches	15

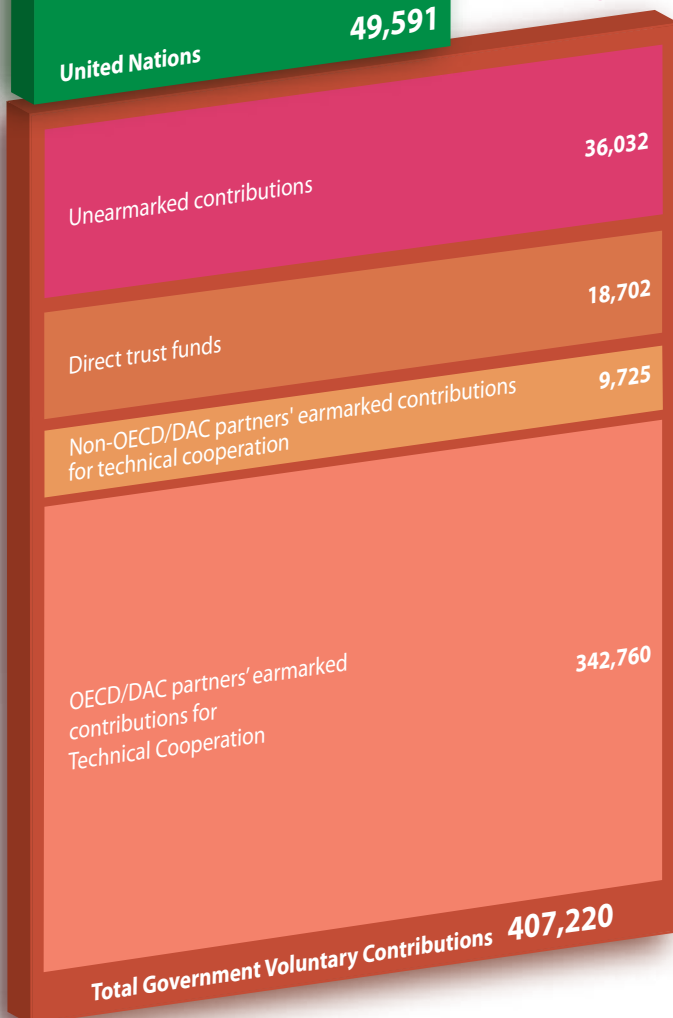
Development partner profiles

Voluntary contributions in 2012-2013 (in US\$ '000)
Total: US\$ 533,898



Contributions	
RBSA partners	36,032
Netherlands	11,650
Norway	10,335
Denmark	7,015
Belgium	5,606
Germany	814
Italy	612

Contributions	
Direct trust funds**	18,702
Colombia	4,382
South Africa	4,350
Brazil	1,669
Saudi Arabia	1,649
Liberia	1,258
Bangladesh	1,034
Malaysia	658
Jordan	602
Iraq	505
Chile	407
Egypt	404
Cambodia	355
Nigeria	333
Congo	208
Greece	207
Dominican Republic	200
Oman	138
Namibia	124
Mozambique	108
Switzerland	70
Cyprus	43



Contributions	
Non-OECD/DAC partners	9,725
Russian Federation	4,000
Brazil	3,464
China	1,000
Kuwait	1,000
Panama	261

Contributions	
OECD/DAC partners***	342,760
United States	72,395
Australia	58,102
Denmark	30,118
Norway	24,349
Canada	23,224
United Kingdom	20,368
Netherlands	18,473
Japan	13,616
Belgium (including Flanders)	13,214
Switzerland	12,911
Finland	10,470
Spain	10,152
Sweden	10,108
Ireland	9,809
Luxembourg	4,347
Germany	4,224
Italy	3,065
Republic of Korea	2,140
New Zealand	1,200
France	396
Czech Republic	79

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

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



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