

**SIDA-ILO PARTNERSHIP  
PROGRAMME 2014-17**

Phase II, 2016-17



International  
Labour  
Organization



Sida

# Final Report 2016-17



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## Introduction

The International Labour Organization (ILO) is a unique United Nations (UN) specialised agency that brings together governments and employers' and workers' representatives of 187 member States. The aim of the ILO is to work with its constituents to achieve full and productive employment, rights at work, extension of social protection and the promotion of social dialogue, with gender equality as a cross-cutting objective.



This goal is embodied in the concept of decent work, which is central to everyone's well-being and is a key element in achieving fair globalization and poverty reduction. This aim is clearly reflected in the United Nations Agenda for Sustainable Development (Agenda 2030), which, in SDG 8 and several other SDGs, places decent work for all at the heart of policies for sustainable and inclusive growth and development. The ILO engages strongly with the broader UN Development System, as set out in the resolution on repositioning the United Nations development system adopted on 31 May

2018. Sweden is one of the founding member States of the ILO and is a long-standing and generous partner in promoting the ILO's Decent Work Agenda through the Swedish International Development Cooperation Agency (Sida). The Government of Sweden has ratified a considerable number of ILO Conventions, including the eight fundamental Conventions, four priority Conventions and 81 of the 177 technical Conventions.

Through its active role in the like-minded development partners' groups, Sweden has been an instrumental ally for the improvement of ILO's governance, the acceleration of internal reforms, and overall efforts to make the ILO a better and more efficient institution. Sweden has ratified 93 ILO Conventions, including the eight fundamental Conventions and the four governance Conventions. The Swedish Prime Minister co-chairs the Global Commission on the World of Work. Sweden also promotes the Global Deal, a global initiative for social dialogue and better conditions in the labour market.

The Sida-ILO Partnership Programme 2014-17 is based on objectives and principles shared between Sweden and the ILO, underpinned by a rights-based approach and support for increased effectiveness and results-based management. It reflects partners' common desire to promote UN system-wide coherence and coordination, in line with national development strategies.

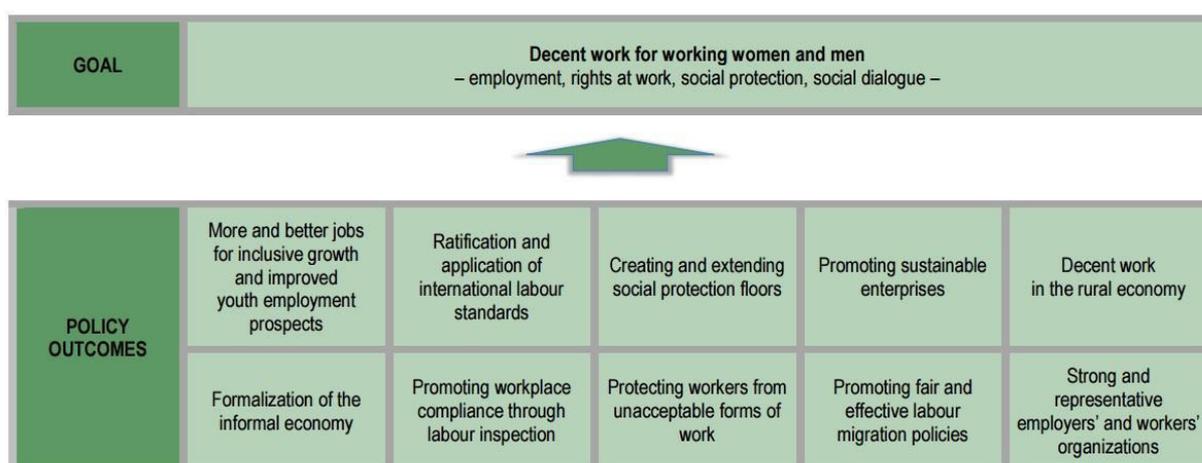
This report provides an overview of the ILO programmes supported under Phase II (2016-2017) of the Sida-ILO Partnership Programme. The first section gives a short overview of the ILO's results-based management system and programming framework and of how the partnership fits within the overall financing structure of the ILO. The report then offers a detailed account of the 'lightly earmarked' programmes financed under the partnership in support of selected thematic areas. The

progress made in 2016-2017 under each of the country programmes identified by the ILO is highlighted. The final section presents certified final financial statements, as specified by the provisions of the funding agreement.

## Financing and delivery of decent work

The Decent Work Agenda is structured around four objectives: promotion of employment, rights at work, social protection and social dialogue. These objectives provided the basis for ten global Policy Outcomes, which are the foundation of the ILO’s Programme and Budget (P&B) for 2016–17.

The policy outcomes are designed as integrated responses to key employment, social and labour policy issues facing the world of work. The policy outcomes are guided by three cross-cutting policy drivers, namely respect for international labour standards, gender equality and non-discrimination, as well as social dialogue and tripartism. For each biennium, the ILO’s governing body sets the targets, the related measurement indicators, and approves an integrated framework of resources to achieve them.



This programmatic framework forms a coherent basis for cooperation with ILO partners and for the design of the ILO’s development cooperation programmes. Results-based management (RBM) and a focus on value for money apply to all stages of the ILO’s programming cycle, including programme planning, implementation, reporting and evaluation.

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

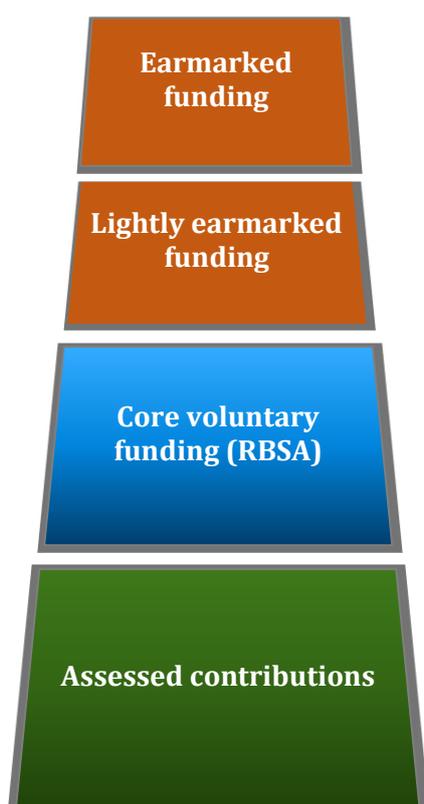
## ILO biennial programming

A DWCP consists of a limited number of priorities, known as Country Programme Outcomes (CPOs). For each biennium, CPOs are linked to the global ILO targets under the ten global Policy Outcomes. The ILO prepares “outcome-based workplans”, which take into account the biennial priorities, existing resources and the estimated additional resources required.

These workplans drive the ILO’s resource mobilization strategy to ensure that development partners’ funding is fully aligned with country-level priorities and that it contributes to the achievement of the ILO objectives. One of the key advantages of the lightly earmarked funding provided by Sweden is its precise alignment with the biennial goals of the ILO and the flexibility to quickly adjust to changing circumstances.

## Funding of ILO results

The ILO funding base consists of three integrated components, designed to support the delivery of ILO results, as detailed below.



**Earmarked voluntary funding** supports specific global and national programmes with a clear timeline and a predefined geographic and thematic focus. The total amount of earmarked funding received by the ILO in 2016/2017 amounted to US\$ 611.5 million. This also includes Sweden’s lightly earmarked outcome-based funding, allocated in line with the ILO’s biennial priorities and goals. Norway also supports this funding modality.

**Core voluntary funding** (Regular Budget Supplementary Account – RBSA) provide a pool of flexible fully undesignated resources allocated to strategic areas, underfunded themes and new priorities. In the 2016/2017 period, the ILO received US\$29.3 million in RBSA funding, from Belgium, Denmark, Germany, Italy, Luxembourg, the Netherlands, Norway and Sweden.

**Assessed contributions** (Regular Budget) are provided by all the ILO’s member States by virtue of their membership. Countries’ contributions are based on the United Nations allocations assessment. Assessed contributions in 2016–17 amounted to

US\$797.4 million.

In 2016-17, Sweden’s assessed contribution to the ILO’s regular budget exceeded US\$7.2 million. In 2016-2017, Sweden also provided over US\$10.1 million in voluntary funding. This included fully unearmarked core voluntary contributions, lightly earmarked outcome-based resources and funding for project-based interventions within and outside of the Partnership Programme. During the period

2012–16, Sweden was the sixth largest governmental donor to the ILO in terms of voluntary funding, providing over US\$57 million.

### **Reporting on results for 2016/2017**

At the end of each biennium, progress towards the ILO's P&B indicators is reviewed and reported through the ILO [Programme Implementation Report \(PIR\)](#). The latest PIR, covering 2016–17, was published in February 2018.

For each CPO reported in the following section, key information on overall results achieved as per ILO Programme Implementation Report 2016-17 are provided. Specific segments also highlight how Sida's allocations have been instrumental to meet indicators and measurement criteria established in the ILO Programme and Budget.

# Sida-ILO Partnership Programme 2014-17

## Phase II (2016-17)

The Sida-ILO Partnership Programme 2014-17 is firmly based on the principles of aid effectiveness.

In Phase II of the Partnership Programme (2016-17), Sida provided a contribution of SEK 82.5 million (US\$ 9.6 million) through a combination of different funding modalities. The Partnership included unearmarked core contributions, lightly earmarked thematic funding at the level of Outcomes from the ILO Programme and Budget and specific project-based interventions.



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

Sida-ILO Partnership Programme, Phase II (2016-17)			
P&B outcome/theme	SEK	US\$ <sup>1</sup>	Countries covered
<b>Outcome 1: More and better jobs for inclusive growth and improved youth employment prospects</b> With a focus on employment promotion and special emphasis on youth employment	20 000 000	2,372,801	Cambodia, Jordan, Moldova, Morocco, Paraguay and Tunisia
<b>Outcome 8: Protecting workers from unacceptable forms of work</b>	7 000 000	828,075	Bangladesh, Bolivia, Guatemala and Ukraine
<b>Mainstreaming Environmental Sustainability</b> In line with ILO's Green Centenary Initiative and with a focus on green jobs related Outcomes	4 000 000	474,303	Philippines, Uruguay
<b>Cross-cutting Policy Driver on Gender equality and non-discrimination</b> In line with ILO's Women at Work Centenary Initiative and with a focus on gender and women's empowerment related Outcomes	7 750 000	872,859	Cambodia, Central and Eastern Europe, Caribbean, Côte d'Ivoire, Honduras, Jordan, Myanmar, Panama, Ukraine and Americas Region
<b>Skills for Trade and Economic Diversification (STED)<sup>2</sup></b>	8 000 000	965,541	Asian and Pacific Region, Malawi
<b>Regular Budget Supplementary Account (RBSA)<sup>3</sup></b>	35 750 000	4,125,000	Core voluntary contribution
<b>TOTAL</b>	<b>82 500 000</b>	<b>9,638,579</b>	

<sup>1</sup> UN Exchange rate at receipt of funds

<sup>2</sup> Narrative Reporting for STED is provided in a separate report

<sup>3</sup> Reporting on RBSA is provided in the [Programme Implementation Report](#)

# Outcome 1: More and better jobs for inclusive growth and improved youth employment prospects

## Outcome strategy

Based on the conclusions adopted by the International Labour Conference on employment (2014) and on youth employment (Resolution on “The youth employment crisis: A call for action”, adopted at the 101st Session of the ILC in 2012), and lessons from evaluations of ILO work, the strategy is premised on the recognition that promoting the quantity and quality of employment calls notably for: a comprehensive approach which includes coordinated demand and supply side measures, based on tripartite consultations and social dialogue, with emphasis on policy implementation, monitoring and evaluation; and, targeted action to address the youth employment crisis through a balanced approach of activation policies and protection of the rights of young women and men.

With a specific emphasis on two indicators of the Outcome strategy, the Sida-ILO Partnership Programme aims at supporting (i) the development and/or implementation of comprehensive employment frameworks with a focus on youth as well as (ii) specific actions on jobs and skills for young people. The Programme is articulated around the following three elements:

1. Supporting and developing comprehensive employment strategies with an emphasis on youth employment.
2. Supporting the school to work transition of young women and men.
3. Developing and disseminating knowledge products under the five policy areas of the “[Call for Action](#)”.

## Sida’s contribution to ILO’s results

Sida’s financial contribution was distributed across CPOs in various countries, complemented by a global component that served as an umbrella. The lessons learnt from the implementation of the country level interventions have been used to provide evidence-based technical support to develop the capacity of ILO constituents to meet the youth employment challenge after the completion of the Sida-supported programme.

## 1. STORIES FROM THE FIELD

### CAMBODIA

Ms. Soriya KOV, 32 years old and the Livelihood Program Coordinator at Voluntary Service Overseas (VSO) is one among 300 individuals who participated in the training of trainers (TOT) on youth rights at work supported by the ILO/Sida project. Soon after the completion of the training, Soriya integrated the modules into the refresher workshops that she organized for the returned national volunteers following their graduation from 3-month assignments. A total of 72 young volunteer graduates, 42% of whom females, have this way been equipped with enhanced knowledge and heightened awareness on rights at work along with other job-preparatory skills prior to entering into formal employment engagement.



Soriya's initiative to incorporate this new agenda into the VSO usual business was very much appreciated by the organization and especially by young volunteers. *"What I can tell -- all participants rated high satisfaction on the introduction of the rights at work during the workshop and all said this was indeed new and extremely advantageous for them to know; hence this is a real motivation for me to keep transferring the knowledge that I gained from the TOT last July"* said Soriya. She plans to replicate the same activity in an upcoming gathering for another 40 volunteers. *"The TOT triggered me about the importance and necessity of fostering the awareness among young people especially those in rural communities about fundamental elements of their rights at work while they are not yet exposed to employment. My personal experience reminded me that it is better earlier than later to inform young people, who are the most powerful and energetic workforce and who always easily get excited about job offers but without knowledge on decent working conditions and terms, so that they do not get into vulnerable working situations"*, Soriya added.

The activity is part of the VSO International Citizen Service project, whose volunteers train and coach young people in communities both in and out of schools on issues related to livelihoods, life skills and career development.

## MOLDOVA

David is one of the beneficiaries of on-the-job training. He is 17 years old and comes from Căușeni town. He wanted to obtain a profession and thanks to this pilot program he got an appropriate job – at a leather factory. The young man said that the program changed his life just in a few months. “When



*I have graduated from the 9<sup>th</sup> grade, I had to look for a job, as my mom did not have the possibility to pay for my studies. I had been looking for a job for a long time but to no avail, no one wanted to employ a young man without profession and work experience”, says David. Advised by a relative, he came to the Territorial Employment Agency and soon things changed. “The people from the Agency suggested that I attend this training program and become a tailor. I liked the idea*

*first and then the job itself. The environment helps me to become more confident. I developed my skills and the most important thing is that I have a subsistence source that I needed”, tells David.*

Integration of young people on the labour market is one of the biggest challenges of the Republic of Moldova. On one hand, the young people cannot find jobs under labour market’s rapidly changing conditions and on the other hand, the ILO “school-to-work transition survey” reveals that about 60% of employers encounter difficulties in filling in the vacancies needing skilled personnel. According to the survey, few young Moldovans are economically active, making inactivity a more serious problem than unemployment and affecting 59.6% of young people. Thus, the need for launching some programs focused on disadvantaged youth becomes imperative.

As a solution, the Government of the Republic of Moldova and ILO have launched in 2017 a pilot program for young people On-the-Job Training. During a period of 3 to 5 months, 65 young people without professional qualifications, from disadvantaged groups, registered with territorial employment agencies, were trained to become either tailors or cooks. After the training, the young people were awarded a vocational qualification certificate and 58 of them were employed. The program was adjusted to meet the needs of the employers.

The success of the pilot programme encouraged the Government of Moldova to finance and extend similar programs throughout the country, starting in 2018. The on-job training has become one of the actions planned under the new Employment Promotion Law, as well as part of the National Employment Strategy for 2017-2021.

## 2. LESSONS LEARNED

The challenge for member States is to generate opportunities for full, productive, freely chosen and decent employment for all women and men who seek to work. In 2016, 197 million people were unemployed and youth unemployment stood at 71 million. While many countries have established policies and programmes to promote decent jobs in the formal economy with a focus on youth, the challenge is compounded by low and volatile economic growth and structural transformations, such as demographic transition and accelerated technological developments, which are reshaping the demand for and supply of labour and skills. Countries affected by conflicts and disasters face additional challenges in promoting jobs and sustaining livelihoods, especially for displaced populations.

Countries are affected in different ways by these challenges thus, responses must reflect the diversity of situations and specific constraints and opportunities. Promoting the quantity and quality of employment calls for:

- a comprehensive approach, based on tripartite consultations and social dialogue, with emphasis inter-institutional coordination mechanisms;
- a balanced approach to demand- and supply-side policies and measures;
- complementarities between labour market institutions (including wage policies, minimum wages, collective bargaining and the provision of social protection) for tackling job quality and inequalities;
- targeted action to address the unprecedented youth employment crisis through a balanced approach of activation policies and protection of the rights of young women and men;
- a local approach, adapting the national employment policy to provincial and other regional specificities;

The ILO-SIDA partnership has been instrumental towards achieving Outcome 1. The programme has directly contributed to diagnostics and the development and the implementation of comprehensive employment frameworks in Moldova, Morocco, and Tunisia, and to the creation of inter-institutional coordination mechanisms in Cambodia, Jordan, Moldova, Morocco, Paraguay and Tunisia. Furthermore, the programme provided support by making skills training more relevant and accessible and helped better match supply and demand for key occupations, also in light of the support provided to anticipate future skills needs in Cambodia, Jordan, Moldova and Morocco. Assistance was also provided to national employment services in Cambodia, Moldova, Morocco, and Paraguay and through training and other activities on rights at work and quality of employment in Cambodia and Moldova. Importantly, effective social dialogue has been promoted and ensured in the six countries throughout the implementation of the Programme.

Sida's support has been significant to deliver the strategy and contributed to important results in the countries on employment and youth employment priorities. Ms. Anastasia Oceretnii, Deputy Minister of Employment of the Ministry of Labour, Social Protection and Family of the Republic of Moldova, in a letter addressed to the ILO, highlighted *"[the] fruitful collaboration [with the ILO] in the field of the occupational policies promotion for youth in the Republic of Moldova. Overcoming the impact over the youth unemployment is of major importance for the Republic of Moldova. This continues to be a characteristic phenomenon for the national market economy, and fighting its effects depends very*

*much on the quality services provided on the labour market. In this regard, with ILO's assistance there have been launched various actions as a support to the promotion of youth employment".*

Main lessons learned include:

- i) a comprehensive employment policy framework involves multi-sectoral stakeholders, and a strong coordination structure is needed in order to follow through with policy implementation, monitoring and reporting.
- ii) engagement of sub-national authorities is crucial for policy implementation, and the challenges they face need to be addressed, as well as their capacity strengthened on issues related to decent work. There is a need to extend policy support from national to regional/provincial level.
- iii) ILO support should take into consideration adapting policy packages in response to national and local priorities of specific targeted groups. An instrument that has been key in securing the uptake of specific measures, policy design or strategies has been the consistent use of social dialogue at both national and subnational level.
- iv) the sectoral dimension of employment policy development is attracting increased interest and relevant operational approaches are required in this respect.

<b>3. ALLOCATIONS</b>			
<b>Country/Region</b>	<b>CPO Code</b>	<b>CPO Title</b>	<b>Budget in US\$</b>
Global Product	GLO104	Knowledge and tools to promote Decent Work for Youth	517,323
Cambodia	KHM201	Mechanisms for policy leadership, coordination and implementation strengthened to support development and implementation of policies and programmes	398,260
Jordan	JOR110	Skills anticipation exercises lead to sector based policies and programmes, with increased participation of social partners	267,353
Moldova	MDA130	Improved decent work opportunities for youth through knowledge and action and improved employment policies	329,447
Morocco	MAR176	The capacities of constituents are strengthened to develop and implement national and regional strategies for decent employment and to improve labour market information and analysis	376,743
Paraguay	PRY107	More and better jobs in Paraguay through the implementation of employment policies, public employment services and decent work subnational programs	300,000
Tunisia	TUN102	Institutional capacities are strengthened to promote employment policy and programs and to improve labour market information and analysis systems for decent employment	183,675
<b>TOTAL</b>			<b>2,372,801</b>

#### 4. COUNTRY PROGRAMME OUTCOMES

Global Product GLO104: Knowledge and tools to promote Decent Work for Youth	
Result as per PIR	ILO contribution
<p>Capacity of ILO constituents to develop and implement employment strategies and programmes with and for youth strengthened.</p> <p>Support provided to the implementation of CPOs in target countries, and new knowledge and tools developed.</p>	<p>The training package on <i>Decent Work for Youth</i> was upgraded with four new technical briefs covering the topics of monitoring and evaluation of youth employment interventions, youth transition to formality, rural youth employment, and youth employment and the green economy. The package is available to a broad audience in English, French, Spanish and Portuguese.</p> <p>Two major knowledge-sharing activities were held at ILO's International Training Centre (ITCILO) to support national capacity to formulate, implement and review national youth employment policies and programmes. Participants broadened their professional networks to establish a larger community of practice.</p>
Use of Sida funds in support of the result	
<p>Sida funds contributed to enhancing the Training Package on Decent Work for Youth and translating it in French, Spanish and Portuguese, to be applicable in different regions.</p> <p>Sida funds supported the first edition of the "Academy on Youth Employment" from 17-28 October 2016 at the ITCILO. The Academy enhanced the capacity of decision-makers and practitioners to develop comprehensive strategies for tackling the multi-faceted dimensions of the youth employment challenge, with gender mainstreamed. To hear the voice of the ultimate beneficiaries, the Academy also allowed for the participation of representatives of youth-organizations. More than 60 participants attended, coming from 27 countries (of which Cambodia, Moldova and Morocco) and several international organizations. The programme offered a wide range of elective courses that addressed the interest and needs of the varied group of participants. The use of participatory methodologies and the genuine engagement in both plenary sessions and elective courses allowed an intensive knowledge sharing, which was highly appreciated by participants who demonstrated a good degree of learning through group work, individual inputs and a final technical quiz.</p> <p>The end-of-course evaluation was very positive. An ex-post evaluation questionnaire was administered 12 months after course delivery, and 41% of participants responded to it. The majority of respondents reiterated that their competencies improved because of their participation in the Academy. They reported examples of application of learning in their job, ranging from further training, to the design of youth employment policies or active labour market programmes to improve the employability of youth in their countries. Other examples are the development of new curricula for the career guidance services, the strengthening of evaluation frameworks of youth employment interventions, or the creation of new partnerships with local authorities for more effective promotion of youth employment. 65% of the respondents indicated that they engaged in</p>	

new projects as a result of their participation. Lack of sufficient financial resources was the most recurrent limitation cited to fully exploit the competencies acquired during the Academy.

The training package served for other regular and tailored trainings organised by the ILO, which allowed to expand the results of and give larger visibility to the ILO/Sida partnership's activities. A training course for Portuguese-Speaking countries was developed and took place in February 2017. Moreover, the ILO/Sida project also supported the participation of eight participants (from

Argentina, Cambodia, Jordan and Paraguay) to the "Decent work for youth" course, held at the ITCILO late 2017.

Sida funds have also permitted to support a joint UN project development phase on youth employment in Tanzania. The resources have allowed to leverage additional funds for the UN-coordinated programme "ONE UN Fund-UNDAP II "Economic Growth and Employment (Outcome: Inclusive Growth)" which started in March 2018. The funding is provided by the Swedish Embassy in Tanzania through the One UN Fund modality.

**Cambodia (KHM201) - Mechanisms for policy leadership, coordination and implementation strengthened to support development and implementation of policies and programmes**

<b>Result as per PIR</b>	<b>ILO contribution</b>
<p>The Royal Government of Cambodia set up the Inter-Ministerial Committee (IMC) for Leading, Monitoring and Evaluating the Implementation of the National Employment Policy (NEP) 2015-2025 (Sub-decree 93) in May 2016. The IMC is chaired by the Minister of Labour and Vocational Training and includes representatives of relevant ministries, councils and the National Bank of Cambodia. The IMC has three sub-committees, on decent and productive employment opportunities, skills and human resource development and labour market governance and information.</p>	<p>The ILO has supported the capacity and functioning of the IMC, including for its meetings in March and July 2017 where the implementation plan of the NEP for 2017-2019 was discussed and approved. The ILO additionally supported labour market data collection efforts (with sex disaggregation) and the production of a "Policy guide on local sourcing in Cambodia: The role of the government and the private sector". The ILO successfully led a resource mobilization effort to support the implementation of NEP by initiating and launching a UN Joint Programme on Youth Employment (United for Youth Employment), funded by the Government of Switzerland.</p>
<p>Under the skills component of the project: a) the Directorate General on Technical Vocational Education and Training (DGTVET) developed new competency-based standards, curriculum and assessment packages for four occupations: welding (levels 1-4), machining (levels 1-2), baking (levels 1-2) and fruits and vegetables processing (levels 1-2). Partner training institutions subsequently increased their capacity to provide appropriate training in these areas. By the end of 2017, 100 young women and men were trained in pilot training courses. Based on targeted outreach strategies, the training institutions attracted female applicants.</p>	<p>a) The ILO implemented the "Skills for trade and economic diversification" (STED) programme, carrying out assessments in the light manufacturing and food processing sectors to identify skill gaps and improve institutional capacities. Based on the assessments, the ILO provided technical support to the DGTVET and co-organized the training of trainers and assessors in April 2017 and September 2017, capacitating 20 trainers (who later conducted pilot training courses), and 20 assessors respectively. The ILO collaborated with the National Polytechnic Institute of Cambodia and the Industrial Training Institute to conduct the pilot training courses using the new</p>

<p>An Industry Advisory Group on manufacturing endorsed the new competency-based standards and curriculum to the National Training Board.</p>	<p>competency-based curriculum. All training courses included a workplace-based training stage.</p>
<p>b) After the establishment of the ASEAN Economic Community in December 2015, the Ministry of Labour and Vocational Training (MOLVT) of the Kingdom of Cambodia strengthened its capacity to manage regional mobility especially between Cambodia and Thailand based on mutual recognition of skills.</p>	<p>b) The ILO provided technical support to the MOLVT, including enabling 25 instructors to receive training on masonry in Thailand. The ILO also capacitated 61 assessors to implement the mutual recognition processes between Cambodia and Thailand in masonry, electrical wiring and the automotive service sector.</p>
<p>Sectoral tripartite councils have been established to play a more active role in the design and implementation of TVET in Cambodia. The preliminary assessment of the existing national apprenticeship system was conducted. A study tour to learn about the national apprenticeship program in Malaysia was organized as the first step of a series of capacity building activities.</p>	<p>The ILO supported the constitution of tripartite sectoral councils, which contributed to ongoing efforts of social dialogue and reduced skills mismatch.</p>

#### Use of Sida funds in support of the result

The drafting and adoption of the implementation plan for national employment policy (NEP) was supported by Sida funds. The NEP also marks an important step toward national and provincial budget mobilization. The coordinating capacity of the secretariat of the Inter-Ministerial Committee (IMC) has been strengthened with the support of Sida's allocation, as the members of the secretariat were able to actively engage in policy dialogue with the members of the IMC at the national and provincial levels, and to organize information collection and management related to policy implementation activities.

The development of work-based learning mechanisms including quality apprenticeships were also supported by the Sida funds. This has set a solid foundation toward the adoption of such work exposure measures, endorsed and followed through by all employers in Cambodia – and ultimately support young women and men in their transition from school to work. Moreover, the Sida funds have helped provide additional support to the National Employment Agency, benefiting young people in their access to better skills development systems.

The ILO-Sida partnership project in Cambodia also focused on raising the awareness of young people, Government stakeholders and social partners on the issue of rights at work for youth. The training manual 'Rights at work for youth' was translated into Khmer language and disseminated widely. A total of 9 trainings were conducted that reached out to 300 direct beneficiaries coming from 25 provinces, among whom 100 females. The training was also integrated into an enterprise-development training manual – with the integration of 4 complementary modules. The Ministry of Education, Youth and Sports has agreed to adapt the training manual into schools' curriculum starting in 2018. Other development partners have also used it to reach out to their beneficiaries, including UNESCO.

**Jordan (JOR110): Skills anticipation exercises lead to sector based policies and programmes, with increased participation of social partners**

<b>Result as per PIR</b>	<b>ILO contribution</b>
<p>The ILO supported the transition to decent work of Syrian refugees by improving the relevance and quality of the training provision for sectors targeted under the Jordan Compact; and by proposing a national framework for apprenticeship that will improve the apprentice protection and the quality of the training.</p>	<p>The ILO drafted the new National Framework for the Reform of the TVET sector, including reference to a future National Apprenticeship Framework. The ILO facilitated and contributed to sessions of the TVET policy group of donors under the Education Group, in order to persuade donors of the validity of this framework. An article on apprenticeship was proposed in the new TVET law that is currently being discussed in parliament.</p> <p>Together with the Jordan Chamber of Industry (JCI), the ILO undertook a desk analysis to identify goods that are likely to benefit from the Rules of Origin (RoO) agreement with the European Union, and a survey of 371 firms out of 900 in the 18 Special Economic Zones to identify skills requirements for job creation. The study aimed to guide policy makers and institutions on how to boost exports to the EU, and create jobs.</p> <p>The results are taken into consideration for the set-up of export facilitation services by various agencies, and also provided direction for ILO's own programming related to the Support to the Jordan Compact.</p> <p>The ILO also partnered with the International Trade Center (ITC), to analyse the ITC model on export potential and job creation potential in the industrial sector for Jordan. The results of the model were presented to JCI and the EU, as well as other donors. Another study under the project assessed the macroeconomic impact of the Regional, Refugee and Resilience Plan (3RP) using a fiscal multiplier approach.</p> <p>The project also supported the transfer of training centres to the Jordan Chamber of Industry, after JCI signed an MoU with the Ministry of Labour to take over the management of Vocational Training Institutes in four different sectors; garments &amp; textiles, wood &amp; furniture, printing &amp; packaging, and chemicals. The four curricula that were produced for the centres were approved by the national Centre for Accreditation and Quality Assurance.</p>

	<p>The project also conducted a comprehensive needs assessment of these training centres. The results of the needs assessment were discussed with the Board of Directors of JCI and will be used for mobilizing resources to equip and renovate the training centres.</p> <p>The project is finalizing a management manual for these centres based on guidelines of the Vocational Training Corporation and selected international good practices. This document will be used by future managers of the VTIs and by staff supervising the training centers at JCI.</p> <p>The project also supported the National Empowerment and Employment Programme (NEEP)<sup>4</sup> and the Jordan Response Plan (JRP)<sup>5</sup>, with the production of 10 Good Practices for Attracting and Retaining Jordanians and Syrians in private sector companies.</p>
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#### Use of Sida funds in support of the result

The Sida support allowed the ILO to shape the TVET policy implementation framework. A new private sector led Higher Council for TVET is expected to be formed in 2018. It should contribute to improve the coherence and market relevance of training provision for young people in the Kingdom. The ILO was instrumental in generating evidence for the implementation of the Jordan Response Plan – especially related to job creation under the Rules of Origin trade agreement between EU and Jordan. Sida support allowed the ILO to support the capacity of the Jordan Chamber of Industry to manage the four Vocational Training Institutes transferred to them by the Ministry of Labour. This transfer empowers the private sector to take a lead role in training provision.

#### Moldova (MDA130): “Improved decent work opportunities for youth through knowledge and action and improved employment policies”

Result as per PIR	ILO contribution
<p><b>Result 1:</b> A comprehensive employment policy framework is developed, revised, implemented or monitored with tripartite consultations and dialogue.</p> <p>The Council of Ministers approved the National Employment Strategy (NES) in December 2016. The Ministry of Labour, Social Protection and Family (MLSPF) then launched an action plan for 2017 to provide economic opportunities for youth, create an enabling environment for youth economic empowerment through entrepreneurship, increase participation of</p>	<p>With support from Sida and RBSA resources, the ILO carried out an in-depth employment diagnostic, which was then presented to local and national constituents to support the prioritisation of recommended measures. The ILO carried out the functional assessment of the PES during January and March 2017. Further, the ILO supported the MLSPF in drafting the Employment Action Plan for 2017, focusing on youth employment.</p>

<sup>4</sup> The NEEP is the main Government programme for employment of Jordanians

<sup>5</sup> The JRP is the national plan to tackle the refugee crisis

<p>youth in public life, and adopt policies targeting young people from marginalized groups, such as young persons with disabilities and young migrants. The monitoring framework of the NES is in line with SDG 8, with actions aimed at reducing the number of young people not in employment, education or training; increasing job opportunities; and facilitating the transition from the informal to the formal economy.</p>	
<p><b>Result 2:</b> School-to-work transition programmes allowing disadvantaged young women and men to access skills and decent jobs are put in place and regularly assessed.</p> <p><i>Results achieved:</i> The Government launched its National Employment Agency (NEA) in 2017. The Agency’s mandate includes implementing a series of measures to facilitate school-to-work transitions, including a one-stop shop virtual platform, and an occupational outlook (to be used also by the secondary education system). The NEA developed an outreach campaign, “The future is yours”, which is designed with a gender perspective. It also aimed at informing young people about the importance of making an informed decision with respect to their future profession and inform employees of the advantages of hiring young graduates.</p>	<p>The ILO supported the development of these two measures with provision of technical assistance and inputs for the design of youth-centric measures, the one-stop shop, and the youth outreach campaign. The ILO prepared and presented a school-to-work transition report in November 2016 and supported the participation of delegations from Moldova to the 2016 Youth Employment Course and the 2017 School-to-work Transition Analysis Course which were co-organized with the Turin Centre.</p>
<p><b>Result 3:</b> Government and social partners review and upgrade skills development systems, including apprenticeships, to facilitate school-to-work transitions.</p> <p><i>Results achieved:</i> The Government approved a legislative project on skills committees in July, 2017, and presented a draft law on skills committees (No. 226) to enhance and streamline collaboration between employees and employers for the development of technical vocational education and lifelong learning programmes. The draft Law promotes the creation of bipartite Skills Committees to match vocational training supply to labour market demands. The Committees will also contribute to: (i) designing occupational standards for technical vocational education; (ii) updating the national Occupational Classification; (iii) contributing to the National Qualification Framework; (iv) assessing the skills and knowledge gained through formal, non-formal and informal education; and (v) modifying study curricula by adding new modules and disciplines.</p>	<p>With support from Sida, the ILO provided technical assistance and inputs to the draft Law. The ILO also provided inputs to the Ministry of Labour and Ministry of Finance in designing a financing mechanism for the functioning of the skills committees.</p>

### Use of Sida funds in support of the result

Sida supported the elaboration of the new laws on Skills Committees and Employment Promotion by providing expertise involving local think-tanks and best international practice, organizing round tables, seminars and trainings on new methods and tools to be introduced by the new legislation. Similarly, the ILO provided support in performing the functional analysis of the National Employment Agency activity, providing recommendations for the enhancement of labour market functioning, better matching of labour demand and offer, supporting jobseekers in their search for jobs, including young persons and migrants. The analysis served as basis for the reform of the central public administration, undertaken at the end of 2017. Other work supported includes piloting on-the-job training, occupational outlook and career guidance.

### Morocco (MAR 176): The capacities of constituents are strengthened to develop and implement national and regional strategies for decent employment and to improve labour market information and analysis

Result as per PIR	ILO contribution
<p>After a gap of more than three years, on January 12, 2017 the High Council for the Promotion of Employment (CSPE) was convened by the Ministry of Labour to provide strategic directions on the implementation of the national employment strategy and the process of regionalization of the national employment policy. Established by Article 523 of the Labour Code, the CSPE is a space of information exchange between tripartite constituents and other entities such as the National Observatory for Employment and the national employment service. It also provides for the participation of representatives from other Ministries. At the same time, the Government established local governance of employment through the Regional Employment Committees.</p>	<p>ILO with support from Sida and the Islamic Development Bank provided capacity development support to the Ministry of Labour and the social partners, as well as regional authorities, to activate and operate the CSPE, the Interministerial Employment Committee, the regional councils (elected councils), and the Regional Employment Committees. The ILO supported the preparation of technical documents, preparatory studies, analysis, work plans, guides and implementation tools to feed social dialogue and improve interministerial coordination on employment issues, as well as the local governance of the labour market.</p>

### Use of Sida funds in support of the result

Sida funding has allowed Morocco to finalize the formulation of its national employment strategy and to start its implementation. The ILO has notably developed regional employment plans in three pilot regions where regional tripartite conferences on employment were held in close cooperation with the Ministry of Labour and Employment, ANAPEC, and the regional councils in the three pilot regions. This has served the purpose to finalize a methodological guide for the elaboration of regional employment programmes in all regions of Morocco.

Sida support allowed the ILO to provide diagnostics, good practice analysis and benchmarking exercises. These include the analytics for: i) funding envelopes (including regional employment funds); ii) labour market observation functions; iii) role and responsibilities of the regional centres of employment and vocational training; iv) understanding 'emplois de proximité'.

Sida funding permitted the mobilisation and coordination of national stakeholders and international development partners around the implementation of the NEP. They have facilitated the long-awaited meeting of the Supreme Council for Employment Promotion. The Council provided strategic guidance on the implementation of the NEP. Finally, ILO accompanied the convening of

the first inter-ministerial Employment Committee (CME) and the five thematic working groups that followed this meeting to finalize the implementation process of the NEP.

**Paraguay (PRY107): More and better jobs in Paraguay through the implementation of employment policies, public employment services and decent work subnational programs.**

<b>Result as per PIR</b>	<b>ILO contribution</b>
<p>The Government developed in 2017 a pilot phase of application of the National Youth Employment Policy. This has been financed by a mixed fund (public-private), which will be increased with public resources in 2018. For the pilot, the Ministry of Labour signed agreements with the BBVA Bank and with the international NGO PLAN, which allowed the transfer of private resources to finance the beneficiaries. In the pilot phase of implementation of the Law on Labour Insertion for young people, modalities are developed to facilitate the school-to-work transition, including contributions to ensure a first formal employment and regulated internships.</p>	<p>The ILO provided technical assistance to the Ministry of Labour and developed a manual to facilitate the implementation of the general indications of the Law on Labour Insertion for young people and its regulatory decree, including administrative mechanisms. It also organized workshops for discussion and presented its products in the Employment Roundtable, of tripartite composition, which forms part of the Social Dialogue Tables coordinated by the Ministry of Labour.</p>

**Use of Sida funds in support of the result**

ILO's contribution to the results achieved were almost exclusively funded by the Sida funds.

The ILO, together with the MTESS, set up a council called Consejo Consultivo. The council is composed by the MTESS, the General Directorate of Employment and two TVET institutions and through ILO's intervention now also the the Ministry for Youth (MoY). The inter-ministerial setup was a significant development as the degree of coordination and involvement of different government agencies was improved in implementing youth employment policies while enhancing the capacities of both ministries.

The ILO supported the Roundtable or Mesa Tripartita de Empleo Juvenil (MEJ) and the products presented by that Roundtable. In particular, the ILO supported the systematization and analysis of the situation of young people in the labour market and a report on adjustments to the One-Stop window (Ventilla Unica). The ILO produced a Manual on the Application of the Law on Labour Insertion for Young People (LEJ) in different versions for government officials, employers and young people. The manual has developed a very clear and coherent segment on the trade unions, explaining for example: (i) labour rights for young, and (ii) the framework on social dialogue. Further discussions centred on improving the coordination between institutions; addressing complementarity between programs, and the strategic use of the young employment policy.

A study with recommendations on the Network of Employment Offices was carried out. In collaboration with the trade union's a leaflet was finalised, which sets out the labour rights of teenagers. The first beneficiaries under the modality of internships were selected in December 2017, with public resources budgeted for 2018 to finance 3,000 beneficiaries.

**Tunisia (TUN 102): Institutional capacities are strengthened to promote employment policy and programs and to improve labour market information and analysis systems for decent employment**

<b>Result as per PIR</b>	<b>ILO contribution</b>
<p>After the signing of the Social Contract in 2013, the 2016 Tunis Declaration on Employment reiterates the tripartite consensus to tackle the complex employment and labour market challenges facing Tunisia through coherent and comprehensive approaches.</p> <p>It was adopted by the Government and the Social Partners at the National Dialogue on Employment in March 2016, in the presence of UN Secretary General Ban Ki Moon, the ILO Director General Guy Ryder, Tunisian Prime Minister, and the heads of UGTT and UTICA.</p> <p>The ILO has supported the formulation process of a national employment strategy.</p>	<p>Organization of the first Political Committee to formally kick-off the NES formulation on 22 August 2017 under the aegis of the head of government and the leaders of UGTT and UTICA, with the presence of several Ministers, the State Secretaries and representatives of the Parliament.</p> <p>The first steering committee (3-4 October 2017) was organised by the Minister of Employment and 8 ministers (or their representative) and social partners were present. The objective of the meeting was to validate the major steps and the methodology for the formulation process of the NEP.</p> <p>Establishment of tripartite focus group meetings in collaboration with civil society has been initiated to jointly identify the vision of the NEP.</p> <p>Mobilization of key development partners on employment to support the NES objectives. Tunisia is a pilot country for the joint ILO-World Bank collaboration which has also been secured with UNWOMEN for reviewing all diagnostic studies from a gender perspective.</p> <p>Development of an employment diagnostic focusing on (i) the employment impact of macroeconomic and sectoral policies; (ii) skills and employability; (iii) NEP implementation and monitoring (iv) labour market governance; and a public expenditure review on active labour market policies.</p>

**Use of Sida funds in support of the result**

SIDA funds have been important to secure and initiate the formulation process phase in Tunisia to design a comprehensive employment strategy covering all aspects of job creation.

The ILO built capacities of technical experts through participation to the NEP course at ITC-ILO Turin and through national level activities. ILO carried out a literature review to pull together employment related studies carried out in Tunisia and mobilized development partners' efforts around the employment policy process to ensure that the NES becomes an agreed framework that describes the collective employment vision not only for the Government but also for development partners.

## Outcome 8: Protecting workers from unacceptable forms of work

### Outcome Strategy

Work situations that deny fundamental principles and rights at work or that put at risk the lives, health, freedom, human dignity or security of workers or subject households to conditions of poverty are unacceptable. They have high economic, social and political costs for society in any country. Across all regions, some categories of workers are more vulnerable to being trapped into taking on unacceptable forms of work than others. Moreover, unacceptable forms of work are sometimes difficult to address because they occur more frequently in high-risk sectors where there is little regulatory oversight, and where workers are poorly organized and belong to disadvantaged communities.

Within this context in the biennium 2016-17, Outcome 8, which is being implemented in more than 80 countries and in all regions, aims at leaving no one behind, strengthening the link between international labour standards, labour rights and inclusive development, and achieving the following:

- Member States provide more effective protection for the most vulnerable workers through measures aimed at realizing fundamental rights at work, promoting health and safety at work and the provision of a minimum living wage;
- Constituents are more effective in mobilizing action and exercising policy influence for the protection of workers from unacceptable forms of work through partnerships with national, regional and international institutions.

### Sida's contribution to ILO's results

The Sida-ILO Partnership Programme has supported a portfolio of interventions in Bangladesh, Bolivia and Guatemala with the objective of strengthening the protection of workers from indigenous communities, with a focus on indigenous women. Across continents, indigenous workers share common experiences of high exposure to unacceptable forms of work, which is linked to historic and persisting discrimination and marginalization of their communities on social, economic, cultural and political dimensions.

Due to pressures on traditional livelihood activities and lack of income-generating actions in their communities, indigenous women and men increasingly migrate to urban areas. Indigenous women, who are experiencing discrimination and disadvantage on account of gender and indigenous identity, tend to find work in sectors that are informal, badly regulated or where labour law enforcement is weak. Indigenous workers' lack of access to skills and training, exclusion from decision-making and policy debates and low level of collective organization, are among the underlying factors.

Leveraging an integrated approach that addresses equality, freedom of association and the right to collective bargaining, occupational safety and health, wages and other basic working conditions, as well as taking into account the rights of indigenous peoples' and respect for their cultures and identities, the Programme is aiming to advance indigenous women's voice and economic empowerment. Interventions are targeted to selected economic sectors with high prevalence of

indigenous workers, such as domestic work, construction, tea plantations or work in the urban informal economy.

Further, the Programme supported interventions in Ukraine to address discrimination and other working conditions deficits of persons living with HIV and AIDS and working in the transportation (railway, ports) and health sectors. Similarly, as in the case of indigenous workers, tackling discrimination is a key entry point for preventing and addressing exposure of workers living with HIV and AIDS to unacceptable forms of work.

The Programme has enabled the development of comprehensive approaches that go beyond legal compliance with international standards and encourage policy and institutional reforms through generation of new knowledge, evidence-based advocacy and policy dialogues and building of local capacity and ownership by ILO constituents, indigenous peoples and persons with disabilities.

## 1. STORIES FROM THE FIELD

### BOLIVIA



Natividad Velasco is an indigenous woman working in the construction sector. She was born in the town of Sorata. Her father abandoned her family, forcing them to migrate to the city of La Paz in search of a better life. She worked since she was 7 years old as a nanny to help her mother. In this job she suffered physical and psychological abuse from her employers, and for this reason she returned to her village where she stayed until her adolescence. There she worked in agriculture and animal husbandry. Unfortunately, the lack of economic resources forced her to migrate once again to the city of La Paz at the age of 14.

As Natividad points out: *"Who would have thought that one day I would have dedicated myself to construction? I should have been a farmer, I love the countryside, but the money wasn't enough".*

Time passed and Natividad became the mother of four children. In her new home money began to run low again. She tried to work from home as a seamstress and soon after her husband left home. It is for this reason, and with the hope of a higher income and a better quality of life for her children that Natividad entered to work in the construction industry. However, working conditions were never optimal, she suffered constant discrimination and humiliation from her male colleagues.

*"My co-workers humiliated me because I'm a woman. They were also jealous because I became a master builder quickly. Why is it always her? they said. After so many years those comments raised me up, the more they humiliated me, the stronger I felt to continue.*

Natividad is currently a member of the Association of Women Construction Workers of Bolivia (ASOMUC) and is one of the direct beneficiaries of the ILO's "Building Equality" Project. This is how she was able to receive training in labour rights, international labour standards, entrepreneurship and Health and Safety for the construction sector.

*"Before we were trained in Safety and Health at work there were many accidents. Now that we are more aware of the risks, we take care of each other".*

Indigenous women constructors like Natividad still face many difficulties. However, the development of their skills and the promotion of their employability through a virtual platform

([www.maestrasconstructoras.org](http://www.maestrasconstructoras.org)), such as the one developed by the "Building Equality" project, help to ensure that they are not left behind.

*"I want to tell my fellow co-workers, women constructors like me, who have suffered or felt discrimination, to keep going, not to faint, they have to be like a rock and not give in".*

Video reference: <https://youtu.be/abz8qrDTVj0>

## GUATEMALA

María de los Ángeles Sis is a Guatemalan native of Baja Verapaz, a domestic worker and active member of the Sindicato de Trabajadoras Domésticas, Similares y a Cuenta Propia SITRADOMSA.

In Guatemala, being an indigenous woman, who migrated from the countryside to the capital city in search of a better life, is synonymous with discrimination and exclusion. According to official data, more than 240,000 indigenous women in Guatemala are domestic workers. Most of them earn low wages, work very long hours, receive no social benefits, and face violence and harassment. Yet many, like María de los Ángeles, are aware of the value of her work, which contributes to their family incomes and well-being and that of their community.

SITRADOMSA defends women's labour rights and promote decent work for domestic workers. SITRADOMSA was invited by ILO to address the 36th session of the Human Rights Council entitled " Rights and empowerment of indigenous women: catalysts for an inclusive and sustainable economy "

in Geneva. A documentary about Empowering indigenous women through decent work in Guatemala was shown: [http://www.ilo.org/global/topics/indigenous-tribal/video/WCMS\\_575557/lang-en/index.htm](http://www.ilo.org/global/topics/indigenous-tribal/video/WCMS_575557/lang-en/index.htm)

María Angeles Sis, Secretary of Education of SITRADOMSA, was a panellist in the side event, speaking about the reality of domestic workers and the importance of recognizing their rights and asserting them, of organizing themselves through unions to improve working conditions, to maintain education and training actions. See following interview: [http://www.ilo.org/global/topics/indigenous-tribal/video/WCMS\\_587518/lang-en/index.htm](http://www.ilo.org/global/topics/indigenous-tribal/video/WCMS_587518/lang-en/index.htm)



## UKRAINE

Marine Transport Workers, in particular the seafarers, are vulnerable to HIV due to work which involves travelling regularly and living for long periods away from their spouses and partners. Many don't know their HIV status or HIV-related labour rights. The Marine Transport Workers' Union of Ukraine wants to protect them from HIV stigma and discrimination at work. It therefore requested the ILO to support them in strengthening the Union's capacity to address HIV at, and through, the workplace with a focus on young trade union leaders.

The ILO provided training of trainers for 19 young trade union leaders for them to be able to disseminate HIV-related knowledge to women and men workers in the maritime sector. Other training activities covered HIV workplace prevention techniques, including development and implementation of HIV workplace programmes. To advocate for the reduction of HIV stigma and discrimination, a Youth Forum was organized in July 2017. 66 trade union members participated and were provided access to Voluntary Counselling and Testing for HIV.

- 10,000 marine transport workers increased their awareness on HIV and on reducing HIV stigma and discrimination;
- 300 workers took HIV test in the course of HIV related activities;
- A HIV training module has now been introduced in the curriculum of the Maritime Academy located in Kherson for the third-year cadets to equip them with knowledge on how to reduce potential risky behaviour, HIV stigma and discrimination before they enter the labour market (a joint effort of the Union, ILO and GIZ).

Ms. Elina Caravan, Head of the Union's Youth Council was identified as focal point for HIV prevention in the Union. *"I have improved my knowledge on HIV as a social and labour issue. As a young trade union leader I am now able to provide professional advice to our Union members. Two*



*HIV-positive seafarers already approached me to seek advice on their labour rights. I could answer all the questions they asked and felt really inspired because they were sure that the Union could help them and they felt better after understanding that HIV-positive status doesn't prevent them from applying for a job at sea."*

## BANGLADESH

Santoki Rai, 42 years old, a Bangladeshi tea women worker, has faced various forms of discrimination throughout her life.

“I merely could completed my primary education at the tea garden school in my childhood but could not strive for higher education. After dropping out from school, I started to help my mother in plucking tea leaves. I was born and grew up inside the gardens with no or limited connections with the outside world. When my father retired from employment as he was no longer able to work in the plantation, I took his place as a permanent worker in the tea garden”, Santoki noted. There is tremendous social and economic pressure on workers to remain inside the tea gardens, where work is a prerequisite for residential facilities. Families also play an important part in encouraging their younger members to continue working in the tea gardens.



Santoki was paid a very low wage (equal to 1 USD) for an entire day’s work. Even if women are considered more efficient than men in plucking tea leaves, they are nevertheless paid less. The tea workers’ children have limited access to mainstream schools and thus the literacy rate is very low.

With the support of Sida, the ILO worked with the Bangladesh Tea Plantation Workers Union and the Indigenous Peoples’ Development Services (IPDS) to provide training and awareness raising for tea women workers.

Santoki took part in training sessions and several awareness raising workshops on leadership, management and advocacy. ‘I did not know about the Bangladesh Labour Law. Earlier, I did not know whom to speak to about our wages, women’s entitlements, and rest rooms. I did not dare to speak with management officers; but now with more knowledge and information, I take part in meetings and speak up about issues that affect our lives’.

“My women co-workers asked me where I had learnt about the policies, laws, rules and regulations concerning tea estate workers. I told them about the training I had received from the ILO through IPDS and the Bangladesh Cha Shramik Union”, she stated. Santoki now dreams of breaking the cycle of exploitation and dependency on the plantation for accommodation and livelihoods. She aspires to a brighter future for her children.



## 2. THE OUTCOME STRATEGY AND LESSONS LEARNED

Work situations that deny fundamental principles and rights at work or that put at risk the lives, health, freedom, human dignity or security of workers or subject households to conditions of poverty are unacceptable. They have high economic, social and political costs for society in any country. Across all regions, some categories of workers are more vulnerable to being trapped into taking on unacceptable forms of work than others. Moreover, unacceptable forms of work are sometimes difficult to address because they occur more frequently in high-risk sectors where there is little

regulatory oversight, and where workers are poorly organized and belong to disadvantaged communities. Within this context and during 2016-17, Outcome 8, which was implemented in more than 80 countries and in all regions, aims at leaving no one behind, strengthening the link between international labour standards, labour rights and inclusive development, and achieving the following changes:

- Member States provide more effective protection for the most vulnerable workers through measures aimed at realizing fundamental rights at work, promoting health and safety at work and the provision of a minimum living wage;
- Constituents are more effective in mobilizing action and exercising policy influence for the protection of workers from unacceptable forms of work through partnerships with national, regional and international institutions.

### The Sida-ILO Partnership Programme

During 2016-17, the Sida-ILO Partnership Programme has supported a portfolio of strategic interventions under Outcome 8 in Bangladesh, Bolivia and Guatemala to strengthen the protection of workers from indigenous communities, with a focus on indigenous women. Across continents, indigenous workers share common experiences of high exposure to unacceptable forms of work, which is linked to historic and persisting discrimination and marginalization of their communities on social, economic, cultural and political dimensions.

Due to pressure on traditional livelihood activities and lack of income-generating activities in their communities, indigenous women and men increasingly migrate to urban areas. Indigenous women, who are experiencing discrimination and disadvantage on account of gender and indigenous identity, tend to find work in sectors that are informal, badly regulated or where labour law enforcement is weak. Indigenous workers' lack of access to skills and training, exclusion from decision-making and policy debates and low level of collective organization, are among the underlying factors.

Leveraging an integrated approach that addresses equality, freedom of association and the right to collective bargaining, occupational safety and health, wages and other basic working conditions, as well as taking into account the rights of indigenous people and respect for their cultures and identities, the Programme aimed at advancing indigenous women's voice and economic empowerment. Interventions targeted selected economic sectors with a high prevalence of indigenous workers, such as domestic work, construction, tea plantations or work in the urban informal economy.

Further, the Programme supports interventions in Ukraine to address discrimination and other working conditions deficits of persons living with HIV and AIDS and who are working in the transportation (railway, ports) and health sectors. Similarly, as in the case of indigenous workers, tackling discrimination is a key entry point for preventing and addressing exposure of workers living with HIV and AIDS to unacceptable forms of work.

The Programme has enabled the development of comprehensive approaches that go beyond legal compliance with international standards and encourage policy and institutional reforms through generation of new knowledge, evidence-based advocacy and policy dialogues and building of local capacity and ownership by ILO constituents, indigenous peoples and persons with disabilities.

## Lessons learned

As per the recommendations of the independent evaluation of the ILO's strategies on Fundamental Principles and Rights at Work (2015) and the ILC resolution on fundamental principles and rights at work adopted in June 2017, an integrated approach on fundamental principles and rights at work has been pursued nationally and internationally. Further efforts will be made, including ensuring greater balance among the principles. In addition, when concerns stem from the conflation of multiple and deeply-rooted problems, regular monitoring and long term support are required to create a virtuous cycle between the supervisory bodies' concerns, ILO's technical assistance and national follow-up.

Sustained changes to the material conditions that generate unacceptable work situations depend also on the organization of workers trapped therein. While challenging, because of their geographic remoteness or dispersion, and of socio-cultural and legislative barriers, targeted government interventions and well-designed services by workers' and employers' organizations can be of great help. This, in turn, requires the effective respect of freedom of association and the right to collective bargaining.

Finally, based on the recommendation of the internal evaluation of the ILO interventions under Outcome 8 financed by Sida, a new phase would be of strategic importance with a view to consolidating changes in policies, capacities and deepening relations with partners in those countries where target groups face the highest levels of intersectional discrimination and are subject to unacceptable forms of work.

<b>3. ALLOCATIONS</b>			
<b>Country/Region</b>	<b>CPO Code</b>	<b>CPO Title</b>	<b>Budget in US\$</b>
Bolivia	BOL202	Se logran avances en aplicación de medidas de protección contra formas inaceptables de trabajo por parte de Gobierno, interlocutores sociales y sociedad civil	200,312
Guatemala	GTM128	El país, con el apoyo de la OIT, mejora sus capacidades para proteger los derechos laborales de trabajadoras indígenas, trabajadoras domésticas personas con discapacidad, y para responder al VIH en el mundo del trabajo.	210,945
Ukraine	UKR151	ILO constituents develop and implement programmes on HIV/AIDS at selected workplaces	194,635
Bangladesh	BGD229	Capacity of the government, employers' and workers' organizations strengthened to prevent unacceptable forms of work including for indigenous peoples and child labourers	207,154
<b>TOTAL</b>			<b>828,076<sup>6</sup></b>

<sup>6</sup> The difference between this amount and the one in the consolidate table refers to funds used for evaluation purposes (15,030 USD)

#### 4. COUNTRY PROGRAMME OUTCOMES

##### Bolivia BOL202: Progress is being made in implementing protection measures against unacceptable forms of work by the government, social partners and civil society

Result as per PIR	ILO contribution
<p>The Ministry of Labour, Employment and Social Security, in consultation and coordination with social actors (the Trade Union Confederation of Construction Workers in Bolivia, the Bolivian Chamber of Construction and the Construction Women's Association), has promulgated Supreme Decree No. 2936 "Construction sector safety regulations", 5 October 2016. It is intended to regulate Law No. 545 ratifying the ILO Safety and Health in Construction Convention, 1988 (No. 167). In addition, Ministerial Resolution No. 387-17 establishing eight technical standards for safety in construction, 17 May 2017. These standards relate to minimum conditions for working at heights, handling stairs, lighting levels, noise exposure in the workplace, scaffolding standards, demolition work, excavation work and work in confined spaces.</p>	<p>The ILO, with the support of the Government of Sweden (BOL/16/50/SWE), through the establishment and promotion of a multi-stakeholder dialogue process in the construction sector in Bolivia with a gender perspective, organized three meetings to discuss technical standards. The ILO has also promoted a network of trainers in ILO methodology on occupational safety and health. This trainers belonged were part of workers' organizations (Trade Union Confederation of Construction Workers in Bolivia en Bolivia-CSTCB) and employers' organizations (Bolivian Chamber of Construction -CABOCO) that provided technical support for the promulgation of technical standards in Bolivia.</p>
<p>The Bolivian Chamber of Construction of Bolivia (CABOCO) has set up a virtual job platform of indigenous women trained in various training centres to improve their economic inclusion in the construction sector, the fastest growing sector in Bolivia. In addition, the platform raises public awareness of gender, labour rights and occupational safety and health issues. CABOCO - through memorandums of understanding with four training centres in the cities of La Paz and El Alto (Escuela de Gestores and Escuela Taller, both of the Municipal Government of La Paz, the NGO Red Hábitat and the INFOCAL Foundation) has generated the first database of women construction workers with different technical skills in construction, all of them certified by a training centre. With the support of the Trade Union Confederation of Construction Workers in Bolivia (CSTCB), the Association of Women Construction Workers (ASOMUC) and the media, this platform has been promoted and disseminated with the aim of economically empowering these women and making their reality known.</p>	<p>ILO, with support from the Government of Sweden (BOL/16/50/SWE), has sensitized the population, especially in the cities of La Paz and El Alto, to the unacceptable forms of work of indigenous women construction workers and provided assistance to CABOCO in the design of the virtual platform. The ILO, with support from training centres, trade unions, NGOs, associations and the media (written, oral and visual), has promoted the platform with public and private construction companies, as well as with the general public. The ILO has promoted the inclusion in the information platform of interest to indigenous women construction workers and information to raise awareness among the entire population on gender equity in the sector, labour rights, and occupational safety and health.</p>

##### Use of Sida funds in support of the result

Sida funds specifically allocated to this CPO have been useful in making progress in the implementation of protection measures against unacceptable forms of work by Bolivian

government and civil society actors. In the "Building Equality" project, these key actors contributed to and supported the process of drafting new regulations that would benefit the women's construction sector, to empower and train them. The alliances that were created have allowed each actor involved to contribute to the cause with his or her best abilities. In this way, not only was the political advocacy for the approval of new laws and regulations achieved, but also the creation of tools for the promotion of the employability of these workers in Bolivia.

**Guatemala GTM128: El país, con el apoyo de la OIT, mejora sus capacidades para proteger los derechos laborales de trabajadoras indígenas, trabajadoras domésticas personas con discapacidad, y para responder al VIH en el mundo del trabajo**

<b>Result as per PIR</b>	<b>ILO contribution</b>
<p>In January 2017, the President of Guatemala launched the National Strategy for the Prevention and Eradication of Child Labour 2016-2020, within the framework of the Public Policy adopted in this matter in 2010. The programming was distributed among the member institutions of the National Committee for the Prevention and Eradication of Child Labour (CONAPETI), Departmental Committees, employers 'and workers' organizations. The country has updated data on child labour through the analysis of a module on child labour that was included in the Living Conditions Survey (ENCOVI) in 2014. The results have guided the development of the strategy.</p> <p>In 2017, the Presidential Secretariat for Women (SEPREM) adopted an Advocacy Plan to promote the ratification of the Indigenous and Tribal Peoples Convention, 1989 (No. 169) and approved public policy guidelines for the promotion and protection of labour rights of domestic workers in the framework of the implementation of the Labour Equity Axis of the National Policy for the Promotion and Comprehensive Development of Women (PNPDIM). On May 5, 2017, SEPREM and the Ministry of Labour and Social Security (MTPS) launched the "Yes to the ILO Convention 189, for dignifying our labour rights to provide labour and social protection to domestic workers" addressed to members of the Congress of the Republic, officials of the executive entity and civil society. On May 9 and 31, the campaign was launched in Quetzaltenango and Alta Verapaz to take the messages to the communities of origin of the domestic workers.</p> <p>In March 2017, the unions in Guatemala approved an internal awareness and training plan on the Domestic Workers Convention, 2011</p>	<p>The ILO technically supported, with RBSA funds (SSJ / 14/01 / RBS), the process of strategy development, which was carried out through a series of workshops with CONAPETI, Departmental Committees, employers' and workers' organizations as well as NGOs, and also contributed directly to the drafting, design and printing of the final document. Using the methodology and technical criteria of the SIMPOC program, the ILO provided technical assistance for the processing and analysis of data, the preparation of the results report and publication The ILO developed, between January and July 2017, in coordination with the Ministry of Labour, a series of printed and audio-visual information materials, studies, diagnostics and interactive applications that have served as input so that the institutions that are part of CONAPETI include the protection of the migrant child population in their national and local policies against child labour. For Guatemala, the most relevant material produced is: "Perception of the indigenous peoples in Guatemala on the situation of child labour in the migratory context and recommendations for the approach".</p> <p>The ILO provided assistance to SEPREM, through the organization of a workshop to design a Roadmap for the strategic approach to the matter (February 2017), considering two specific lines: promotion and awareness of the rights of domestic workers, and advocacy actions for the ratification of C189. In March and April 2017, the ILO developed a map of actors and an institutional dialogue strategy, as well as an advocacy plan. The ILO has provided technical assistance for the creation of a working group (SEPREM, Ministry of Labour and Social Security, UN Women, the Office of the United Nations High Commissioner for Human Rights, CARE) that has supported all the actions carried out in</p>

(No. 189). As part of this plan, between May and November of 2017, the Trade Union Confederation of Workers of the Americas (CSA) implemented the training program "Empowerment, Participation and Strengthening of the Leadership of Women Trade Unionists and Indigenous People in Guatemala", addressed to a group of 28 women representing the Confederation of Trade Union Unity of Guatemala and the Global Unions.

During 2016, the National Coffee Association (Anacafé), through its Funcafé Foundation, provided advisory services and training to coffee associations to implement the Coffee and Labour Policy on HIV and AIDS, adopted in 2013. In addition, it trained 60 health promoters for the prevention of HIV in the workplace and accompanied and advised them during the implementation of information and training sessions for 3,144 workers from 17 farms, located in five departments of high prevalence. During 2017, Funcafé, in coordination with the Ministry of Health, developed a program to prevent mother-to-child transmission of HIV in three departments of the country. In addition, Funcafé and the Ministry of Health prepared information material on the subject, aimed at the working population and the midwives of the coffee farming communities. In addition, in coordination with health authorities and NGOs, it organized and launched voluntary counselling and testing sessions that benefited 375 workers in rural areas.

Between July and September 2016, the Ministry of Labour and Social Welfare (MTPS) carried out an institutional diagnosis of gender and approved an institutional Action Plan for Gender Equality to incorporate the topic into all its programs and services. The actions of the Plan have been submitted by the MTPS to the Presidential Secretariat for Women (SEPREM) and the Congress of the Republic as part of its strategy of gender approach in the interventions and services it provides to the citizenry. The Action Plan was approved by the Deputy Minister of Social Security and Employment and the monitoring of its implementation is coordinated from the Gender Unit and the Working Women's Section.

the campaign. ILO inputs for the campaign included a diagnosis of working conditions of indigenous domestic workers and profiles of employer households; a study on how multiple discrimination affects indigenous women domestic workers; a study on legislative harmonization; and an analysis on access to courts for domestic workers. The ILO provided technical assistance for the design of the graphic line and the messages of the campaign; for the production of a promotional video and for the printing of the promotional materials. The material was hosted on the website of the SEPREM, the Union of Domestic and Independent Workers (SITRADOMSA) and the Association of Domestic, Home Service and Maquila Workers (ATRAHDOM).

The ILO provided technical and financial support for the organization and facilitation of the consultation workshops for the definition of the work plan, as well as for the design and implementation of the training program for women trade unionists.

The ILO continued to provide technical support to Anacafé / Funcafé for the implementation of the Labour Policy of the coffee industry on HIV and AIDS, through the design of a training program for health promoters and the implementation of training activities in the farms. In addition, the ILO technically assisted Funcafé in the design of the program and organized the training sessions for 27 health service professionals from the Ministry of Health. The ILO supported the development of information material on the subject and revised its contents. During the reporting period, the ILO advocated to the Ministry of Health for the coordination, collaboration and monitoring of the activities carried out by Funcafé in the workplaces, as well as for the provision of medical supplies for the performance of voluntary HIV tests in the workplaces.

The ILO provided technical and financial assistance for the implementation of the participatory diagnosis and the development of the Plan. It also supported the organization of a workshop with the head-offices and departments to validate it.

<p>In March 2017, the Guatemalan Autonomous Popular and Trade Union Movement (MSPAG) and the Global Unions of Guatemala, together with the Trade Union Confederation of Workers of the Americas (CSA), launched the campaign "Domestic work: work like no other another, rights like any other. "</p>	<p>The ILO provided technical assistance for the adaptation to Guatemala and the printing communication materials of the regional campaign of the same title (banners, bags, notebooks, magnets and videos). This material has been distributed in various activities, including a forum addressed to Congress members.</p>
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**Use of Sida funds in support of the result**

The ILO provided technical and financial support for the planning and facilitation of the consultation workshops for the definition of the training programme, implementation and execution of all the training modules and technical assistance in the preparation of the equality plan for women trade unionists. Coordination meetings were supported and technical assistance was provided for the SEPREM work plan on domestic work, particularly on promotion and dissemination of the labour rights of domestic workers and incidence for the ratification of Convention 189 of the ILO as well as for the preparation of documents on the intersectionality of rights and guidelines of public policy on domestic work. Coordination meetings, events, workshops, technical studies required by the partners, design, printing and launch of the campaign on domestic work were carried out.

**Ukraine UKR151: ILO constituents develop and implement programmes on HIV/AIDS at selected workplaces**

<b>Result as per PIR</b>	<b>ILO contribution</b>
<p>The State Labour Service (SLS), the Kyiv City Centre of Emergency Medical Care, the Railway and Transport Construction Workers of Ukraine, The Independent Railway Workers' Union of Ukraine and the Marine Transport Workers' Trade Union of Ukraine have equipped their employees and members from all over Ukraine with tools to help them improve workplace services to address HIV-related stigma and discrimination, and to address occupational safety and health (OSH) matters relevant to the prevention or mitigation of HIV. A total of 28 hygiene Inspectors of the SLS, from all regions of Ukraine, now have the capacity to train their colleagues to address HIV-related discrimination and OSH related issues such as: ensuring the enforcement of legal provisions; supplying technical information and advice to employers and workers for the development of workplace policies and programmes as the most effective means of complying with the legal provisions, and notifying the competent authority of HIV-related violations. According to the SLS, in 2016-2017, the hygiene inspectors reported that they provided consultations to employers and workers on HIV related matters at some 600 enterprises all around Ukraine. Most consultations were related to the prohibition of mandatory HIV testing in employment and to</p>	<p>With support from the Government of Sweden (UKR/16/50/SWE), the ILO provided expert technical guidance, training and promotional materials. The ILO Handbook on HIV and AIDS for Labour Inspectors was translated in to Ukrainian and was also developed, printed and disseminated with other information materials. It organized training and advocacy activities for both management and employees of the project beneficiaries, including hygiene inspectors, trade union members and health workers. The ILO also supported HIV voluntary confidential counselling and testing (VCT) sessions for employees for the Ministry of Social Policy (MSP) of Ukraine, for the State Labour Service for Kyiv city Centre of Emergency Medical Care and beneficiaries in transport sector. During these events, in April 2016, 90 employees of the MSP (20 percent of all staff working for the Central Office) 50 employees of the SLS's Head Office (30 per cent of their staff) chose to benefit from VCT. In 2017, the ILO provided technical guidance to develop and implement three HIV workplace programmes for 1) the Maritime Transport Workers' Union of Ukraine, 2) the Kyiv city Ambulance Service; and 3) the Ukrainian Railways Health Centre, reaching 30,000 women and men workers with HIV knowledge and</p>

<p>the non-discrimination of workers living with HIV. A total of 3,000 women and men workers of the Kyiv city Centre of Emergency Medical Care are now covered by the HIV workplace programme and 250 of them took a voluntary and confidential HIV test at their workplace. More than 30 thousand workers in the railway and maritime sectors have increased their awareness on HIV with a focus on HIV stigma and discrimination. Eighty-seven young trade union leaders from these sectors were trained and 66 more benefited from specialized HIV sessions within Youth Forum organized by Marine Transport Trade Union of Ukraine in cooperation with the ILO. In addition, more than 1,800 workers accessed Voluntary Counselling and Testing for HIV.</p>	<p>addressing HIV stigma and discrimination at the workplace.</p>
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**Use of Sida funds in support of the result**

Most of the national and international funding allocated to HIV response in Ukraine covers key populations, while only few organizations are implementing HIV prevention activities among working women and men in Ukraine. Without external support the ILO tripartite constituents can hardly address HIV at workplace on a regular basis, they still need financial support, advice, training and advocacy. Sida funding was critical to mainstream HIV in the following regular activities of project beneficiaries.

- In railway as well as maritime transport workers’ unions there are now formal HIV Focal Points who on a voluntary basis incorporated HIV in their terms of reference.
- 30,000 women and men workers and their families raised their HIV awareness and reduced potential risky behaviour which might lead to HIV infection.
- 28 hygiene inspectors from all Ukraine regions raised their knowledge on HIV from the point of view of human rights as well as occupational safety and health and now are able to provide more effective consultations to employers and workers.
- The Marine Transport Workers’ Union to procure HIV express test kits for their members.

The project supported tripartite constituents to discuss a new National Tripartite Cooperation Strategy on HIV and AIDS in the World of Work to be reviewed in 2018, to ensure further sustainable involvement of the constituents in HIV response at workplace for the years to come.

**Bangladesh BGD229: Capacity of the government, employers' and workers' organizations strengthened to prevent unacceptable forms of work including for indigenous peoples and child labourers**

<b>Result as per PIR</b>	<b>ILO contribution</b>
<p>Bangladesh Tea Workers’ Union, urban indigenous workers and Bangladesh Indigenous Peoples Forum formed ‘Bangladesh Indigenous Workers Association’ in December 2017 with the support of ILO. This network is the first ever platform in Bangladesh to liaise with National Coordination Committee for Workers’ Education (NCCWE) and rights-based organizations to raise their voices and rights issues with the employers’ federation and relevant government</p>	<p>With the support of ILO the Indigenous Peoples Development Services (IPDS), an implementing partner organization has provided awareness raising workshops and capacity building training on leadership, management and advocacy. ILO facilitated and guided IPDS for preparing training module and manual.</p>

<p>departments. The network leaders started working with ILO constituents, relevant human rights based organizations and making efforts to influence the decision making processes that affect their lives.</p>	
<p>Three training workshops were organized with collaboration with Indigenous Peoples Development Services and Bangladesh Tea Plantation Workers' Union between June 2016-July 2017. A total of 100 tea workers and urban indigenous migrant workers, of which 65 men and 35 women, participated. The purpose of the training workshop was to raise awareness on the working conditions and rights of tea plantation workers and urban indigenous workers. It also emphasized the importance of taking action against unacceptable forms of work in the targeted sectors. At the end of the training, the participants developed an action plan for addressing Unacceptable Forms of Work (UFW) with Bangladesh Tea Board and Association through Bangladesh Tea Plantation Workers' Union.</p>	<p>Indigenous Peoples Development Services (IPDS), ILO's implementing partner provided capacity building and training on national laws, policies and regulations, and on international labour standards and conventions.</p>
<p>Specific trainings on leadership, advocacy and rights for 100 women were carried out between August 2016 and December 2017 in collaboration with Indigenous Peoples Development Services and Bangladesh Tea Plantation Workers' Union. Frontline women leaders from tea estates and urban women leaders took part in the training sessions. As a result of the training sessions indigenous women workers and leaders were able to mobilize and leverage support from different ILO constituents at regional and national level to take up women related issues like that of safety and security, sexual harassment, rest room facilities at workplace, etc. for discussion and to take action.</p>	<p>Indigenous Peoples Development Services (IPDS), ILO's implementing partner provided specific training sessions for urban indigenous workers and tea women workers on leadership, management and advocacy skills. ILO facilitated to develop the training manuals and modules in line with project needs and compliance.</p>
<p>Six delegates of the Bangladesh Tea Plantation Workers' Union and the Ministry of Chittagong Hill Tract Affairs (MoCHTA) acquired knowledge and experience on the working conditions of Indian tea plantation workers, implementation of national laws and policies in line with international conventions, as well as consultation process of Mexican human rights institutions with indigenous peoples, through two separate peer learning visits in India and Mexico. The delegates exchanged good practices/examples of government initiatives,</p>	<p>ILO organized two learning visits separately for Bangladesh Tea Plantation Workers and Ministry of Chittagong Hill Tracts Affairs. ILO facilitated the learning visits with logistics, briefing notes and relevant references; organizing the meetings with different institutes and personalities during the visit, followed up with team members for sharing meeting key stakeholders.</p>

<p>affirmative action policies and laws during the peer learning visits. MoCHTA delegates referred to the peer learning experiences and knowledge in the policy discussions and consultations with government and employers.</p>	
<p>Two study reports (working conditions into tea plantation workers and urban indigenous and tribal peoples) were published. The reports were disseminated among the key stakeholders for advocacy purposes and influencing follow up actions in the awareness raising workshops. ILO constituents, indigenous and tea workers are using these reports as an advocacy tool and key reference to address the findings and recommendations in their negotiation and consultations process.</p>	<p>ILO facilitated the process for hiring the vendors and consultant for reviewing the quality of the reports. Published the two study reports and organized dissemination workshops. The reports have been shared with all stakeholders for their reference.</p>
<p>With the technical support of the ILO, the Parliamentary Caucus on Indigenous Peoples conducted a series of consultation workshops between June-November 2016 on the draft 'Bangladesh Indigenous Peoples' Rights Act' (BIPRA) with key stakeholders and finalized the document. Finally, the Caucus submitted the draft bill, 'Bangladesh Indigenous Peoples' Rights Act' (BIPRA) to the Speaker for consideration for discussion in the Parliamentary Standing Committee as a Private Bill.</p>	<p>ILO played a facilitation role in influencing the Parliamentary Members and Secretariat for the finalization of the BIPRA and submission in the Parliamentary Standing Committee. ILO provided policy papers, documents related to relevant ILO conventions, evidence based study reports and in-kind support for organizing advocacy workshops.</p>
<p>A tripartite regional conference was held in February 2018 in collaboration with Bangladesh Tea Plantation Workers Union to review knowledge developed and lessons learned of the project. The District Commissioner, Sub-district Executive Officer, Deputy Director, Tea Industry Welfare Department, Ministry of Labour and Employment, representatives from Bangladesh Tea Association, civil society, academics and media were invited to participate. Bangladesh Tea Workers Union and ILO constituents strongly recommended that actions be continued to sustain the successful momentum that was created from the project interventions to protect the workers from unacceptable forms of work in Bangladesh.</p>	<p>Bangladesh Tea Plantation Workers Union organized the tripartite regional conference. ILO facilitated for preparing the conference presentation paper, facilitated in mobilizing key stakeholders and constituents.</p>
<p>A study on 'Job reservation policies for indigenous and tribal peoples in the civil services in Bangladesh' was completed and presented for tripartite consultation in the national sharing workshop on 16 March 2017. Bangladesh Public Service Commission acknowledged the key findings of the study and recommended the</p>	<p>With support of ILO internal funds, ILO in collaboration with Ministry of Chittagong Hill Tracts Affairs organized the tripartite consultation workshop. The evidence based and empirical knowledge of the study contributed to national advocacy and complemented the</p>

<p>printing of the report. The Ministry of Chittagong Hill Tracts Affairs strongly recommended for developing a policy brief on recruitment of indigenous peoples in the public sectors.</p>	<p>Swedish Government funded project (BGD/16/51/SWE).</p>
<p>Funding from the European Commission has been secured – beyond 2017 – in the context of the Indigenous Navigator project that, among other issues, supports stakeholders for deepening their engagement and enhancing policy dialogue regarding indigenous peoples' access to decent work and related public policies.</p>	<p>With the support of ILO HQ, the global project was implemented in Bangladesh. The result of the project complemented Swedish Government funded project (BGD/16/51/SWE) for better engagement and social dialogue with ILO constituents and indigenous workers with evidence based report.</p>
<p><b>Use of Sida funds in support of the result</b></p>	
<p>The use of financial resources was very efficient, considering the funding available and the overall results achieved. Though key stakeholders emphasized that increasing the resources might have covered more people regarding training and awareness raising sessions within the biennium. This is especially important because the targeted direct recipients, who are tea workers and urban informal workers have a low level of education. Additionally, there are no other development partners who are dealing with the normative issues of tea plantation workers and urban indigenous workers in Bangladesh.</p>	

# Mainstreaming Environmental Sustainability

## Strategy

In November 2015 the ILO Governing Body adopted the [Guidelines for a just transition towards environmentally sustainable economies and societies for all](#) aimed at enabling governments, workers and employers around the globe to leverage the process of structural change towards a greener, low-carbon economy, create decent jobs at a large-scale and promote social protection. The Guidelines are both a policy framework and a practical tool to help countries at all levels of development manage the transition to low-carbon economies and allow the practical country-level application of a set of conclusions focused on achieving sustainable development, decent work and green jobs.

The ILO's [Green Centenary Initiative](#) provides the strategic direction and guidance for the contribution of the ILO to the negotiations on climate change. The recognition, in the Paris Agreement on Climate Change, of the imperative of a just transition of the workforce and the creation of decent work has created new demands and expectations on the ILO.

## Sida's contribution to ILO's results

The Sida-ILO Partnership Programme provide an important contribution to promoting the cross-cutting character of environmental sustainability within the ILO and ILO's work. Through implementation of the "Guidelines for a just transition" and the ILO Green Initiative, Sida's support focus on green jobs and just transition's related initiatives, in selected countries, leading to results linked to and reportable under several ILO's Programme and Budget Outcomes.

The project consists of two country components targeting Philippines and Uruguay. The national policy and strategy development process is supported and strengthened through capacity building as well as knowledge sharing at global level.

The specific pilot application of the "Just Transition Guidelines", at national level, is implemented in the three countries mentioned above at their request. The objective is (i) to support countries in their strive to create employment, ensure social well-being and protect natural resource and (ii) build a tested intervention model and best practice examples for other countries wishing to follow the just transition guidelines and adopt green jobs strategies that enhance economic and social inclusion while addressing climate change and implementing low-emission development strategies. Social dialogue builds the basis for the identification of national priorities and the elaboration of national just transition strategies and policies.

In this context, the ILO supported the implementation of the guidelines in the Philippines and Uruguay. Actions in the Philippines and Uruguay focused on national consultations, social dialogue, training for trade unions, assessments of skills needed for green jobs and policy prioritization supported by internal and external resource mobilization.

In Asia, Philippines experience was shared at a [Regional Dialogue on Green Growth for Jobs and Social Inclusion: Making the case for a just transition in Asia](#), held on 25-27 September 2017 in

Manila, Philippines. The regional dialogue gathered representatives from the Philippines, Indonesia, Malaysia and Mongolia. The regional dialogue stimulated interest in a regional initiative on just transition within ASEAN region. It led to a regional workshop for drafting "the Kuala Lumpur declaration in promoting green jobs for equity and inclusive growth of ASEAN community" on 14-15 December 2017, Kuala Lumpur, Malaysia.

Important effort has been made to enhance the knowledge base on the implications of climate change for employment. A policy brief titled "Decent Jobs in the Safe Climate: ILO Solutions for Climate Action" provided an overview of key research findings, selected ILO initiatives, successful practices, tools, instruments and policy guidelines that contribute to the advancement of both climate change and decent work agendas. A series of [thematic issue briefs](#) addressing issues of labour market policies, gender and climate change, indigenous and tribal peoples, labour migration were produced under the Green Initiative.

A key feature of the project consisted in [a new strategic partnership between the ILO and the secretariat of the United Nations Framework Convention on Climate Change \(UNFCCC\)](#). Through the signing of a memorandum of understanding in March 2017, the ILO and UNFCCC expanded joint action on just transition and decent work in the context of climate change. As part of such collaboration, the ILO and UNFCCC jointly implemented a training course on climate change, decent work and just transition at ITC-ILO in 2017. The ILO further partnered with the UNFCCC secretariat to convene the first [Global Forum on Just Transition](#) at ILO headquarters in Geneva in December 2017. The Global Forum gathered representatives of governments, workers and employers organisations, and leading research institutions from more than 30 countries to share national experiences and identify research and knowledge gaps. It generated important recommendations including a largely supported proposal to launch a global coalition for a just transition.

A major research product was the production of a training guidebook on [How to measure and model social and employment outcomes of climate and sustainable development policies](#). The training guidebook was developed with substantive contributions from members of the ILO-established [Green Jobs Assessment Institutions Network \(GAIN Network\)](#), a network of about 20 policy research institutions from around the world. The Guidebook offers a unique tool, using tested methodologies of statistical assessments, input-output and social accounting based modelling, for countries to better inform their policies on climate change in terms of the potential impacts on labour. The training guidebook has been translated into French and Spanish languages and will be used for institutional capacity building. It will support interested countries to model labour and social impacts of the implementation of the nationally determined contributions on climate change (NDCs) under the Paris Agreement on climate change.

The ILO made important contributions on theme of decent work and just transition in global climate change negotiations at [COP22 in November 2016 in Marrakech](#) and [COP23 in Bonn in November 2017](#). A seminar was held in December 2016 focusing on the effect of climate heat waves on working conditions, workers' productivity and health, leading to that this theme will also feature with a specific chapter in the WESO 2018 on the greening of jobs.

## 1. STORIES FROM THE FIELD

### PAVING THE WAY FOR A JUST TRANSITION IN THE PHILIPPINES



Through a capacity building approach, the ILO provided support in the creation of an enabling environment for sustainable enterprises to prosper and create decent work opportunities. This includes the establishment of a tripartite-plus social dialogue and cooperation mechanism; training provision for the tripartite constituents; communication and advocacy support; technical support to relevant Government agencies to operationalize their mandates under the Green Jobs Act,

including through the development of assessment and certification standards, policy analysis and establishment of an employment projections model, customization of green jobs statistical instruments, conduct of green jobs country study, support to the development of framework and strategies to green the TVET system, and formulation of the Green Jobs human resource development plan.

As a response to the issuance of the closure and suspension orders by the Department of Environment and Natural Resources to more than 20 mining companies in the Philippines, the ILO provided a platform for social dialogue for tripartite constituents & other stakeholders to jointly address issues concerning mining transition. This resulted to the development of a comprehensive Just Transition framework for mining communities, which was endorsed to the Office of the President and being operationalized in a key mining region.

The Technical Education and Skills Development Authority, in partnership with the ILO, held the Green TVET Forum and Strategic Planning on Greening the TVET System that gathered key stakeholders from the government, private sector, employers and workers' groups, academe, and financial institutions to engage in a series of discussions and sectoral consultations on addressing the skills need of the workforce as the country transitions to a greener economy. The outputs will inform the development of training, assessment, and certification guidelines, and the National Green Jobs Human Resource Development Plan and will serve as an input to the 2017-2022 National Technical Education and Skills Development Plan.

The Philippines is one of the fastest growing economies in the region, yet it experiences a job-slow growth and poverty incidence remains high. The country is also among the richest in biodiversity and natural resources, but its environment is also one of the most threatened in the world. It also ranked third as the most at risk countries to impacts of climate change<sup>7</sup>, posing major risks to economic prosperity and social progress. Volatility in employment can be traced in large part to climate change and the increasing frequency and intensities of extreme weather events and environmental disasters, which has disrupting impact to all economic sectors.

In April 2016, the Philippine Green Jobs Act was passed into law to accelerate the promotion of sustainable growth and decent job creation, while building resilience against impacts of climate change, by providing fiscal and non-fiscal incentives to enterprises generating green jobs across all economic sectors. It is a pioneering approach in institutionalizing labour and employment

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<sup>7</sup> 2017 World Risk Report

dimensions in the policy framework for addressing climate change and environmental issues and provides for the development of the human capital to enable and sustain the transition to a green economy, which requires a whole-of-society approach. Adopting the ILO definition of green jobs, the law defines it as decent jobs that contribute to preserving and restoring the quality of the environment, be it in the agriculture, industry or services sector.

To support the Philippine constituents in operationalizing the Green Jobs Act and maximize the opportunities that greening the economy bring, while managing the structural changes to ensure a just transition, the ILO piloted the application of the policy guidelines on Just Transition in the country.

## **FACILITATING A JUST TRANSITION IN THE MINING SECTOR**

The Department of Environment and Natural Resources (DENR) Mines and Geosciences Bureau (MGB) of the Philippines estimates that the country's untapped mineral wealth could reach USD 840 Billion, the largest chunk of which would be in the production of the metals. The Philippines as one of the world's richest countries in mineral resources, ranking 5th as the most mineralized globally.

In February 2017, the Philippine government issued closure and suspension orders for more than 20 mining companies following the findings of a mining audit showing environmental violations. This brought to the fore mining issues as well as the vulnerabilities of workers, communities,



government, and enterprises and the necessity of having comprehensive and coherent policies and measures to address the multifaceted challenges and to pursue an environmentally sustainable growth, while ensuring a just transition.

Under the Just Transition to a Green Economy project, the ILO organized consultations with national and local Government, trade unions, employers, and other stakeholders to jointly discuss the issues and recommend measures to

address them. Following the ILO Just Transition policy guidelines, a nine-point policy framework was developed.

With the primary objective to supporting the transition of workers affected by cessation of mining operations, the framework also provided for strategies that will contribute to improving performance of the mining sector, including strengthening compliance with environmental, labour and safety and health standards and anticipate mining transition, and in repositioning the key mining region to optimize its growth potential towards a sustainable, climate-resilient and inclusive pathway that creates decent, greener jobs. The framework includes measures to strengthen social dialogue mechanism and tripartism, build the capacity of institutions to enforce existing laws, ensure proper compensation measures, retool and upskill workers, promote economic diversification and support to communities, guarantee social protection and insurance, and establish funding mechanisms.

The Just Transition framework has been endorsed by the Office of the President and is currently being used by the Government as basis for policy discussions with various stakeholders and being operationalized in a key mining region in the Philippines.

## 2. LESSONS LEARNED

- Political transitions, which bring about changes in policies, as well as officials in key positions, necessitate key Government partners to re-direct focus according to new priorities set, could delay the process and would require continuous awareness raising, advocacy and capacity building as well as flexibility in delivering target results
- Social dialogue, with participation of national and local Government, workers and employers' representatives and other stakeholders, plays a vital role in the process, particularly in understanding how policy measures would impact various stakeholders, jointly identifying response measures and building consensus, and ensuring policy coherence. However, this needs to be sustained and social dialogue mechanisms at all levels need to be institutionalized.
- Fully implementing the Green Jobs Act is a long-term process and would require intensive and sustained capacity building to tripartite constituents and other stakeholders. The current support lays the foundation for its implementation, but full implementation of the Philippine Green Jobs Act and the adoption of the Just Transition Framework in other sectors, policy areas and at all levels of government would require a long-term programme support. This includes sustained inclusive social dialogue and tripartite consensus on the promotion of green enterprise, green jobs and a just transition and continuous awareness raising, advocacy, and capacity development of multiple stakeholders SIDA contribution

The SIDA funding, complemented by RBSA funding, has been instrumental in the overall delivery of the pilot initiative on the application of the ILO policy guidelines on “Just Transition towards Environmentally Sustainable Economies and Societies for All” in the Philippines.

## 3. ALLOCATIONS

Country/Region	CPO Code	CPO Title	Budget in US\$
Global	GLO 206	Promoting sustainable enterprise development through global policy measures	171,813
Philippines	PHL 101	Strengthened policies and programmes for employment creation of young people, vulnerable and marginalized groups, through the implementation of decent work approaches for sustainable development and disaster resilience	130,290
Philippines	PHL 104	Sustainable enterprise development policies and capacity building programmes implemented to support green, productive and decent employment and income opportunities	12,000
Philippines	PHL 802	Strengthened institutional capacity of workers' organisations	5,000
Uruguay	URY 154	Estrategias aplicadas para la formalización de las Pymes y para avanzar hacia mayor productividad y mejores condiciones de trabajo en las empresas de menor tamaño en Uruguay.	155,200
<b>TOTAL</b>			<b>474,303</b>

#### 4. COUNTRY PROGRAMME OUTCOMES

##### Philippines PHL101: Strengthened policies and programmes for employment creation of young people, vulnerable and marginalized groups, through the implementation of decent work approaches for sustainable development and disaster resilience

Result as per PIR	ILO contribution
<p>In April 2016, the Philippine Green Jobs Act was passed into law. This is a pioneering approach in institutionalizing labour and employment dimensions in the policy framework for addressing climate change issues, as it provides for the development of the human capital to enable the transition to a greener economy and includes incentives for enterprises to generate and sustain green and decent jobs across all economic sectors. The corresponding Implementing Rules and Regulations (IRR) have been issued in September 2017, after going through a tripartite consultation process, which set forth the mandate of the Government institutions to implement the provisions of the Green Jobs Act. The IRR also included a provision recognizing the need to pursue a just transition for all in the promotion of a green economy.</p> <p>The Philippine Development Plan (PDP) 2017-2022 has incorporated the implementation of the Philippine Green Jobs Act as a strategy, particularly under the pillars on “Accelerating Human Capital Development”; “Expanding Economic Opportunities in Industry and Services”; and “Ensuring Ecological Integrity, Clean and Healthy Environment”. Additionally, green jobs promotion and a strategy for a just transition to environmental sustainability have been incorporated in the 2017-2022 National Livelihood Agenda.</p> <p>The Technical Education and Skills Development Authority (TESDA) has developed a framework and corresponding strategies for greening the TVET system to facilitate a just transition to a greener economy as a result of the updated skills for green jobs country study and the Green TVET forum and strategic planning session. These strategies have been integrated into the National Technical Education and Skills Development Plan (NTESDP) 2017-2022.</p> <p>The Department of Education (DepEd) initiated a curriculum mapping and an action planning for the integration of green skills in the K to 12 programme, which will serve as basis for the</p>	<p>The ILO provided technical advice in crafting the Philippine Green Jobs Act from April 2015 to January 2016. The law was also informed by ILO-supported global and country studies, including on skills for green jobs (2009) and green jobs mapping (2012), which provided an initial estimation of green jobs in the country and identified opportunities and challenges in developing a greener economy.</p> <p>The ILO is piloting the application of the ILO policy guidelines on “Just Transition towards Environmentally Sustainable Economies and Societies for All”, which provides support to constituents to operationalize the Philippine Green Jobs Act and in managing the structural changes towards pursuing a green economy.</p> <p>Support includes facilitating the establishment of a Tripartite Advisory Committee and Multipartite Technical Working Group, which have been provided policy and programming direction leads the just transition initiatives and facilitates institutionalization of project results. Additionally, the ILO partnered with the Climate Change Commission (CCC) to establish a collaborative policy forum to promote convergence to promote green jobs and just transition to a green economy and to contribute to the updating of the Philippines’ Nationally Determined Contribution by expanding the participation to also include the private sector, academe, civil society and other development partners.</p> <p>The ILO organized capacity building programmes and advocacy fora with the tripartite constituents at the country level and supported participation in trainings on green jobs and just transition organized by the International Training Centre of the ILO (ITC-ILO). ILO, in partnership with ITC-ILO, conducted a regional dialogue in September 2017 on “Green Growth for Jobs and Social Inclusion: Making the case for a just transition in Asia” which provided an experience sharing opportunity and identify ways forward to advance Just Transition in the</p>

revision of the curricula and rollout for implementation.

By June 2018, the Climate Change Commission will have issued the Green Jobs Assessment and Certification Standards and Guidelines for the accessing of incentives under the Green Jobs Act. The standards and guidelines are being developed in close consultation with Government institutions, private sector, employers and workers' organizations, and other stakeholders.

By June 2018, the initial phase of the National Green Jobs Human Resource Development (HRD) Plan will have been completed, led by the Department of Labour and Employment (DOLE) and in coordination with other Government agencies and social partners, as mandated by the Philippine Green Jobs Act. The Green Jobs HRD Plan integrates the just transition framework and results of the policy analysis and employment projections on green jobs.

*Contributing to P&B Outcome 1: More and better jobs for inclusive growth and improved youth employment prospects*

*Indicator 1.4: Member States in which constituents have implemented institutional development and capacity-building programmes in industrial, sectorial, trade, skills, infrastructure, investment or environmental policies for more productive and better quality jobs*

*\*Cross-referenced with PHL104/Outcome 4, Indicator 4.1*

Philippines and the region. The ILO also supported constituents in its participation in, including the UN Climate Change Conference, Just Transition Global Forum and GAIN Conference, ADB Clean Energy Forum, to share the Philippine experience.

Technical advice was provided in the integration of green jobs and just transition strategies in the development of national frameworks and policies, including the Philippine Development Plan, the National Livelihood Agenda. The ILO also provided technical advice in the crafting of the Green Jobs Act Implementing Rules and Regulations by participating in inter-agency consultation meetings led by the Department of Labour and Employment.

In September 2017, the ILO conducted an updated country study on Skills for Green Jobs, which provided an analysis of skills policies and strategies, skills provision at national, sectorial, local or enterprise level in relation to the greening of the economy and recommendations to further drive the green transition. This served as basis for the Technical Education and Skills Development Authority (TESDA), in partnership with the ILO, to organize a Green TVET forum and sectorial consultations, which culminated with a strategic planning session among TESDA national, regional and provincial heads. The outcomes of the sessions served as basis for developing a framework and strategies for greening the TVET system. ILO continues to provide technical advice in processing the outcomes for the integration in the National Technical Education and Skills Development Plan (NTESDP) 2017-2022 and in finalizing the strategic plan to be completed by June 2018.

As part of the Just Transition initiative, the ILO provided the Department of Education (DepEd) technical inputs and served as resource person in its conduct of a Seminar-Workshop on Just Transition for Green Skills & Sustainable Development for Junior and Senior High School under the K to 12 programme. This resulted to a curriculum mapping for all levels, from Kindergarten to Grade 12, and an action plan,

which DepEd will be taking forward for implementation.

The ILO is providing technical support to the Climate Change Commission and supporting the multi-stakeholder consultations for the development of the Green Jobs Act assessment and certification standards and guidelines. Additionally, ILO is working with the CCC for the integration of the green jobs and just transition into the Philippines' Nationally Determined Contribution and in the development of communication materials for the promotion of green jobs.

Using the Just Transition guidelines as framework, the ILO has been providing technical inputs and supporting multi-stakeholder consultations for the development of the Green Jobs Human Resource Development Plan as a requirement under the Green Jobs Act, which is being led by DOLE. The result of the ongoing policy analysis and green jobs projections, done in collaboration with the Philippine Institute for Development Studies, which builds the capacity of tripartite constituents to develop and apply the employment projections model to understand and anticipate the impact of greening on the labour market and identify response measures, will serve as an input to the Green Job HRD Plan.

In coordination with the Philippine Statistics Authority (PSA), the ILO is conducting a review and customization of green jobs survey instruments for labour force and establishment surveys, which will be handed over to PSA for pilot-testing and national scale-up.

In response to the issuance of the Department of Environment and Natural Resources (DENR) to close down and suspend more than 20 mining companies in the Philippines, a comprehensive Just Transition framework for mining communities was developed, led by workers' organizations and in consultation with Government institutions and employers' organizations, including the Chamber of Mines, and endorsed to the Office of the President for operationalization. The framework build the capacity of institutions to enforce existing laws, ensure proper compensation measures, retool and up skill workers, promote economic diversification and support to communities, guarantee social protection and insurance, and establish funding mechanisms, is being used by the Government as basis for policy discussions with various stakeholders and being operationalized in a key mining region in the Philippines.

The ILO provided a platform for social dialogue for tripartite constituents and other stakeholders at national and sub-national levels to discuss issues on mine closures and jointly identify appropriate response measures that would ensure a just transition. The ILO also facilitated the development a comprehensive and Just Transition framework for mining communities to mitigate the adverse impacts of current and future mine closures and maximize beneficial outcomes for all stakeholders through 1) improve performance of the mining sector, including strengthening compliance with environmental, labour and safety and health standards and anticipate mining transition; and 2) repositioning the mining regions to optimize its growth potential towards a sustainable, climate-resilient and inclusive pathway that creates decent, greener jobs. The framework was also presented to stakeholders in CARAGA, a key mining region in the country, for operationalization.

#### Use of Sida funds in support of the result

SIDA contribution used to support the overall delivery of the outputs under the Just Transition pilot initiative in the Philippines, particularly through funding the project staff and operational costs, conduct of consultations meetings and country-level workshops and trainings, participation of ILO constituents in international trainings and fora, missions of ILO staff. The funding was also used to conduct the Regional Dialogue on "Green Growth for Jobs and Social Inclusion: Making the case for a just transition in Asia", Skills for Green Jobs Country Study and the Green TVET forum and strategic planning session with TESDA.

#### Philippines PHL104: Sustainable enterprise development policies and capacity building programmes implemented to support green, productive and decent employment and income opportunities

Result as per PIR	ILO contribution
A pool of trainers on Green Business has been established, composed of SIYB trainers, and representatives from Government institutions, academe and non-government organization. They form part of the core team who will roll out the Green Business training programme, adopting the ILO tools and serve as an advisory group in supporting policy initiatives related to greening of enterprises.	ILO supported the participation of entrepreneurship trainers and mentors from the Government institutions, academe, private sector and non-government organization in the ITC-ILO Training of Trainers on Green Business conducted in Sri Lanka in November 2017. The Green Business training programme is a newly launched ILO tool, which is an extension of the ILO Start and Improve Your Business (SIYB) programme providing guidance on how to generate green business ideas, how to design a green business plan, and how to green the processes of a business. The Philippine training delegates form part of the pool of trainers and champions who will support in the roll out of the

	Green Business approach in the Philippines as well as endeavour integrating Green Business/SIYB into their respective institutional mandates/programmes.
<b>Use of Sida funds in support of the result</b>	
SIDA funds were used to support the participation of the Philippine delegates in the ITC-ILO training on Green Business conducted in Sri Lanka.	

<b>Philippines PHL802: Strengthened institutional capacity of workers' organisations</b>	
<b>Result as per PIR</b>	<b>ILO contribution</b>
<p>As a response to mine closure and suspension orders in February 2017, workers' organizations (e.g. the Federation of Free Workers (FFW), IndustriALL Global Union - Philippines, the Trade Union Congress of the Philippines (TUCP), the Associated Labour Union (ALU), the Confederation of Independent Unions (CIU) in the Public Sector, the Philippine Government Employee Alliance (PGEA), the Philippine Independent Public Sector Employees Association (PIPSEA), the Public Service Labour and Independent Confederation (PSLINK), the Philippine Trade and General Workers Organization (PTGWO), the Sentro ng mga Nagkakaisa at Progresibing Manngagawa (SENTRO), the Alliance of Workers in the Informal Economy/Sector (ALLWIES)) in the Philippines prepared joint proposals in April 2017 for a Just Transition to the closure. These proposals were presented to the tripartite Advisory Committee and have become the reference framework for the Government and the social partners, including the Chamber of Mines. In April 2017, the workers' organizations requested a setting up of a Tripartite Mining Industry Committee, which has also received support from the private mining sector.</p> <p><i>Contributing to Outcome 10: Strong and representative employers' and workers' organizations</i></p> <p><i>Indicator 10.5: National workers' organizations that increase their representative strength to influence policy agendas at the national, regional and international levels</i></p>	<p>Using the ILO Guidelines for a Just Transition towards environmentally sustainable economies and societies for all and the experience of the international labour movement, the ILO convened a series of meetings and consultations for workers' organizations between March and July 2017 and facilitated consensus on a comprehensive framework and proposals on Just Transition in the context of the mine closures.</p>
<b>Use of Sida funds in support of the result</b>	
Sida funds were used to support the meetings conducted as well as missions of ILO staff who supported the initiative.	

## URUGUAY URY 154: Estrategias aplicadas para la formalización de las Pymes y para avanzar hacia mayor productividad y mejores condiciones de trabajo en las empresas de menor tamaño en Uruguay.

### The challenge

The government of Uruguay has set up an inter-institutional commission to coordinate work on the concept of green economy. Although the Ministry of Labour is part of the commission, the employment dimension was not present, and social partners were not seen as key allies in order to develop this perspective with the private sector. At the Ministry of Labour there is a small “green jobs” team, which did not have resources and capacity to be more active.

- At the beginning of the project, the challenge was to explain the concept of green jobs.
- Incorporate actively the social partners in different activities and strengthen their capacity.
- Strengthen the capacity of the Ministry’s green jobs team.
- Bring these messages to social partners in the interior of Uruguay

### The response

- Disseminate the concept of green jobs, how to measure it, provide an estimate
- Research on a successful case (renewable energy) to estimate the green jobs impact
- Research on a productive sector that requires restructuring to adapt to greener standards (citrus), to serve as an input to social dialogue
- Disseminate good experiences through a series of Technical Notes to show the potential of this approach
- As it was not possible to reach an agreement to work on waste disposal, we managed to get the vision of employers on bottle management, the workers perspective on solid waste disposal, and the experience of waste disposal in a small town of the interior (Rivera).
- Involve people from the interior of Uruguay to many training activities and present the citrus study in the relevant interior city (Salto).

### The results

The Ministry’s green jobs team was strengthened and started taking a more prominent role. The material developed through the project helps in their dissemination activities and provides national examples of what can be achieved. The jobs dimension is now present in the green economy inter-institutional commission discussions, as well as in the more general discussions on environment and sustainability.

As a result of the participation of the Uruguayan delegation in the Green Jobs Academy of Turin, they proposed to incorporate Uruguay to PAGE. The proposal was accepted and from 2018 Uruguay is part of PAGE.

### Lessons learned

The green job dimension of environmental sustainability still needs to be explained. The illustration of its potential through concrete examples is very useful to raise consciousness and generate interest. This project was a major boost for a small team working on this topic.

The participation of people from the interior of Uruguay in many activities not only helped them, but also enriched the activities as they brought a different perspective to many problems.

Measurement of green jobs continues to be a challenge with the available statistical sources. This constitutes a major obstacle for capturing the process made.

## Cross-cutting Policy Driver: Gender equality and non-discrimination

The ILO Programme and Budget for 2016-17, with gender equality and non-discrimination identified as one of its cross-cutting policy drivers, aims at addressing the challenge of ensuring women's equal access to decent work. The ILO operationalizes the cross-cutting policy driver across various aspects of its results framework, with a strong emphasis on the policy outcomes on the quality of work. Indeed, not only is increasing the number of jobs for women crucial, but the quality of those jobs must also be addressed.

In accordance with the ILO gender equality policy, the ILO aims at ensuring that women and men benefit equally, and inequality is not perpetuated. The 2030 Sustainable Development Agenda also calls for the achievement of gender equality and the empowerment of all women and girls, specifically through SDG 8, including a specific target on equal pay for work of equal value. The SDG 5 is also important, it deals specifically with gender equality and women's empowerment.

The project's implementation will be guided by the ILO's Women at Work Centenary Initiative which was launched with the objective of implementing a major stocktaking of the status and conditions of women in the world of work, with a view to identifying innovative action. It aims to map out a renewed ILO strategy and to engage tripartite constituents in action. The Initiative operates on two levels: (1) globally to generate innovative and evidence-based research and knowledge, and (2) through direct action on the ground through gender mainstreaming and gender-targeted work across selected Country Programme Outcomes.

In response to demand from constituents, the ILO is geared toward building the capacity of governments, and of workers' and employers' organizations, to overcome the structural barriers that lead to persisting gender gaps in the world of work in Cambodia, Côte d'Ivoire, Jordan and Latin America.

### Sida's contribution to ILO's results

Sida's contribution in support of the cross-cutting policy outcome on gender equality and non-discrimination has been used to support one global product and four country level-components. In addition, women in business and management were promoted in a number of countries.

#### 1. STORY FROM THE FIELD

##### COTE D'IVOIRE

**Challenge:** Despite efforts made, Cote d'Ivoire is ranked 43rd of 52 countries on the Gender Equality Index of Africa. Notwithstanding the progress in the ratio employment-population, the disparities between male and female participation are persistent in the labour market. Women are more exposed with a lower participation level, a higher unemployment rate and salary inequality. Furthermore, the gender division on the labour market causes a strong horizontal and vertical segregation. This double segregation causes demand for the youngest, the less socialised and vulnerable labour force in the informal economy. 97% of the Ivorian women work in the informal economy in which they are confronted with a series of socio-economic and cultural obstacles. Almost 9 of 10 women are self-employed and active in atypical forms of work (part-time, occasional, domestic, seasonal, specific duration, interim, at home). Particularly vulnerable due to

legal exclusion, Additionally, they are almost completely absent in dialogue and decision-making structures. In addition, they have low revenues: 91.5% of the working females in the informal economy make less than 70 USD a month, which is less than 3 dollars USD a day.

(Source : Institut National de la Statistique de Côte d'Ivoire).



**Response:** in the context of recommendation 204 on the transition of the informal economy to the formal economy, Cote d'Ivoire, as one of the 10 championing countries for the implementation, has been selected to develop a national transition strategy. The government, the social partners, the civil society and the development partners have to ensure that gender questions are integrated in the national strategy on formalizing the informal

economy.

**Result:** the technical assistance of the ILO, funded by Sweden, resulted in better knowledge of ILO constituents and partners vis-à-vis the situation of women in Cote d'Ivoire's informal economy, and has strengthened their capacities in the field of gender. Cote d'Ivoire's government, in collaboration with the constituents, has taken measures to i) promote non-discrimination and gender equality in the transition process of the informal to the formal economy, ii) to define the strategic orientations for gender equality in the national strategy on formalization of the informal economy, and iii) formulate the programme "National socio-economic integration and empowerment of young girls in Cote d'Ivoire".

## 1. LESSONS LEARNED - GENDER EQUALITY AND NON-DISCRIMINATION STRATEGY

1. Better knowledge of women's situation in the informal economy has enabled constituents and partners to sharpen their advocacy for gender mainstreaming into the National Strategy for formalizing the Informal Economy. Other studies have addressed the links with gender equality, including issues related to maternity at work, work- life balance, non-discrimination. This analysis led the Government, in consultation with the social partners, to formulate a National Program for Socio-Economic Integration and Empowerment of the young woman in Cote d'Ivoire. In addition, the sharing of studies with UN Women strengthened the partnership and led joint actions.
2. With respect to CPO RLA105, it is important to note that this is the first time there has been a Regional CPO to promote gender equality. In the LAC region, ECLAC's inter-governmental Regional Women's Conference sets the agenda on gender issues every 3 years. Having a regional strategy with allocated funding, implemented by the sub-regional gender specialist was very significant and contributed to:

- a. interagency actions through the UN Regional Gender Group, such as contributing to the organization of the side event “A planet 50-50 by 2030” that ran parallel to the Sustainable Development Forum in Mexico in 2017.;
  - b. participating in the preparatory meetings for the XIII Regional Conference on Women in Latin America and the Caribbean (Montevideo, 2016) and organizing side events in coordination with other agencies, such as the event on social protection and gender with UNFPA, PAHO and UNDP;
  - c. contributing to the discussion and agenda setting that reflect the ILO’s approach, contribute to the promotion and implementation of international labour standards and include the needs of its constituents.
3. Working in alliance with other agencies and institutions within the multilateral system is slow but allows ILO to broaden the scope of the products to reach out to a wider audience and to have longer-term strategies. This is the case in the work undertaken with UNDP and the IDB, which has resulted in the development of a series of three working papers instead of one.
  4. All of this work has made the ILO’s role and contribution for achieving SDG 8 and 5 more visible.
  5. The regional funds should have a national mooring, as it is in the countries where the regional agendas are ultimately implemented. One such example is the elaboration of the tool “Diversity management and equality promotion within a company: a best practices guide” which was developed to respond to a specific demand by the Honduran EPZ Association (AHM). It was validated with the AHM and the Honduran Chamber of Commerce (COHEP) and became a tool for region-wide use. Furthermore, training for employers’ organizations on the use of this tool has been included in a new UE funded project in countries such as Chile, Costa Rica, Uruguay, Jamaica, among others.
  6. Having regional funds to support constituents in their emerging needs can have a big impact in a good number of countries. This is the case of the support that was given to activities to prepare for the Third World Women’s Conference (ITUC). The ILO could support TUCA (Trade Union Confederation of the Americas) to give women trade unionists from the region greater visibility. In addition, the ILO co-financed with other organizations a workshop on violence and harassment, something of great importance for the process of producing the new standard.
  7. In Cambodia, women are absent from the policy-making discussions around the world of work. The tripartite dialogue led to a common recognition of the challenges women face in terms of managing both work and family responsibilities. It also enabled women, alongside men, to voice their perspectives and realities.
  8. Domestic workers’ rights continue to be neglected and although many elements are in place, the Cambodian government has not been able to advance the roadmap towards ratification of C189. Working to further strengthen the capacities of civil society organizations helps to continue to pressure the government. Domestic workers organizations are seeing a positive change in behaviour of domestic worker leaders. Work in this area has helped to establish synergies with UN Women towards further advancement of domestic workers’ rights in the next UNDAF.
  9. The garment sector has a lot of attention – and the political context rendered work more challenging, with sensitivities around anything that could be remotely perceived as negative in the lead up to the elections. The leadership has been investing a lot of energy and resources

towards establishing additional benefits to garment workers (in particular female), seeing them as an important target group. The Sida funded work has provided an opportunity to discuss the previous measures and to highlight measures that express the real needs of women workers.

## LESSONS LEARNED – WOMEN IN BUSINESS AND MANAGEMENT

SIDA-ILO partnership was critical to achieving **Outcome 10, Strong and Representative Employers' Organizations** overall strategy of “increased representativeness and organization and analytical capacity of EBMOs to influence national, regional and international policy-making”. The partnership primarily contributed to developing evidence-based reports at national, regional and global levels on the barriers to advancing women to leadership positions as well as the policy needs to create change. One of the key expected changes in EBMOs were “improved analytical capacity to engage in evidence-based policy advocacy on a broad range of policy issues affecting business” (Par 148) and the most significant outputs included “new research with partners on the evolving nature of business representation and strategies in light of the fundamental transformation taking place in business and its organizations” (Par 156).

The *Implementation Report Dashboard* highlights the specific achievements of WIBM in 2016-17.. In particular, the most significant outputs illustrates the following:

“Building on the ILO’s Women in Business and Management (WIBM) project and the Women at Work Initiative, new research products were released to showcase how employers’ organizations and companies are evolving to attract the best talent, provide a workplace environment that is equitable and advance women to leadership positions. Developed in partnership with various gender experts, employers’ organizations and companies worldwide and with support of ILO-Swedish Partnership, the ILO launched five new reports and guides during the biennium: “WIBM: Gaining momentum in the Middle East and North Africa”, “WIBM: Gaining momentum in Latin America and the Caribbean”, “A global snapshot: Women leaders and managers in employers’ organizations”, “Promoting women in business and management: A handbook for national employers’ organizations”, and “Gender diversity journey: Company good practices”. In particular, the report for Latin America and the Caribbean served as a key resource for debate at a regional conference in Lima, Peru held together with the National Confederation of Private Business Institutions (CONFIEP) in May 2017 with over 300 participants. Subsequently, the ILO presented the report’s finding at the X Competitiveness Forum organized by the Organization of American States. The forum gathered representatives of the Ministries of Economy of Latin America and the Caribbean as well as representatives of employers’ organizations. As a result of these efforts, employers’ organizations in Honduras and Panama undertook national enterprise surveys to inform their policy efforts and services to members. In addition, the ILO entered into a major regional partnership with UN Women to promote gender equality in business. The partnership focuses on six countries – Argentina, Brazil, Chile, Costa Rica, Jamaica and Uruguay – to increase enterprise and employers’ organizations commitment to gender equality”

### 3. ALLOCATIONS

Country/Region	CPO Code	CPO Title	Budget in US\$
Global GED	GLO187	Gender equality and non-discrimination	177,749
Côte d'Ivoire	CIV110	Les mandants tripartites de Côte d'Ivoire sont en mesure de faciliter la transition, sensible au genre, de l'économie informelle vers l'économie formelle	74,246
Jordan	JOR152	Improved working conditions of women in the labour market and patterns of discrimination	74,246
Inter-American Region	LRA105	Combate a la discriminación y la violencia contra las mujeres y promoción de la igualdad de género en el marco de los ODS	74,246
Cambodia	KHM204	Effective progress made to advance enterprise productivity & competitiveness	73,815
Global and selected countries (Myanmar, Panama, Honduras and others)	GLO267 and others	Women in business and management	398,557
<b>TOTAL</b>			<b>872,859</b>

### COUNTRY PROGRAMME OUTCOMES

#### Côte d'Ivoire CIV110: Cote d'Ivoire's tripartite constituents can smooth gender-sensitive transition, from formal to informal economy.

Result as per ILO PIR	ILO contribution
<p>The constituents of Cote d'Ivoire have enhanced their knowledge and skills for gender equality consideration and non-discrimination in the transition process towards formal economy. On this basis, the Government of Cote d'Ivoire, in consultation with the social partners, has defined strategic action points for gender equality, which take into account issues related to maternity at work, equal pay, non-discrimination and the provision of childcare services for their integration into the national strategy for formalizing the informal economy.</p> <p>Based on the gained knowledge and the advocacy for the formalization of women's economic units, the Government has formulated the document of a National Program for the socio-economic integration and</p>	<p>ILO facilitated, enabled and technically supported the capacity building of constituents and partners. Thus, 35 members of the National Council of Social Dialogue were trained on gender equality and non-discrimination in the world of work.</p> <p>This allowed them to be familiar with ILS, mainly those relating to freedom of association and collective bargaining, equal opportunity and treatment between men and women. They have acquired the necessary knowledge to integrate gender issues in Social Dialogue mechanisms, to promote gender equality in the world of work, and to make gender sensitive the national strategy for formalizing the informal economy.</p>

empowerment of the girl in Cote d’Ivoire, which integrates measures to formalize the informal economy. The Program Document, validated by the social partners, the Civil Society and the technical and financial partners, is implemented by the Agency for Youth Employment of Côte d'Ivoire.

In addition, the Inspectorate and Occupational Medicine have been equipped with new knowledge on equality and non-discrimination for the production of a new gender-sensitive inspection sheet and its implementation in enterprises, namely the informal economy.

The partnership with UN-Women has led to advocacy on gender equality in the world of work; and conducting a gender audit of the Ministry of Commerce, Handicrafts and SME Promotion.

ILO and the Swedish funds have technically and financially supported the realization, restitution and validation of two studies at the national level on: 1) "Discrimination and gender inequality in the informal economy"; and, 2) "Analysis of good transitional practices from female informal economic units to formal". This allowed constituents, civil society and partners to develop the strategic points for gender equality in the national strategy for formalization of the informal economy. In addition, these funds enabled the validation of the document of the National Program of socio-economic integration and empowerment of the girl in Cote d’Ivoire, implemented by the National Agency for Youth Employment.

Through the Swedish funds, ILO managed to strengthen the capacity of 38 labour inspectors and occupational medical doctors to integrate gender issues into their work with enterprises in the formal and informal economy. Under the Swedish funds, ILO in collaboration with UN-Women and the European Union made an advocacy for gender equality in the world of work on the theme: "Women in a changing world of work: a planet 50 - 50 by 2030".

#### Use of Sida funds in support of the result

The Swedish funds have made a significant contribution to the achievement of the CIV 110: "Cote d’Ivoire’s tripartite constituents are able to facilitate the gender-sensitive transition from the informal economy to the formal economy". In fact, the Government, the Trade Unions and the Employers' Organizations, through the reinforcement of their knowledge and skills, have taken actions to promote gender equality in the world of work, particularly by taking measures to reduce gender disparities in the informal economy. These corrective actions have resulted in: 1) the formulation of strategic action points for gender equality in the national strategy for formalizing the economy; 2) use of new gender-sensitive inspection forms; 3) The formulation of a national program for the employment of young women that integrates formalization measures of the informal economy.

## 1. STORIES FROM THE FIELD

### JORDAN

#### Stand up with the teachers! Nareeman’s story

Nareeman Shawaheen is a teacher in the private sector in Jordan and one of the founding team members of the “Stand up with the Teachers Campaign”.

Nareeman’s father was a teacher, and as a child she always wanted to follow in his footsteps. But while she has worked as a school teacher for 15 years, she has encountered a lot of difficulties in her jobs. Nareeman experienced many violations of her labour rights, such as illegal extra working

hours, being paid less than the minimum wage, and many other violations towards herself and other women teachers.

“I will never forget the day that I went the management of the school to ask about my right to be registered with the social security” she says. “I found out that my employer had only paid my social security for two months. It turned out that I had lost more than four years of social security benefits!” This became the straw that broke the camel’s back for Nareeman, who stood up for herself for the first time and resigned from her post.

In 2015 Nareeman attended a training organized by the National Committee for Pay Equity and the ILO along with 36 other teachers. The training was conducted by the organization Ahel. The Ahel team invited the teachers to brainstorm around the violations they faced at work, and discriminatory practices against women teachers in the private sector in Jordan. In the training, Nareeman met other women like herself who also suffered injustices at work. The teachers decided to work on organizing a campaign to stand up for their rights. Along with four other teachers, Nareeman started meeting weekly to launch the “Stand up with the Teachers” Campaign. Most of the women in the founding team have children and families to take care of, but they still devote time and effort to continuously improving their teaching skills as well as to stand up for their rights at work. “We all deserve better rights. We make a big effort into our jobs and do our best to teach our students” Nareeman always says.

Nareeman is now a very active citizen, you can find her at the parliament’s sessions on labour rights, she lobbies with the labour committee there and gets invited to be part of the discussions taking place to improve labour conditions, for women in particular.



The campaign she co-founded, “Stand up with the Teachers” took off from Irbid with a founding team of seven teachers who expanded the campaign to Amman and Zarqa. The founding teams in Amman and Zarqa are now made up of ten teachers who work together in teams of five to facilitate five learning circles with 30 other teachers in total. The teachers meet twice a month digging deeper into

topics on power, accountability, understanding diversity and self-care. Through these sessions, the teams build strong foundations for working to claim their rights.

In addition to popular education sessions in Amman, Irbid and Zarqa, a group of women teachers meet on a regular basis to strategize about how tactics pressure decision makers to change the Jordanian legislation and get rid of discriminatory practices. One of the most urgent issues they are tackling is to demand their salaries paid by bank transfer. Back in September, 2017 the teachers led a campaign on social media that caught the attention of the minister of education who showed his support. From then the teachers directed their request to the minister of education and delivered him a file that has a summary of an online survey insisting on the need to make the transferring of salaries to the banks mandatory, along with a signed paper that shows the support of influencers in Jordan to encourage the minister to make a decision.

## LATIN AMERICA AND THE CARIBBEAN REGION

### *The challenge*

Achieving gender diversity is increasingly seen as necessary for competitive business performance with evidence showing that gender diversity contributes to the bottom line. However, globally women remain under-represented in business and leadership. Very few women attain top management positions or serve as chairpersons or members of company boards. Women remain an underutilized, dynamic pool of talent even though women have caught up to, and in some regions even overtaken, men in terms of the percentage of overall tertiary graduates.

### **The response**

By leveraging companies and national employer and business membership organizations (EBMOs) globally, ILO Bureau for Employers' Activities (ACT/EMP) sought to better understand the realities, challenges and opportunities facing women in business and management (WIBM). The WIBM initiative aims to collect detailed and authoritative data and assist EBMOs to promote women in leadership positions. The work contributes to the ILO's Women at Work Centenary Initiative as well as to the achievement of SDG target 5.5.

Since embarking on the WIBM initiative, ACT/EMP has convened several conferences, regional and national activities. With the support of SIDA-ILO partnership programme, ACT/EMP developed a number of global and regional intelligence products and was able to provide focused support to Latin America and the Caribbean region in 2016-17. In particular, a regional report on [Women in Business and Management: Gaining Momentum in Latin America and the Caribbean](#) served as a basis for national EBMOs in the Americas to address the gender gaps at senior management and board levels through evidence-based policy making.



*Anna Ferry, Ambassador of Sweden to Peru (2nd right), speaks about the importance of an inclusive company culture in a high-level panel at the ILO America's regional conference on Women in Business and Management, Peru, May 2017.*

Engaging a critical mass of EBMOs included the regional conference for Latin America and the Caribbean, which was organized together with the National Confederation Private Business Institutions (CONFIEP). Company and EBMO representatives such as the US Council for International Business, Coca-Cola Company, and Banco Bilbao Vizcaya Argentaria participated as panellists to reflect on the business case as well as the challenges and solutions to advancing women in business and management, and the Ambassador of Sweden to Peru also joined as a panel speaker to share the Swedish experience.

## The results

The support to Latin America and the Caribbean produced a chain result –additional demand-driven requests were made by EBMOs so their capabilities could be enhanced to constructively contribute to policy making and create an enabling environment that harnesses the skills and talents of women and men. National EBMOs also sought to support their enterprise members in their endeavours to gender diversity at management levels. Below are some examples of impact.

- 13 countries in the Caribbean: Recognizing the different realities faced by businesses to promote women senior leadership positions, a separate sub-regional report for the Caribbean was produced. This report reveals the opportunities and challenges of advancing gender diversity through a firm-survey of over 650 companies in the sub-region. As a result, national EBMOs in Antigua and Barbuda and Jamaica have decided to prioritize the issue of gender diversity in their policy portfolio.
- Honduras and Panama: The Honduran Council of Private Enterprises (COHEP) collected



Champions of women in business and management in the Caribbean gather together to validate and discuss findings of a sub-region wide enterprise survey. St Lucia, October 2017.

COHEP launches its national report on women in business and management, Honduras, April 2018.



work and family responsibilities.

In addition to the engagement in Latin America and the Caribbean, with SIDA-ILO partnership, ACT/EMP worked with EBMOs in Asia and the Pacific, including India and Myanmar, as well as Eastern Europe and Central Asia to develop national and regional reports to deepen EBMO and enterprise understanding on making accelerated progress on gender diversity.

information from over 570 enterprises to produce a national report on WIBM. The report includes a strategic agenda which COHEP will implement through its membership, such as promoting gender diversity policies and practices, creating inclusive company cultures, and enhancing the competitiveness of women-owned business among others. The National Council of Private Enterprises in Panama (CONEP) also executed a country-wide survey of 250 enterprises to assess the situation of women in leadership positions. As a result, CONEP is advocating to reduce the investment gap in education for girls and reconcile

**barijere na putu napredovanja zvanja**

Globalno postrani, profesionalno napredovanje bivaju eliminisane pri izboru na vodeće rukovodeće

- Skoro 75% kompanija u istočnoj Evropi i centralnoj Aziji od zadržavanje stručnih žena u kompaniji predviđaju izazov kompanijama (2013)
- Žene ostavljaju u regionu koncentrirane su na nižim i u pozicijama
- Zajednički izazovi:
  - nedostatak stručne snage
  - Parovrhovne obilježje
  - Tokovi migracionog rada
  - Rodno zasno
  - Sposobnosti
  - Integracija u

Montenegro Employers Federation presents key findings from [WIBM Eastern Europe and Central Asia regional report](#), Montenegro, April 2018.

**Jordan JOR152: Improved working conditions of women in the labour market and patterns of discrimination**

<b>Result as per PIR</b>	<b>ILO contribution</b>
<p><b>1. Collective Bargaining Agreement</b>                      A Collective Bargaining Agreement and related Unified Contract for the private education sector were signed in March 2017 by the General Federation of Jordanian Trade Unions and the Association of Owners of Private Schools under the supervision of the Ministry of Labour and the National Committee for Pay Equity. The 2-year Agreement was effective as of September 2017 with the aim to improve the wages and working conditions of 37,000 private schools teachers, mainly women.</p>	<p><b>1. Collective Bargaining Agreement</b>                      The Collective Bargaining Agreement is the result of extensive ILO technical support to the tripartite National Committee for Pay Equity which has:</p> <ul style="list-style-type: none"> <li>- Facilitated a series of tripartite consultations ensuring that also women teachers were included;</li> <li>- Provided legal expertise to the drafting of the Agreement;</li> <li>- Facilitated four workshops delivered by the General Federation of Jordanian Trade Unions targeting teachers and making them aware of their rights;</li> <li>- Developed and disseminated a series of multi-media materials including 6 key messages that went viral and 2 videos explaining the advantages of the Collective Agreement;</li> <li>- Ensured national extensive media coverage both in Arabic and English;</li> <li>- Used social media (facebook and whatsapp groups) to respond to teachers' questions and request of information.</li> </ul>
<p><b>2. Gender responsive HR policies</b>                      Employers and HR managers in nine private schools in Irbid and Amman engaged in a capacity building programme to improve their HR systems and policies and make them more gender responsive.</p>	<p><b>2. Gender responsive HR policies</b>                      In May 2017, 13 private schools in Irbid participated in an induction training on gender responsive HR policies and practices that address pay equity among other issues. Out of the 13 schools 6 have committed to establish a gender sensitive HR policy system in their schools. All 6 schools participated in training and upgraded their HR systems. The ILO supported the development of a training package that was piloted with inputs from the Ministry of Labour, Ministry of Education and Social Security Corporation. It is expected that the training tool will be institutionalized within the Ministry of Labour in 2018.</p>
<p><b>3. Childcare facilities in the workplace</b>                      A total of 16 private education institutions, government agencies and private sector companies have established or are in the process of establishing a childcare facility.</p>	<p><b>3. Childcare facilities in the workplace</b>                      The ILO supported the local NGO SADAQA to:</p> <ul style="list-style-type: none"> <li>- Provide technical assistance to employers ready to establish a childcare facility as per Art. 72 of the labour law. This entails assessing the</li> </ul>

A National Framework for Workplace Day-care centres was negotiated with the government and launched.

A training programme to upgrade skills of caregivers was designed and implemented and 24 caregivers were trained in the attempt to professionalize the care taker job.

feasibility of establishing a childcare centre and providing guidance on the registration process.

- Hold a total of 17 meetings and roundtable discussions on the National Framework for Workplace Day-care centre.

Ensure technical contents related to working conditions and women rights at work are part of the training package.

#### Use of Sida funds in support of the result

Funds provided from SIDA were of great support as they allowed to consolidate work delivered under ILO RBSA. Specifically, the funds were used to reach out to more private schools teachers in the new governorates of Amman and Zarqa (the majority of them women). Two new teams of teachers were formed, trained and organized to recruit new teachers and expand their reach out in terms of knowledge and power. Meanwhile, teachers designed new approaches to the “Stand up with Teachers” campaign, new awareness raising tactics and messages, widely circulated on social media. In late 2017, the initiative witnessed an increase of 20% in campaign followers and inbox inquiries from teachers whose rights were violated. This work was mainly conducted with the community organizing association AHEL. In parallel, activities continued with the NGO SADAQA working on the front of childcare. SADAQA delivered a series of high level policy consultations on a national childcare framework and provide clear directions to the government of how to go about childcare at national level. The framework was adopted and SADAQA signed an agreement of collaboration with the Ministry of Labour. Meanwhile, SADAQA also conducted a series of professionalized training for caretakers to upgrade their skills and match with job opportunities. SIDA funding also allowed to bring back to the table discussions on amending selected articles of the labour law. Dialogue and lobby culminated in 2018 with the proposal to amend 4 articles of the labour law in favour of gender equality. It is hoped amendments will be endorsed by Parliament in 2018.

### Inter America region RLA105: Combatting discrimination and violence against women and promoting Gender equality in the framework of the SDGs

#### Use of Sida funds in support of the result

##### The production of regional reports:

- *Maternity, work and income: What are the costs of limited social co-responsibility and how is it distributed?*
- In addition to the regional report, an executive review, infographics and four cases studies on Ecuador, El Salvador, Colombia and Uruguay were undertaken. This report has been used as an input on the issues of maternity and care for the regional thematic report on Social Protection to be launched in April, 2018.
- Along with the Inter-American Development Bank (IDB) and the United Nations Development Programme (UNDP) three regional studies were produced: A general characterization of the labour dynamics of women of different social strata in Latin America; The evolution of horizontal segregation in the Latin American labour market; and Female labour participation: Market dynamics and economic growth in Latin American countries. These studies are undergoing a technical review at the three institutions and will be published by mid-2018.

Incorporating the issue of women economic autonomy into the actions related to the 2030 Agenda:

The ILO participated in preparatory meetings for the XIII Regional Conference on Women in Latin America and the Caribbean (Montevideo, October, 2016). Governments approved the Montevideo Strategy for the implementation of the regional gender agenda within the framework of the 2030 Agenda. The ILO contributed to the discussion of the agenda with information and strategies to incorporate women's needs into the objectives for SDG 8, which have been compiled in the document *"Economic autonomy for women at the heart of the 2030 Agenda, the path for leaving no one behind"*.

Regional Launch of EPIC: was possible with SIDA funds and other funding from the Regional Office supported the joint launch, with UN Women and the OECD. This launch was coordinated with the Ministry of Foreign Affairs in Panama and was sponsored by the Vice President, who has championed the initiative (<https://mire.gob.pa/epic/>). The President of Panama, President Varela presided over the launch. Mr. Varela, along with the Vice President and representatives of the three institutions (ILO, UN Women, and OECD), signed the Call to Action, whose objective is to promote concrete actions in the countries of the region. The launch was followed by the regional conference "Equal pay for men and women for more prosperous and inclusive economies", on January 30, 2018. In attendance were CEPAL, SEGIB (Ibero-American General Secretariat), representatives of the governments of the region, and employers' and worker organizations.

Work with the social partners:

- With worker organizations:
  - Provided technical assistance to the International Trade Union Confederation (ITUC) in its efforts to prepare the III World Women's Conference that ITUC held in San Jose, Costa Rica in October, 2017. The ILO supported ITUC in the preparation of the document on the region's female union members' vision of the future of work, titled, "Gender equality and the future of work."
  - Provided technical and financial assistance for the regional workshop on gender violence in the world of work, held in Costa Rica in October, 2017. This was a preparatory workshop for ITUC's women's conference. The goal of this workshop was to train women union members on the issue of violence in the workplace, as part of the actions directed at promoting the adoption of new standards for addressing violence and harassment at work.
- Along with employers' organizations and in coordination with the Honduran EPZ Association (AHM), the ILO supported the creation of the training material, "Diversity management and equality promotion within a company: a best practices guide". These materials promote the inclusion of all people, without exception, and with particular emphasis on populations that are most affected by discrimination, such as women, people living with HIV, indigenous peoples and LGBT peoples, among others. These materials were validated in a training session for 26 human resources managers and trainers from AHM's Workplace Health and Safety Programme.

**Cambodia (KHM204): Effective progress made to enhance enterprise productivity, competitiveness and working conditions and promote entrepreneurship**

<b>Result as per PIR</b>	<b>ILO contribution</b>
<p>The outputs below were delivered late 2017 and were therefore not yet reported in the 2016-17 Implementation report:</p> <ul style="list-style-type: none"> <li>• A research report outlining the trends of women’s turnover in the garment sector, due to maternity, work-family balance and care deficits, providing key recommendations for Government and Employers in particular.</li> <li>• A tripartite ‘women at work’ consultation on the findings of the report.</li> <li>• A cohort of domestic workers were trained in leadership and advocacy to develop their own policy advocacy messages for ratification of C189.</li> </ul>	<ul style="list-style-type: none"> <li>• Provided technical supervisory and inputs to research project in garment factories;</li> <li>• Facilitated tripartite ‘women at work’ consultation on the research findings;</li> <li>• Provided technical input to C189 leaflet;</li> <li>• Technical contributions to three capacity building workshops delivered by the International Federation of Domestic Workers and Women’s Trade Union Network;</li> <li>• Dissemination and consultations on recommendations to render maternity, care and work-family balance measures more effective to women in garment sector and in domestic work.</li> </ul>

**Use of Sida funds in support of the result**

The research, rendering ‘lived experiences’ of female workers, was supported logistically and technical by the ILO. Employers recognised the importance of supporting female workers in particular regarding their care and domestic responsibilities. The consultations generated greater awareness among Employers and Government of the realities and solutions that women workers in the garment sector.

Following the three workshops funded by Sida and co-organised with trade unions, three domestic workers’ organizations have increased leadership capacity and developed their own advocacy messages for advancing C189. The Head of one of the organizations said this is the first time the domestic workers are more confident and are taking initiative – while before they were passive.