

Integrated frameworks for promoting the decent work agenda at the country level: a synopsis

I. The Decent Work Pilot Programme and related initiatives

NATIONAL DEVELOPMENT PRIORITY	ENTRY POINT(s) FOR DECENT WORK	DECENT WORK POLICY FRAMEWORK (Integration of decent work into broad policy framework)	ACTION AREAS (Integration of decent work components with each other)	CONTRIBUTING ILO UNITS
1. POVERTY REDUCTION				
Ghana	Poverty reduction, broad-based wealth creation: Working out of poverty	Ghana Poverty Reduction Strategy: <ul style="list-style-type: none"> • number and quality of jobs created under, especially in the informal economy • decentralization 	<ul style="list-style-type: none"> • Employable skills, SME development, productivity, incomes and working conditions, (<i>health insurance</i>), inclusion of persons with disabilities, organization and social dialogue, infrastructure development • Local economic and social development • Gender equality 	<ul style="list-style-type: none"> • ILO Abuja • ILO Abuja • RO Africa • SRO Addis Ababa • SRO Harare • EMPLOI • IFP/SEED • IFP/SKILLS • EMP/INVEST • COOP/LED • ITC-Turin • TRAVAIL • SECTOR • IFP/DIALOGUE • ACTRAV • ACTEMP • GENDER • INTEGR/SDA • NPG

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Philippines	Poverty reduction and decentralization: working out of poverty through local development	Setting and monitoring policy targets: decent work indicators • Medium term development plan: Local economic and social development	<ul style="list-style-type: none"> • National statistics on decent work (<i>Labour force survey, labour index</i>) • <i>Developing a framework for local development strategies based on DW (quality and quantity of employment; voice and social dialogue; rights; social protection): A local development and DW kit for local planners and decision-makers.</i> 	<ul style="list-style-type: none"> • SRO Manila • SRO Bangkok • ASIST • COOP • DECLARATION • SDA • SOC/FAS • SEED • IPEC • TRAVAIL • SECTOR • ITC-Turin • NPG
2. FACING UP TO GLOBAL COMPETITION				
Morocco	Industrial development and global competition: Restructuring of the garment sector	National policy for restructuring of the garment industry: Decent work as a competitiveness and productive factor <i>(Competitiveness and productivity improvement through social dialogue, conflict resolution, social protection, equality, work organization and working conditions, skills development, elimination of child labour)</i>	<ul style="list-style-type: none"> • Building mechanisms and capacities for effective sectoral social dialogue on integrated industrial strategy • Tool for setting and monitoring policy targets (<i>tableau de bord économique et social</i>) • Building capacity of enterprise level actors to implement policies (<i>an integrated tool for promoting employment, improved conditions of work and rights</i>) 	<ul style="list-style-type: none"> • SRO Cairo • ILO Algiers • IPEC PROJECT • DECL/DIALOGUE project • SECTOR • MCC • TRAVAIL • MULTI • GENDER • ACTRAV • ACTEMP • STEP • IFP/SKILLS • SEED • NPG

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Bangladesh	Harnessing opportunities and managing risks of globalization	National policy responses to maximize benefits of globalization on growth, poverty reduction and decent work and to protect vulnerable groups from downturns	<ul style="list-style-type: none"> • Global competitiveness, productivity & employment through decent work – RMG industry, leather-footwear • Promoting DW objectives into national policy frameworks – PRSP; social protection strategy, international labour migration policy National statistics on DW (<i>Labour force survey</i>)	<ul style="list-style-type: none"> • ILO Dhaka • SRO Delhi • ROAP Bangkok • SOC/FAS • EMP/STRAT • SDA • MIGRANT • SECTOR • NPG
FACING UP TO GLOBAL COMPETITION (contd. 1)				
Denmark	Goal of high social standards and high rates of economic growth and competitiveness in a small, open economy	Economic and industrial policies (<i>SME; technology</i>), employment (active labour market) and social policies (<i>flexicurity, equality, social services</i>)	<ul style="list-style-type: none"> • Skills development (<i>basic, further and retraining</i>), unemployment insurance, labour law, wage policies, equality • Social dialogue and organization 	<ul style="list-style-type: none"> • RO EUROPE • DW/PP (NPG) • EMP/STRAT • ILS
Panama	Open but mostly uncompetitive economy	Industrial and labour policies: <ul style="list-style-type: none"> • (Labour) productivity to recover competitiveness • Growth, investment and poverty reduction: • Job creation and poverty reduction: Investment in infrastructure, job-creating sectors, education and skills 	Social dialogue, minimum wage, productivity-oriented wages, promotion of employment intensive sectors, SME development, labour-based infrastructure	<ul style="list-style-type: none"> • SRO San José • RO Americas • ILO projects • EMP/STRAT • SEC/SOC • SIAL Panama • DW/PP (NPG)

Kazakhstan	Economic restructuring and social cohesion	Economic, industrial and infrastructure policies harmonized with employment, labour market, social security and incomes policies	Social security, SME, active labour market policies, local economic development, (<i>labour law reform</i>), monitoring (<i>labour force survey, decent work indicators, informal economy</i>)	<ul style="list-style-type: none"> • SRO Moscow • National correspondent • 2 projects • IFP/SKILLS • COOP/LED • SDA • NPG
FACING UP TO GLOBAL COMPETITION (contd. 2)				
Argentina	National response to globalization to recover employment and income after crisis (<i>National MDGs</i>): <ul style="list-style-type: none"> • <i>Unemployment</i> • <i>Social security coverage</i> • <i>Eradication of child labour</i> • <i>Closure Income gap</i> • <i>Gender equality</i> 	Economic (<i>monetary, fiscal, trade</i>), social (<i>education, welfare</i>), employment and labour policies <ul style="list-style-type: none"> • Decent work indicators (MDGs and impact assessment); • Integration of economic, social and labour policies 	<ul style="list-style-type: none"> • Employment and income impacts of economic policies; decent work indicators, social dialogue for policy integration • Coherent policies on quantity and quality of employment, skills development, active labour market policies and local economic development, working hours, wages and incomes, formalization of informal economy, labour inspection and extension of social security (pensions, unemployment), child labour, gender equality (cross-cutting) 	<ul style="list-style-type: none"> • ILO Buenos Aires • Crisis project Argentina • SRO Santiago • RO Americas • IPEC Americas • CINTERFOR • IFP/CRISIS • IFP/DECLARATION • IFP/DIALOGUE • EMP/STRAT • TRAVAIL • IPEC • SDA • IPG • NPG

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Madagascar	Competitiveness of “free-trade” enterprises as a component of the poverty reduction strategy	An integrated strategy to boost competitiveness: DW as a productive factor <i>(Competitiveness and productivity improvement through skills development, social dialogue, conflict resolution, equality, work organization and working conditions, elimination of child labour)</i>	<ul style="list-style-type: none"> • Building mechanisms and capacities for effective sectoral social dialogue on integrated industrial strategy • Tool for setting and monitoring policy targets (employment observatory) • Building capacity of enterprise level actors 	<ul style="list-style-type: none"> • ILO ANTANANARIVO • SECTOR TRAVAIL • ACTRAV • ACTEMP • SAFEWORK • MCC • DECLARATION • NPG
3. DEMOCRATIZATION AND REALIZATION OF FUNDAMENTAL RIGHTS				
Bahrain	Labour market reform as part of the national policy reform agenda	Growth, diversification and competitiveness; ability to absorb national youth; creation of institutions and mechanisms for social dialogue and social protection	<ul style="list-style-type: none"> • Labour law • Vocational training • Unemployment insurance • Migration • Social dialogue 	<ul style="list-style-type: none"> • ROAS BEIRUT • ACTRAV • ACTEMP • DIALOGUE • MIGRANT • EMP/STRAT • SOC/FAS • SDA • NPG

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Brazil	<ul style="list-style-type: none"> • Realization of human rights • Employment and poverty reduction 	<ul style="list-style-type: none"> • Declaration - forced labour • Gender, Race, Equality • Employment 	<p>Abolition of forced labour:</p> <ul style="list-style-type: none"> • Legislation, • Inspection • Corporate social responsibility • Reintegration • Prevention • Review of employment strategy in the context of globalization 	<ul style="list-style-type: none"> • ILO Brasilia • SRO Santiago • IFP/ • DECLARATION • EMP/STRAT

II. Decent Work and PRSP focus countries

COUNTRY	STATUS	NATIONAL PRIORITIES FOR PRSPs	DECENT WORK AGENDA STRATEGIC ENTRY POINTS	ACTIONABLE POLICY AREAS FOR DECENT WORK	CONTRIBUTING UNITS
Cambodia	PRSP 2003 Ongoing	<ul style="list-style-type: none"> • Macro stability • Livelihoods • Capabilities 	<ul style="list-style-type: none"> • Integration of fragmented national market • Increasing agricultural productivity, incomes, employment • Reducing vulnerability of excluded 	<ul style="list-style-type: none"> • Road infrastructure development with LBAT • Expanding canal networks and market access • Programs for trafficking of women and children 	<ul style="list-style-type: none"> • ROAP ASSIST • SRO Bangkok • DIALOGUE • NPG
Nepal	PRSP 2002 Evaluation ongoing	<ul style="list-style-type: none"> • Industrial competitiveness • Education and training • Infrastructure • Stress on employment 	<ul style="list-style-type: none"> • Restoring competitiveness in an agriculture swamped with subsidised imports • Increasing competitiveness in garments • Reducing the vulnerability of child labour and bonded labour 	<ul style="list-style-type: none"> • Public sector led increase in investment, productivity and profitability in agriculture • Workers training and enterprise development program • Expansion of IPEC and bonded labour programs 	<ul style="list-style-type: none"> • ROAP • SRO New Delhi • ILO Kathmandu • ACTRAV • EMPLOI • IPEC • NPG
Indonesia	PRS 2005 Mid Term Development Plan 2005 – 2009 Ongoing	<ul style="list-style-type: none"> • Broad rights based approach • Stress on employment 	<ul style="list-style-type: none"> • Macro policy to generate growth and employment • Youth employment • Enterprise Development • Good governance in the labour market • Core labour standards 	<ul style="list-style-type: none"> • Permissible tradeoffs of higher growth and higher inflation • National Youth Employment Plan • Strengthening social partner capacities in business • Enabling environment: employers socioeconomic policy: workers • Labour law, social security reform 	<ul style="list-style-type: none"> • ROAP • SRO Manila • ILO Jakarta • ACTRAV • ACTEMP • DIALOGUE • EMP/STRAT • NPG

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Pakistan	PRSP 2004 Medium Term Development Framework 2006-10 Ongoing	<ul style="list-style-type: none"> • Macro stability • Revived investment • Targeted poverty programs 	<ul style="list-style-type: none"> • Macro policy reversal from cyclical to counter cyclical • Declining share of public goods in wage goods • Increased competitiveness in cotton sector • Role of the minimum wage in poverty reduction 	<ul style="list-style-type: none"> • Macro policy liberalisation permitted by stabilisation • Efficacy of price subsidies on wheat vs. targeted assistance • Demand based employer led training, extension to informal • Extension of minimum wage to agriculture and informal 	<ul style="list-style-type: none"> • ROAP • SRO New Delhi • ILO Islamabad • ACTRAV • EMPLOI • IPEC • DECLARATION • NPG
Vietnam	CPRGS 2002 Contribution to Implementation Strategy 2005	<ul style="list-style-type: none"> • Improve the investment environment • Continue structural reforms • Growth opportunities for poor • Expand social safety nets especially for poor 	<ul style="list-style-type: none"> • Social security reform • Strengthening dialogue • Employment targeting • Increasing agricultural productivity 	<ul style="list-style-type: none"> • Migration of social protection from work units to dedicated institutions • Promoting rights and dialogue in the garments sector • SOE reform where major employment is generated, including wage reform • Increased investment, better TOT for agriculture 	<ul style="list-style-type: none"> • ROAP • SRO Bangkok • ILO Hanoi • DECLARATION • COOP • NPG
China	Decent Work Indicators of Poverty and Policy in Urban China Ongoing Cash Surplus project 2004-05	<ul style="list-style-type: none"> • Acknowledgement of urban poverty • Reduction in rural urban differences in social protection • Relaxing rural urban migration permit system 	<ul style="list-style-type: none"> • Targeted assistance programs and reform • Reducing regulation of the labour market • Decent Work Indicators of Urban Poverty 	<ul style="list-style-type: none"> • Analysing investment, impact, and policy needs • Analysing functioning of the labour market, unemployment, and employment policy measures • Data collection and estimation of Decent Work Indicators of poverty 	<ul style="list-style-type: none"> • ROAP • SRO Bangkok • ILO Beijing • SDA • NPG

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Sudan	IPRSP 2004 PRSP 2006 Initiated	<ul style="list-style-type: none"> • Peace dividend • Macro stability • Sustaining growth revival 	<ul style="list-style-type: none"> • Human rights and fundamental rights at work • Pro poor growth strategy • Increasing agricultural productivity 	<ul style="list-style-type: none"> • Strengthening monitoring and implementation of labour laws • Reviving Public Investment Program and development budgets cut by stabilisation • Public sector led investment in irrigation 	<ul style="list-style-type: none"> • SRO Cairo • EMPLOI • NPG
Ethiopia	SDPRP 2002-03 Revision ongoing	<ul style="list-style-type: none"> • Agricultural development led industrialisation • Justice system and civil service reform • Decentralisation, empowerment and governance • Capacity building 	<ul style="list-style-type: none"> • Fluctuating coffee prices • Low purchasing power, weak domestic market • Gender • Strengthening tripartism and social dialogue 	<ul style="list-style-type: none"> • Risk insurance and crop diversification towards food • Employment guarantee schemes to develop infrastructure and increase incomes • Gender issues awareness raising • Re-establishing tripartite body 	<ul style="list-style-type: none"> • SRO Addis Ababa • ACTRAV • DIALOGUE • EMPLOI • NPG
Ghana	GPRS 2003-05 Revision ongoing	<ul style="list-style-type: none"> • Macroeconomy • Production and gainful employment • Human resource development • Special programmes for vulnerable and excluded • Governance 	<ul style="list-style-type: none"> • Poverty reduction, broad based wealth creation: working out of poverty • Focus: informal economy • Decentralised poverty reduction strategy: Local Economic Development 	<ul style="list-style-type: none"> • Capacity building for constituents in policy analysis; Development & Testing of policy tools • Policy formulation under DWPP • Policy areas: informal economy, productivity, wages & incomes • Skills development • Labour based infrastructure • Inclusion of disabled 	<ul style="list-style-type: none"> • ROA, SRO Addis Ababa • ILO Abuja • Accra DW • ACTRAV • ACT/EMP • ITC-Turin • SECTOR • IFP/SEED • IFP/SKILLS • COOP • TRAVAIL • GENDER • MCC • DIALOGUE • SDA • NPG

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Tanzania	PRSP 1 2004 PRSP 2 2005-09	<ul style="list-style-type: none"> • Growth and poverty reduction • Improved quality of life • Good governance 	<ul style="list-style-type: none"> • Employment creation, Cooperative reform • Poverty and gender analysis • Follow-up to WCSDG • Fiscal analysis for social protection (social budgeting) 	<ul style="list-style-type: none"> • National Employment Policy Draft, New Coop Policy and Legislation, Labour & Industrial Relations Act • Baseline analysis for gender, poverty and employment • Policy analysis on globalisation • Potential social protection policy and transfer schemes 	<ul style="list-style-type: none"> • SRO Addis Ababa • ILO Dar es Salaam • SOC/FAS • Gender Bureau • DECLARATION • COOP • IPEC • NPG
Kyrgyz Republic	PRSP 2003 Revision 2006-08 Ongoing	<ul style="list-style-type: none"> • Financial reforms • Governance reforms • Targeted social protection • Labour market reforms 	<ul style="list-style-type: none"> • Expansion of social protection • Development of agro processing • Informal economy in garments, textiles • Protecting the vulnerable 	<ul style="list-style-type: none"> • OSH project for agriculture, Targeted assistance reform • Expansion of irrigation infrastructure to expand production and productivity • Business incubator scheme for enterprise development • Strengthening migrant workers rights 	<ul style="list-style-type: none"> • SRO Moscow • EMPLOI • NPG
Yemen	PRSP 2002	<ul style="list-style-type: none"> • High sustained economic growth • Enhancing human resource development • Improving basic infrastructure and basic services access • Strengthening social safety nets 	<ul style="list-style-type: none"> • Gender development • Macro framework • Employment policy 	<ul style="list-style-type: none"> • Gender workshop • Macroeconomic policy • Inputs to employment policy 	<ul style="list-style-type: none"> • RO Arab States • SRO Beirut • EMPLOI • NPG
Honduras	PRSP 2001	<ul style="list-style-type: none"> • Equitable and sustainable growth • Rural and urban poverty • Education and Health • Social inclusion 	<ul style="list-style-type: none"> • Employment strategy embedded in growth plan • Social protection • Labour based public investment • SME development 	<ul style="list-style-type: none"> • Report on Decent Work and Poverty Reduction in Honduras • Strengthening the Economic and Social Councils - Social Dialogue and Tripartism 	<ul style="list-style-type: none"> • SRO San Jose

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Ecuador	Frente Social 2003 Ongoing	Basic social agenda	<ul style="list-style-type: none"> • Gender participation and empowerment • Employment 	<ul style="list-style-type: none"> • Gender, Work and Poverty Reduction • Strengthening tripartite structures 	<ul style="list-style-type: none"> • SRO Lima • DIALOGUE • NPG
Peru	Acuerdo Nacional since 2002, updated workplan 2005	Medium term plan for investment and decent work (“empleo digno”)	<ul style="list-style-type: none"> • Wages policy • Social protection • Empowerment of constituents 	<ul style="list-style-type: none"> • Analysis of minimum wages application in SMEs • Analysis of application of social security in SMEs • Strengthening tripartite structures 	<ul style="list-style-type: none"> • SRO Lima • DIALOGUE • NPG

III. Fair globalisation begins at home: National follow-up to the WCSDG

COUNTRY	STATUS	NATIONAL PRIORITIES IN RELATION TO GLOBALISATION	DECENT WORK AGENDA STRATEGIC ENTRY POINTS	CONTRIBUTING UNITS
Tanzania	started in October 2004	Globalization and Poverty linkages/impact analysis	<p>1. Establishing national research agenda linked to the PRS. Emerging topics may include:</p> <ul style="list-style-type: none"> • FDI domestic investment linkages with implications for growth and employment; • Productivity and job creation in agro-processing; • EPZs and labour standards; • Policy interaction/harmonisation: economic and social dimensions. <p>2. Dissemination of WCSDG synopsis in Kiswahili in urban and rural areas.</p> <p>3. Institutional embedding and coordination of Globalization follow-up.</p>	<ul style="list-style-type: none"> • SRO Addis Ababa • ILO Dar es Salaam • EMP/ANALYSIS • INTEGRATION • NPG

Burkina Faso	started in May 2005	<ul style="list-style-type: none"> • Growth, employment and poverty reduction • Decentralization, local development and access to global market • Sub-regional integration and migration 	<ul style="list-style-type: none"> • Promoting policy coherence around the following policy agenda: <ul style="list-style-type: none"> - Revision of the employment strategy - Social protection strategy • The social dimension of Cotton Trade and of agricultural diversification • Promoting policy coherence of local development plans • Analysis of conditions and migration patterns 	To be determined
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