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EIGHTH ITEM ON THE AGENDA

Regional perspectives on technical cooperation: The African region

Purpose of the document

In the present document, the Governing Body is invited to request the Office to develop a regional strategy for resource mobilization in order to accelerate the implementation of the Decent Work Agenda in Africa 2007–15, as called for by the 12th African Regional Meeting (see the point for decision in paragraph 29).

Relevant strategic objective: All the strategic objectives, and Governance, support and management. Outcome 1: Effective and efficient utilization of all ILO resources, under Strengthening governance, support and management in the Strategic Policy Framework 2010–15.

Policy implications: If adopted, the Office will develop a specific resource mobilization strategy for the African region.

Legal implications: None.

Financial implications: None.

Follow-up action required: A resource mobilizations strategy for the African region will be developed.

Author unit: Partnerships and Development Cooperation Department (PARDEV).

Related documents: None.

Executive summary

This document is the first in a series of reviews on technical cooperation in the regions. It examines ILO technical cooperation in Africa in the past decade, focusing in particular on expenditure and financial delivery rates, results achieved, key donors for the region and the increasing role of local resource mobilization. In the light of the conclusions of the 12th African Regional Meeting, it proposes strategic measures to accelerate the implementation of the Decent Work Agenda in Africa 2007–15.¹

I. Introduction

1. Technical cooperation programmes and projects implemented with extra-budgetary resources are one of the main means of action to support constituents in promoting decent work in the African region and to give effect to the Decent Work Agenda in Africa 2007–15. Technical cooperation is also a central means of translating global decisions such as the Global Jobs Pact and the ILO Declaration on Social Justice for a Fair Globalization into a national reality and of achieving the results articulated in Decent Work Country Programmes (DWCPs).
2. Since 2002, a total of 560 technical cooperation programmes and projects have been approved for the African region, with a total budget of US\$545.2 million. Practically all countries in the region have benefited from such interventions. As of December 2011, there were 205 active technical cooperation projects being managed by the ILO in the African region. Programmes and projects have been designed and implemented with constituents under the four strategic objectives of the ILO's programme and budget and on cross-cutting themes.

II. Results achieved: Some examples

3. The range of technical cooperation projects that have been implemented in Africa is wide, as testified in the 2011 ILO publication *Success Africa III – Realizing a new era of social justice through decent work: Success stories from Africa*. This publication presents a cross-section of the ILO's work to support constituents in Africa in realizing the Decent Work Agenda through technical cooperation.
4. The ILO has helped its constituents in Africa mainstream decent employment into national policies and promote a participatory and productive use of local resources for entrepreneurship and skills development, particularly for Africa's young people. The paragraphs below highlight some projects and programmes which have particularly demonstrated good practice, innovation, sustainability or impact. There have been success stories and good practices under all the strategic objectives. Technical cooperation interventions have also cut across strategic objectives, demonstrating the inseparable, integrated and mutually supportive nature of projects and programmes.

¹ ILO: *Conclusions of the 11th African Regional Meeting: The Decent Work Agenda in Africa 2007–15*, 11th African Regional Meeting, Addis Ababa, 24–27 April 2007.

5. An example of this is the joint United Nations (UN) Programme on Wealth Creation, Employment and Economic Empowerment in the United Republic of Tanzania which, under the ILO's leadership, has helped strengthen the national policy framework for job creation by supporting the mainstreaming of decent work in policies using the Toolkit for Mainstreaming Employment and Decent Work developed by the UN System Chief Executives Board for Coordination, putting in place a labour market information framework and improving the capacities of central and local government authorities to use and manage labour-based technologies. The programme has also improved the social well-being of target communities, in particular by focusing on income-generating activities, food security and nutrition. As far as labour standards are concerned, the programme has supported the drafting of regulations on apprenticeship and child labour, which became significant in view of the implementation of the Law of the Child Act, 2009. This facilitated dialogue between government, employers and workers on the role of effective regulation in eliminating child labour and improving working conditions in general.
6. A further example is the Better Work Lesotho project, which seeks to enhance decent employment opportunities in the textile and garment sector, particularly for young women, by using an integrated approach. The project aims to increase compliance with international labour standards by: promoting respect for national labour law; extending social protection to factory workers through improved occupational safety and health procedures on the shop floor; combating the impact of HIV/AIDS at the workplace; promoting sustainable enterprises by linking textile and garment factories with international buyers; and reinforcing social dialogue and collective bargaining at the enterprise level.
7. The Employment-Intensive Investment Programme (EIIP), covering more than 20 countries in the region, has not only created significant employment opportunities through infrastructure development but has also led to the adoption of innovative approaches in countries such as Cameroon, Madagascar and South Africa, where programmes have been expanded and scaled up and have received substantial national resource allocations, including for ILO technical advisory services. For instance, in South Africa alone, some 200,000 jobs² were created in 2011, of which 50 per cent were for young people and 60 per cent were for women. Furthermore, a tripartite code of good practice for employment and conditions of work for Special Public Works Programmes has been established. Employment-intensive approaches to infrastructure investments are central to the national "New Growth Path". The President of South Africa has established two commissions, one on infrastructure and one on job creation, to scale up the application of the approaches in national programmes.
8. Other innovative approaches include the Cooperative Facility for Africa (CoopAfrica), which has improved the living and working conditions of close to 300,000 people through the formation of cooperatives in ten countries, and the Youth Entrepreneurship Facility (YEF), which is a new subregional initiative for East Africa through which youth-led organizations can propose and obtain grants for innovative project ideas on how to create entrepreneurship and business opportunities. The YEF has developed a rigorous results-measurement framework to capture the impact of interventions in terms of job creation, income generation and poverty reduction. Integrated interventions to create employment and enhance access to livelihoods have contributed to greater resilience and stability in the wake of crises, particularly in Liberia, Sierra Leone and Somalia. Gender equality has been targeted through technical cooperation projects such as the Women's Entrepreneurship Development and Gender Equality Project, which provides business development support

² Employment results are presented in what are commonly referred to as full-time equivalent jobs. These are essentially the workdays reported divided by 230, to calculate equivalent work years.

to women entrepreneurs, including those with disabilities, in eastern and southern Africa and helps governments and service providers to mainstream gender equality in their organizations. More than 35,000 people across Africa have directly benefited from increased access to appropriate financial and non-financial business support services, from having a greater voice and enhanced representation in associations and policy-making, and from improved market access and business productivity as a result of participating in ILO interventions to develop women's entrepreneurship.

9. Technical cooperation has enabled the ILO's International Programme on the Elimination of Child Labour (IPEC) to gain prominence in fighting child labour in 43 African countries, of which 29 have developed national child action plans against child labour. Across the region, IPEC has supported national assessments of child labour and the development of laws, policies, measures and services to address child labour directly and indirectly, including in specific sectors such as agriculture, mining, fishing and domestic work. Support through technical cooperation has also ensured the extension of social security, including the establishment of social protection floors, for instance: in Cape Verde, where a large-scale, non-contributory pension scheme for old-age people has been put in place; in Mozambique, where ILO support has led to the adoption of a national strategy for basic social security and subsequent legislation; and in the United Republic of Tanzania and Zambia, where the ILO introduced the tools and enhanced national capacity for monitoring and planning national social security systems. The technical cooperation programme on strategies and tools against social exclusion and poverty, among other programmes, has supported the extension of social security coverage in several other countries. Across the region, the ILO has supported the response to the HIV and AIDS epidemic in the workplace, including the development of a national framework in Zimbabwe to guide the development and implementation of HIV and AIDS policy in the private sector.
10. The Programme to Promote Social Dialogue in French-speaking Africa (PRODIAF) was implemented in 16 countries and succeeded in promoting use of social dialogue knowledge and skills to prevent and manage conflicts at the workplace and to assist in the development and implementation of social dialogue institutions. The Programme to Support the Implementation of the ILO Declaration on Fundamental Principles and Rights at Work (PAMODEC), as well as IPEC projects covering West Africa, have directly contributed to the ratification of ILO core labour standards. Examples include the ratification of the Minimum Age Convention, 1973 (No. 138), and the Worst Forms of Child Labour Convention, 1999 (No. 182), in Cape Verde, Côte d'Ivoire, Ghana, Guinea, Guinea-Bissau and Sierra Leone; the ratification of the Right to Organise and Collective Bargaining Convention, 1949 (No. 98), the Equal Remuneration Convention, 1951 (No. 100) and Conventions Nos 138 and 182 in Mauritania; and the ratification of the Discrimination (Employment and Occupation) Convention, 1958 (No. 111) and Convention No. 138 in Nigeria. With support from PAMODEC, the judiciary and labour inspectorates in target countries are increasingly building their arguments and base their decisions on the texts of such ratified ILO Conventions. For example, judges in Benin, Burkina Faso, Cameroon and Madagascar have handed down decisions based on international labour standards.
11. Likewise, the Strengthening Labour Relations in East Africa (SLAREA) project made important contributions to the political processes for the ratification of core ILO Conventions and the revision of labour laws in Kenya, the United Republic of Tanzania and Uganda. In addition, similar projects in southern Africa have promoted collective bargaining and alternative dispute resolution mechanisms and have facilitated the review of labour laws in Malawi and Zambia.

III. Approvals and delivery rates 2002–11

12. Table 1 sets out aggregate approval figures and delivery rates for extra-budgetary technical cooperation (XBTC) programmes and projects implemented in the African region from 2002 to 2011. As can be noted, delivery rates for technical cooperation improved significantly from 2008, to over 77 per cent in 2010. Delivery rates thus exceeded the milestone of 75 per cent adopted by the Governing Body in November 2009. This was achieved through enhanced efforts by field offices in the region, under the coordination of the Regional Office for Africa, to strengthen attention to delivery, including by reinforcing the capacity of field offices with regard to monitoring and evaluation. Senior officers with responsibility for delivery, monitoring and evaluation were recruited to the Regional Office, and monitoring and evaluation officers and focal points were appointed in field offices. Increasingly, the design of new projects and programmes, including their intervention modalities, is informed by the findings from evaluations. One such example is the recently signed programme agreement between Irish Aid and the ILO.

Table 1. XBTC approvals and delivery rates, 2002–11
(in US\$ thousands; does not include Regular Budget Supplementary Account)

Africa	2002	2003	2004	2005	2006	2007	2008	2009	2010	2011*
Approvals	31 225	33 586	42 103	44 714	59 810	32 047	101 595	88 842	60 831	50 450
Delivery rates (%)	56.8	64.4	59.9	69.5	55.4	57.2	66.8	67.6	77.0	73.0

*Preliminary data.

13. The preliminary data for 2011 show a slight decline in XBTC approvals and delivery rates. The decline in approvals is reflective of a global trend towards a general tightening of donor aid budgets, but more significantly for the ILO, of increased prioritization by donors of contributions to the Regular Budget Supplementary Account. The decline in delivery must be attributed to events temporarily affecting the operational capacity of some field offices, including recent events in North Africa. Measures are being put in place for 2012 to address the decline in both XBTC approvals and delivery rates. These measures include strengthening the capacity of staff members and constituents with regard to local resource mobilization and strengthening the programmatic, administrative and financial capacity of field offices to deliver effectively on current and new projects and programmes.

14. Funding for employment-related projects and programmes has been increasing steadily since 2002. Funding for standards-related work followed the same pattern until 2008. It decreased in 2009, but has been increasing since then. A similar curve has occurred for work related to social protection. Table 2 shows the levels of funding that the strategic objectives have attracted in the African region. A further detailed breakdown of outcomes funded under each of the strategic objectives is presented in Appendix II.

Table 2. XBTC expenditure by strategic objective/outcome in Africa, 2002–11
(in US\$ thousands; excluding administrative expenditure)

Strategic objective/year	Standards	Employment	Social protection	Social dialogue	Others	Total
2002	5 345	12 933	2 087	3 050	821	24 237
2003	7 400	13 161	2 052	3 673	575	26 862
2004	9 425	10 828	2 507	4 154	1 489	28 404
2005	15 014	13 684	3 396	3 521	1 230	36 845
2006	17 058	14 059	3 327	2 483	955	37 881
2007	17 386	18 604	4 297	2 946	89	43 321
2008	20 241	20 188	5 726	2 489	1 926	50 571
2009	14 631	23 298	7 818	2 838	4 096	52 682
2010	15 217	33 158	4 485	1 818	4 980	59 658
2011*	15 238	30 827	5 098	677	2 568	54 408

*Preliminary data.

15. The African and the Asia and the Pacific regions have been the largest recipients of extra-budgetary funding in the past decade. Comparative data for each region are presented in table 3.

Table 3. Comparative XBTC expenditure by region, 2002–11
(in US\$ thousands; excluding administrative expenditure)

Region	2002	2003	2004	2005	2006	2007	2008	2009	2010	2011*
Africa	24 237	26 862	28 404	36 845	37 881	43 321	50 571	52 682	59 658	54 408
Americas	17 664	20 312	25 037	25 502	22 410	20 827	24 849	20 647	29 747	28 486
Asia	24 967	26 707	31 928	45 497	52 082	52 635	49 534	51 101	57 574	57 970
Europe	6 957	7 808	6 917	10 340	11 727	12 195	9 522	11 420	10 424	8 107
Arab States	1 919	1 613	1 496	2 076	2 436	2 760	5 672	6 614	8 871	7 650
Global	–	–	211	160	2 977	9 811	12 936	26 777	52 158	46 175
Interregional	31 793	36 378	35 252	33 980	31 919	27 745	31 681	24 268	1 844	1 431
Total	107 537	119 681	129 246	154 400	161 432	169 294	184 765	193 509	220 275	204 227

* Preliminary data.

16. The United States has been the largest donor for the African region (see table 4). As in other regions, funds channelled through the UN system continue to play an increasingly important role, making the UN system the second largest donor for the region in the past decade. Direct trust funds, through which countries fund ILO work directly, often set up using development bank loans or grants, are also an important source of support.

Table 4. Major ILO donors for Africa, 2002–11
(XBTC approvals in US\$ thousands)

Donor	2002	2003	2004	2005	2006	2007	2008	2009	2010	2011*	Total 2002–11*
United States	11 782	16 644	19 748	9 971	7 770	6 350	14 181	19 612	16 558	7 032	129 648
UN system	4 271	1 262	2 000	1 592	612	418	13 771	10 917	13 268	17 583	65 695
Denmark	885	442	2 875	57	4 173	–	4 130	41 534	–	–	54 096
Direct trust funds	268	486	4 646	1 510	6 014	5 535	13 509	8 398	7 320	2 610	50 296
Norway	1 749	262	3 019	5 850	2 455	1 414	11 747	39	2 992	–	29 527
France	2 640	576	4 322	751	14 331	1 918	–	75	4 574	–	29 188
Sweden	2 792	1 995	–	9 320	1 619	2 222	3 207	–	6 354	–	27 510
United Kingdom	1 548	187	–	2 449	6 261	2 910	7 839	–	–	115	21 310
European Commission	–	3 755	2 173	6 389	257	–	1 566	–	–	5 007	19 146
Canada	–	530	1 147	18	–	2 306	–	–	–	10 454	14 455
Belgium	402	418	685	2 074	635	1 108	9 065	–	–	–	14 386
Netherlands	2 805	90	–	–	10 478	79	–	–	–	–	13 451
Flanders	64	173	366	222	605	600	1 500	2 416	6 024	840	12 810
Spain	–	–	–	670	–	588	5 992	2 654	1 455	–	11 359
Non-state actors	53	1 578	61	150	2 642	265	370	1 574	410	3 631	10 733
Luxembourg	–	–	–	1 150	130	3 231	5 190	–	394	10	10 105
Other **	1 965	5 186	1 061	2 543	1 828	3 105	9 527	1 624	1 481	3 168	31 487
Total	31 225	33 586	42 103	44 714	59 810	32 047	101 595	88 842	60 831	50 450	545 203

* Preliminary data.

** "Other" includes contributions from banks, multi-donors, Brazil, Finland, Germany, Ireland, Italy, Portugal and Switzerland, where the total 2002–11 budget is less than US\$10 million.

17. Almost every country in the region has benefited from ILO technical cooperation in the last ten years (see Appendix I). Funding levels, however, vary. While priorities and needs differ between countries, it is clear that certain countries benefit from greater donor attention than others. Obviously, ILO field presence is an advantage for engaging in local resource mobilization, as exemplified by Madagascar and the United Republic of Tanzania. Significant funds, however, have also been raised for projects and programmes in countries such as Ghana, Kenya and Somalia where the ILO is non-resident. This has been achieved, among other things, through partnerships with resident UN agencies, involving the submission of project proposals and the active participation of ILO staff from the respective decent work technical support team and country office.

IV. Trends in resource mobilization

18. Traditionally, the amount of extra-budgetary resources mobilized by the ILO at the central level, through longer-term partnership agreements and contact with donor capitals, has outweighed resources mobilized at the local level by ILO field offices in Africa. From 2006 to 2010, an average of 32 per cent of extra-budgetary resources were mobilized locally in Africa, whereas the remainder was mobilized centrally. Figures from 2011, however, show that approximately 80 per cent of resources for the African region were mobilized locally whereas 20 per cent were mobilized centrally.
19. Two factors have contributed to this significant development. First, the Regional Office for Africa and the field offices have made concerted efforts to engage more proactively in local resource mobilization, particularly with donors that have decentralized their funding authority, such as the European Commission and the World Bank. These efforts have included region-wide capacity building for staff on resource mobilization, the recruitment of a senior programme and resource mobilization officer at the level of the Regional Office, and the establishment of a network of resource mobilization focal points at the level of country offices. Enhanced interaction between the ILO and its constituents with the donor community at the country level has resulted in new approvals of major projects that are closely aligned with national DWCPs. Second, much of the centrally mobilized funding has moved towards support to the Regular Budget Supplementary Account, which is not reflected in the tables above. Moreover, some central partnership agreements between the ILO and donors have not been renewed.
20. In line with the principles of promoting greater national ownership of development processes as espoused by the Paris Declaration on Aid Effectiveness and reaffirmed by the Fourth High-level Forum on Aid Effectiveness, held in Busan, South Korea from 29 November to 1 December 2011, the ILO continues to promote the enhanced involvement and leadership of national constituents in the design and implementation of DWCPs in the region and to ensure alignment of such programmes with national development frameworks. The increasing endorsement of DWCPs at the highest policy-making level³ of member States in the region should facilitate domestic resource mobilization for realizing DWCP priorities.
21. Related to this are efforts at the country level to associate constituents with donor consultations and resource mobilization efforts, for example, through the establishment of tripartite task forces for resource mobilization under DWCP steering and implementation committees. The ILO has offered training and capacity building to subregional and national level constituents on resource mobilization and supports the design of project documents in partnership with constituents. The close involvement of constituents is key to mobilizing resources in countries where the ILO itself is a non-resident agency.

V. Future outlook

22. The 12th African Regional Meeting, held in Johannesburg, South Africa, from 11 to 14 October 2011, took stock of achievements to date under the Decent Work Agenda in Africa 2007–15. While acknowledging progress in several areas, the Meeting also recognized that the region was lagging behind in others. Among the areas that were prioritized in order to accelerate the realization of the Decent Work Agenda in Africa were:

³ After their adoption by tripartite constituents, DWCPs are now increasingly being endorsed at the highest political level. This is the case, for instance, in countries such as Benin, Cape Verde, Comoros, the Seychelles, Swaziland and Togo.

youth employment; implementation of international labour standards; investing in skills and sustainable enterprises; rural employment; moving out of informality; achieving women's economic empowerment and gender equality; promoting the key role of tripartism and social dialogue; and the importance of providing workers with a minimum level of social protection through a "social protection floor".

23. The Meeting also recalled the centrality of DWCPs for realizing the Decent Work Agenda in Africa 2007–15. Technical cooperation interventions will continue to be closely aligned with DWCP priorities and outcomes in support of the conclusions of the 12th African Regional Meeting.
24. Key challenges for the African region in this respect will include securing adequate resources to address the priorities of the 12th African Regional Meeting, principally through DWCPs, in the context of tightening aid budgets and ensuring a better distributive balance of technical cooperation resources so that all countries, DWCPs and programme and budget outcomes benefit from technical cooperation. This will also involve continued efforts to build the capacity of constituents so as to ensure the efficiency and effectiveness of delivery and optimize the impact and sustainability of interventions.
25. In order to meet these challenges, the Office will maintain local resource mobilization efforts to support DWCP priorities and outcomes. While support for individual projects will continue to be important, the Office will engage with donors to explore funding for broader programmes, including funding for entire DWCPs to complement domestic allocations for the effective realization of such programmes. This will facilitate a truly integrated response to implementing the Decent Work Agenda at the country level. Efforts will also be made to ensure technical cooperation funding for countries and topics that have so far not attracted significant resources.
26. The Office will engage closely with donors that have decentralized funding authority to their respective country representations, such as the European Commission and financial institutions. The Office will also upscale efforts to engage with non-state actors, such as foundations and private-sector development partners.
27. Strengthening the capacity of constituents and staff members with regard to resource mobilization and building a tripartite partnership for mobilizing resources for DWCP priorities and outcomes will remain central to the Office's strategy in the region.
28. The Office will make systematic use of the findings from monitoring and evaluation exercises at the project and programme level so as to improve the design and enhance the performance of new projects and programmes. The Office will also make increased use of impact assessments as part of its evaluation framework so as to strategically address sustainability in the design of interventions, thus ensuring the cost-effective delivery of decent work. Measures will be taken to ensure the communication and dissemination of experiences and practices arising from African technical cooperation, in order to promote successful experiences with other countries.

Draft decision

29. *In order to accelerate the implementation of the Decent Work Agenda in Africa, as called for by the 12th African Regional Meeting, the Governing Body requests the Office to develop a regional strategy for resource mobilization, taking into account the points outlined in Part V of the present document.*

Appendix I

XBTC by country in Africa, 2002–11

(in US\$ thousands; excluding administrative expenditure)

Country or territory	Total expenditure 2002–11*	Current number of projects	Current funding	Field presence CO = country office DWT = Decent Work Team RO = Regional Office
African region	132 341	32	61 583	
Central African subregion	64	–	–	
East African subregion	4 455	1	8 626	
Sahel subregion	2 825	2	5 137	
Southern African subregion	10 643	1	2 049	
West African subregion	5 266	–	–	
Algeria	44	1	573	CO
Angola	515	2	624	
Benin	3 162	2	2 950	
Botswana	927	1	588	
Burkina Faso	1 865	2	790	
Burundi	858	1	375	
Cameroon	5 109	5	4 317	DWT/CO
Cape Verde	272	4	441	
Central African Republic	258	–	–	
Chad	743	1	303	
Comoros	1 077	1	936	
Congo	560	2	469	
Côte d'Ivoire	285	–	–	CO
Democratic Republic of the Congo	10 806	3	6 230	CO
Djibouti	3	–	–	
Egypt	3 059	7	14 313	DWT/CO
Equatorial Guinea	–	–	–	
Eritrea	145	–	–	
Ethiopia	4 903	8	2 304	RO/CO
Gabon	796	1	47	
Gambia	1 586	1	159	
Ghana	8 779	6	3 209	
Guinea	224	–	–	
Guinea-Bissau	150	–	–	
Kenya	11 287	6	9 217	
Lesotho	1 643	1	1 682	
Liberia	7 844	5	6 549	
Libya	90	–	–	
Madagascar	40 794	7	19 298	CO

Country or territory	Total expenditure 2002–11*	Current number of projects	Current funding	Field presence CO = country office DWT = Decent Work Team RO = Regional Office
Malawi	4 354	7	4 381	
Mali	10 655	5	5 306	
Mauritania	445	1	227	
Mauritius	101	–	–	
Morocco	7 325	1	651	
Mozambique	9 833	12	8 895	
Namibia	734	3	1 318	
Niger	4 851	–	–	
Nigeria	1 996	–	–	CO
Rwanda	700	2	842	
São Tome and Principe	522	–	–	
Senegal	9 143	6	5 031	DWT/CO
Seychelles	–	–	–	
Sierra Leone	2 605	4	2 508	
Somalia	22 632	9	8 880	
South Africa	16 212	9	19 061	DWT/CO
Sudan	4 757	5	2 827	
Swaziland	925	4	872	
Tanzania, United Republic of	24 171	11	6 869	CO
Togo	4 907	2	5 185	
Tunisia	392	3	1 693	
Uganda	7 505	5	5 649	
Zambia	12 512	10	4 307	CO
Zimbabwe	4 213	3	2 946	CO
Total Africa	414 869	205	240 216	

* Preliminary data.

Appendix II

XBTC expenditure in Africa by outcome, 2010 and 2011 (in US\$ thousands; excluding administrative expenditure)

Strategic outcomes	2010		2011*	
	\$	%	\$	%
Strategic objective: Create greater opportunities for women and men to secure decent employment and income	33 158	55.6	30 827	56.7
1. Employment promotion: More women and men have access to productive employment, decent work and income opportunities	19 294	32.3	14 460	26.6
2. Skills development: Skills development increases the employability of workers, the competitiveness of enterprises, and the inclusiveness of growth	4 352	7.3	6 296	11.6
3. Sustainable enterprises: Sustainable enterprises create productive and decent jobs	9 513	15.9	10 071	18.5
Strategic objective: Enhance the coverage and effectiveness of social protection for all	4 485	7.5	5 098	9.4
4. Social security: More people have access to better managed and more gender equitable social security benefits	918	1.5	1 187	2.2
5. Working conditions: Women and men have improved and more equitable working conditions	17	0.0	183	0.3
6. Occupational safety and health: Workers and enterprises benefit from improved safety and health conditions at work	10	0.0	0	0.0
7. Labour migration: More migrant workers are protected and more migrant workers have access to productive employment and decent work	0	0.0	163	0.3
8. HIV/AIDS: The world of work responds effectively to the HIV/AIDS epidemic	3 540	5.9	3 565	6.6
Strategic objective: Strengthen tripartism and social dialogue	1 818	3.0	677	1.2
9. Employers' organizations: Employers have strong, independent and representative organizations	0	0.0	0	0.0
10. Workers' organizations: Workers have strong, independent and representative organizations	1	0.0	31	0.1
11. Labour administration and labour law: Labour administrations apply up-to-date labour legislation and provide effective services	292	0.5	259	0.5
12. Social dialogue and industrial relations: Tripartism and strengthened labour market governance contribute to effective social dialogue and sound industrial relations	1 525	2.6	387	0.7
13. Decent work in economic sectors: A sector-specific approach to decent work is applied	0	0.0	0	0.0
Strategic objective: Promote and realize standards and fundamental principles and rights at work	15 217	25.5	15 238	28.0
14. Freedom of association and collective bargaining: The right to freedom of association and collective bargaining is widely known and exercised	0	0.0	0	0.0
15. Forced labour: Forced labour is eliminated	28	0.0	385	0.7
16. Child labour: Child labour is eliminated, with priority being given to the worst forms	13 028	21.8	13 611	25.0
17. Discrimination at work: Discrimination in employment and occupation is eliminated	0	0.0	0	0.0
18. International labour standards: International labour standards are ratified and applied	2 160	3.6	1 242	2.3
Policy coherence	4 980	8.3	2 568	4.7
19. Mainstreaming decent work: Member States place an integrated approach to decent work at the heart of their economic and social policies, supported by key UN and other multilateral agencies				
Total	59 658	100.0	54 408	100.0

* Preliminary data.