

International
Labour
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The ILO in Mozambique

Mozambique and decent work



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Mozambique is one of the fastest growing economies in the world: annual growth has averaged 7% over the past two decades. The Government has showed strong commitment to achieving the Millennium Development Goals, but the impact on poverty reduction and employment creation is still moderate. 54% of the population lives below the poverty line, and the country is ranked 180th out of 187 countries overall in the 2015 *Human Development Index* (HDI). The agricultural sector supports about 80% of the economically active population and 87% of the female labour force in the country, but only represents 29% of GDP.

HIV prevalence among adults shows a downward trend, having stabilized in recent years at a still relatively high rate of 11.5%.

Mozambique has been an ILO Member since 1976 and has **ratified 18 international labour Conventions**.

Strategic framework: the Decent Work Country Programme (DWCP) aligned with national priorities

The ILO promotes decent work as a national objective and assists constituents in achieving it. The current **DWCP for Mozambique** covers the 2011-2016 period and is the main instrument for ILO cooperation aligned with national priorities and the **UN Development Assistance Framework (UNDAF)** 2012-2015 for Mozambique.

Key challenges

- **86%** of the labour force works in the informal economy
- **27%** of women are unemployed, **23%** of men
- **39%** of youth (15-24 years old) are unemployed
- **43%** of the population is under 15 years old

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Tripartite constituents

Government: Ministry of Labour, Employment and Social Security, Ministry of Gender, Children and Social Action

Workers' organizations: Workers' Organization of Mozambique (OTM), National Confederation of Independent and Free Trade Unions of Mozambique (CONSILMO)

Employers' organization: Business Associations Confederation of Mozambique (CTA)

Find out more

ilo.org/mozambique

The Decent Work Country Programme priorities are

- 1 Poverty Reduction through the **creation of decent work**
- 2 Extension of **social protection** to all
- 3 Strengthening **fundamental principles and rights at work** through social dialogue mechanisms at all levels



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Main actions and key results

Extending social protection for all Mozambicans

With ILO support, the Government of Mozambique has designed the **National Strategy for Basic Social Security (ENSSB) 2016-2024** with the active participation of the social partners, and of national and international stakeholders. The new ENSSB is now the key legal framework for social protection in Mozambique. It guides measures aimed at extending social protection coverage and increases the impact and quality of benefits. It includes a new child grant programme, which will respond to specific needs of this vulnerable group, as a means to fight chronic malnutrition at an early stage. This marks a radical shift in the design of social protection in Mozambique, covering persons with no contributory capacity.

Within the framework of the UN Joint Programme on Social Protection, the ILO supported the Government of Mozambique in consolidating its

social protection system. As a result, the number of beneficiaries covered by basic social protection programmes

expanded **from 183,000 households in 2008 to 535,000 in 2015 (60% of them are women)**.



Tina is 71 years old and lives in Mozambique. She has worked in the fields all of her life. Every morning Tina tills the fields, then prepares meals and takes care of her grandchildren. Her only source of income is a monthly governmental cash transfer, and her main livelihood comes from the vegetables that she harvests. Tina's family has been a beneficiary of Mozambique's Basic Social Subsidy Programme for five years. "I appreciate the fact that the Government is making this sum available. Before, I had no money, but now I can buy small things like food. If it wasn't for that money, I don't know what we would eat, because the weather is hot, the fields are dry and there is nothing."

Enhancing skills for productivity and jobs

Lack of skills is one of the obstacles to accessing new opportunities arising from the economic context. Most of the 300.000 young people entering the labour market each year are forced into

vulnerable jobs, with low wages, poor social security and little social dialogue. The ILO hence supports initiatives maximizing local job creation and social inclusion. Several studies have been

conducted to identify skills gaps and sectors with a high potential for employment creation. On this basis, the ILO enhanced the INEFP (National Institute for Vocational Training) management and strengthened its capacity to deliver demand-driven courses. In the last 3 years more than 200 trainers from INEFP and some private training institutions benefited from capacity development activities. Training courses were conducted, for example, in local communities of the Cabo Delgado province, targeting 250 women and young people, in sectors and occupations previously identified as facing skills shortages.



Elaboration of a National Employment Policy

The Government of Mozambique has requested the support of the ILO in the elaboration of a National Employment Policy for the country. The ILO's response includes technical advice to the recently established multi-sectoral drafting committee, financial support to engage local consultancy in the drafting of the policy, as well as to finance the costs of the national consultation process, as well as. The policy is scheduled to be submitted to the Parliament for approval within the first semester of 2016.

Supporting HIV and AIDS response in the formal and informal economy

Informal operators and workers in “hot spots” along transport corridors were trained in business development services. They also received support in the form of financial resources in order to reduce their vulnerability and prevent HIV and mitigate AIDS’ impact. **1,735 beneficiaries (77% of them women)** were provided with skills related to business, gender equality and HIV and AIDS.

85,000 female and male workers from the informal sector, farming sector, sugar

industry, railways, SMEs and local communities have been given access to HIV and AIDS services, including voluntary counselling and testing for HIV status and other diseases.

55 workplace policies and programmes have been developed, adopted and are now being implemented by HIV and AIDS committees at the enterprise level. These integrate specific ILO concerns related to non-discrimination, gender equality, a healthy work environment, social di-

alogue, screening, and confidentiality.

In order to mitigate the stigma and discrimination in the workplace, the ILO and other UN agencies have supported the improvement of the national legislative framework as a means to promote human rights at work. As a result, in August 2014 the Mozambican Parliament approved a new law that seeks to protect the rights and dignity of people living with HIV.

Next steps

The ILO is implementing a new programme adopted in 2015 to promote more and better jobs in the Cabo Delgado and Nampula Provinces. This programme assists capacity development to harness local opportunities through a partnership between the Government of Mozambique, the ILO, the United Nations Industrial Development Organization (UNIDO), and the United Nations Development Programme (UNDP). The programme is funded through the Spanish contributions to the UNDP Sustainable Development Goals Fund and UN agencies’ own funds. With funds from KOICA (Korea International Cooperation Agency), the ILO

is implementing a project on **Skills for Employment and Productivity in Low-Income Countries**. The Project will benefit approximately 1000 people from local communities in selected districts of the Cabo Delgado province over the next three years. Its main aim is to foster the capacity of local communities to identify economic opportunities and to transform them into sustainable income generation activities.

With the support of Portugal and USAID, and in collaboration with UNICEF, the ILO will continue to carry out interventions on Social Protection in Mozambique. Further work in this area will be possible

in the coming years also thanks to an Ireland-funded project on “Building Social Protection Floors in Southern Africa”, covering Zambia, Malawi and Mozambique, and a UN Joint Programme with UNICEF on non-contributory schemes financed by Sweden.

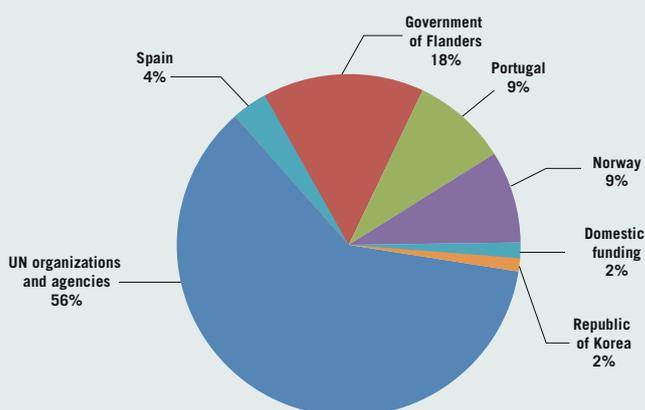


Partnerships for decent work

In its work in the country, the ILO partners with government institutions, social partners and the United Nations Country Team (UNCT), as a way to develop capacity within the Government and ensure sustainability at the end of projects.

Other key partners to ensure coordination and harness the synergies arising from intervention are the local NGOs and the bilateral resource partners.

Major ILO resource partners in Mozambique (2012-2015)



THE ILO AND DECENT WORK — A MANDATE FOR PEACE AND SOCIAL JUSTICE

The International Labour Organization (ILO) is devoted to promoting social justice and internationally recognized human and labour rights, pursuing its founding mission that labour peace is essential to prosperity. Today, the ILO helps advance the creation of decent work and the economic and working conditions that give working people and business people a stake in lasting peace, prosperity and progress. Its tripartite structure provides a unique platform for promoting decent work for all women and men. Its main aims are to promote rights at work, encourage decent employment opportunities, enhance social protection and strengthen dialogue on work-related issues.

Selected Country Programme Results for Mozambique in 2014 and 2015

COUNTRY PROGRAMME OUTCOME AND RESULTS ACHIEVED	ILO CONTRIBUTION (OUTPUTS)
<p>Social Protection policies and strategies reviewed and implemented to ensure greater coverage of the target groups both in the informal and formal economies</p>	
<p>The National Strategy for Basic Social Security (ENSSB) 2015-2019 was developed by Government in 2015, covering persons with no contributory capacity.</p> <p>Workers organizations were among the stakeholders consulted during the process of elaboration of the new ENSSB.</p>	<ul style="list-style-type: none"> > ILO led the support from UN agencies, development partners and civil society organizations to the Government of Mozambique in the process of revising the ENSSB 2010-14. > Studies conducted and identified as key to the revision of the ENSSB for the underrepresented areas of HIV sensitive social protection, maternity, nutrition and social protection, and public perceptions of social protection as an instrument for social justice. > Costing exercise to inform policy decision on the fiscal implications of the new proposal contained in the ENSSB. > Technical inputs and policy advise. > Reinforcing worker organizations' direct and active participation in the national social protection policy-making process.
<p>Enhanced vocational training for increased employability of the target groups</p>	
<p>The new 5-year Government plan (2015-2019) has a strong focus on Employment and Skills Development.</p> <p>The programmatic framework between donors and Government to support the general budget was revised and now highlights the importance of the skills indicators.</p> <p>Established the TVET national authority with a law passed in September 2014.</p> <p>The signing of a collective bargaining agreement between the parties at Maputo Port Development Company.</p> <p>The CCT, the tripartite social dialogue body, discussed and approved in April 2015 the qualifications for different sectors.</p>	<ul style="list-style-type: none"> > Technical input to the elaboration of the Employment and Skills component of the 5-year Government plan. > Support provided to the National Institute of Employment and Vocational training (INEFP) in the revision of the skills indicators. > Participation to the Donors-Government working group on TVET that provided inputs for the elaboration of the law. > Strengthening social dialogue skills.
<p>HIV and AIDS workplace policies and programmes for identified sectors such as transport and cooperatives being implemented</p>	
<p>Informal workers and operators in hot spots along transport corridors were empowered on development and improvement of their business and supported to get financial resources as a means to reduce their vulnerability and prevent HIV spread as well as to mitigate the negative impact (see key results p.2 of the fact sheet).</p>	<ul style="list-style-type: none"> > Technical inputs on the development of the workplace programmes and facilitated the development of 20 HIV and AIDS programs based on the ILO Code of Practice. > Facilitated VCT campaigns in the workplaces and in surrounding communities. > Capacity building to the Tripartite Constituents for the formulation of effective work place policies and programmes. > Capacity building to labour inspectors on monitoring of HIV and AIDS issues at the work place, raising their awareness on ILO Recommendation (R200) concerning HIV and AIDS and the world of work and the ILO Code of Practice.

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