



International  
Labour  
Organization

# The ILO at Work

Results 2014-2015





# **The ILO at Work**

Results 2014-2015

Copyright © International Labour Organization 2016  
First published 2016

Publications of the International Labour Office enjoy copyright under Protocol 2 of the Universal Copyright Convention. Nevertheless, short excerpts from them may be reproduced without authorization, on condition that the source is indicated. For rights of reproduction or translation, application should be made to ILO Publications (Rights and Licensing), International Labour Office, CH-1211 Geneva 22, Switzerland, or by email: [rights@ilo.org](mailto:rights@ilo.org). The International Labour Office welcomes such applications.

Libraries, institutions and other users registered with a reproduction rights organization may make copies in accordance with the licences issued to them for this purpose. Visit [www.ifrro.org](http://www.ifrro.org) to find the reproduction rights organization in your country.

---

The ILO at Work: Results 2014-2015 / International Labour Office. - Geneva: ILO, 2016  
1 v.

ISBN 978-92-2-131155-3 (print)  
ISBN 978-92-2-131156-0 (web pdf)

International Labour Office  
decent work / role of ILO  
13.01.1

Also available in French: *L'OIT en action: Résultats 2014-2015* ISBN 978-92-2-231066-1 (print) ISBN 978-92-2-231067-8 (web pdf), Geneva, 2016, in Spanish: *La OIT en acción: Resultados 2014-2015* ISBN 978-92-2-331096-7 (print) ISBN 978-92-2-331097-4 (web pdf) Geneva, 2016.

*ILO Cataloguing in Publication Data*

---

The designations employed in ILO publications, which are in conformity with United Nations practice, and the presentation of material therein do not imply the expression of any opinion whatsoever on the part of the International Labour Office concerning the legal status of any country, area or territory or of its authorities, or concerning the delimitation of its frontiers.

The responsibility for opinions expressed in signed articles, studies and other contributions rests solely with their authors, and publication does not constitute an endorsement by the International Labour Office of the opinions expressed in them.

Reference to names of firms and commercial products and processes does not imply their endorsement by the International Labour Office, and any failure to mention a particular firm, commercial product or process is not a sign of disapproval.

ILO publications and digital products can be obtained through major booksellers and digital distribution platforms, or ordered directly from [ilo@turpin-distribution.com](mailto:ilo@turpin-distribution.com). For more information, visit our website: [www.ilo.org/publns](http://www.ilo.org/publns) or contact [ilopubs@ilo.org](mailto:ilopubs@ilo.org).

---

Cover photo: © ILO/J. Bayona, Colombia

Design and printing by the International Training Centre of the ILO, Turin – Italy



# Table of contents

Foreword by the Director-General	4
Decent work: A universal goal	6
<b>ILO work in the regions</b>	
 Africa	16
 The Americas: Latin America and the Caribbean	24
 Arab States	32
 Asia and the Pacific	42
 Europe and Central Asia	52
Gearing up for 2030 and expanding partnerships for results at work	60



© ILO/Wayne, Timor-Leste

## Foreword by the Director-General

Major strides have been taken in the past two years to rethink the aims and principles of international development cooperation, each fully acknowledging the centrality of decent work. The Addis Conference on Financing for Development prioritized and mainstreamed the Decent Work Agenda, and in September 2015 the nations of the world agreed a set of 17 major objectives for the progress of human societies worldwide: the Sustainable Development Goals, which are permeated by decent work concerns.

The 2030 Agenda for sustainable development puts people and planet at its centre and gives the international community the impetus it needs to work together to tackle the formidable challenges confronting humanity, including those in the world of work. The ILO sees it not only as a comprehensive plan to guide the work of the international community, but also the culmination of over a decade of efforts to promote decent work as a global aim for the 21<sup>st</sup> century, both by the ILO and by its supporters. Decent work figures in the SDGs probably more than any other single aspiration, in all its aspects, at all levels. It is now, indeed, universally endorsed.

This is not an accident. The world's largest ever public consultation that led to the goals consistently brought out the desire of men and women worldwide for decent jobs, an escape from poverty, a source of hope, and a basis for their own and their families' future. For while water, food and health come first, without work people are denied access to the fruits of progress, and are excluded from the mainstream of society and from the essentials of a decent life.

The world's unemployed and underemployed are constantly growing in number – more and more of them young people – and while the world's financial systems have more than recovered from the crash of 2008, this



© ILO/B. Go, Philippines

has yet to have the fully expected impact on real growth and jobs. Yet the General Assembly unanimously agreed, in a spirit of optimism, the most ambitious development agenda in history, and it is now for the international community to make it a reality.

The ILO's new Development Cooperation Strategy makes it clear that development cooperation is an ILO-wide responsibility, and the ILO is now gearing up to deliver on those aspirations in order to maximize its efficiency and effectiveness. Major reform efforts are progressing in the ILO to streamline its operations and maximize the return on its efforts. Accurate evaluation of results will play



a key role here, and will make a significant contribution to achieving the SDGs, especially SDG 8: Decent Work and Economic Growth. Evaluation also depends on the transparency of our operations, and we are proud to be among the first Geneva agencies to submit our development cooperation data to the International Aid Transparency Initiative, and to have developed a state-of-the-art interface for public access to that data.

This review of our development results in 2014-15 brings out areas where the ILO has made a real difference to the lives of working people in all corners of the world, upholding social justice to address the concerns of its

constituents, partners and Member States. The many individual stories highlighted here illustrate the real impact of the ILO's work worldwide.

The distance between reality and aspiration is a constant spur to the pursuit of social justice, and we can be proud of our achievements and of the continuing confidence placed in the International Labour Organization by its Members and supporters.

*Guy Hyde*

# Decent work: A universal goal

The years 2014 and 2015 were a period of transition in development. Completion of the Millennium Development Goals (MDGs) ran in parallel with the preparation of the Sustainable Development Goals (SDGs), which have set the international development community on the path to 2030, despite the continuing effects of the economic and financial crisis on the world of work.

The ILO played an important role in the adoption of the 2030 Agenda for Sustainable Development, maintaining the momentum of the past decade: decent work as a major aspiration for all is reflected in many of the SDGs, which also address poverty, health, quality education, and gender equality. Key to the ILO's work is SDG 8, which concerns "sustained, inclusive and sustainable economic growth, full and productive employment and decent work for all".

Thinking on international policy also advanced. Development cooperation has come to be understood as more than a mere portfolio of projects funded by voluntary contributions. It is now part of a broader international effort aligned with the 2030 Agenda, in which the ILO will promote the Decent Work Agenda as a basis for political governance and sustainable social and economic growth, everywhere.

The ILO continued to strengthen the role of governments, and employers' and workers' organizations to meet challenges in the world of work and to put the world back on a sustainable track towards equitable growth and development.

Progress was made in 2014-15 globally, regionally and at the country level on enhancing policy coherence and convergence on issues central to the ILO's mandate, in particular through extended cooperation with the United Nations (UN) and its entities, the G20, the International Monetary Fund, the World Bank, the OECD, and regional organizations, including development banks and economic commissions.

In 2014-15, the ILO delivered some USD 606 million under the regular budget, USD 430 million in extra-budgetary voluntary funding, and USD 32 million under the Regular Budget Supplementary Account (RBSA). The share of domestic funding in total extra-budgetary voluntary funding increased from 3.8 per cent in 2012-13 to 5 per cent in 2014-15. The ILO achieved a delivery rate of 80.4 per cent in 2015.

A total of 774 country outcome results were achieved across 137 Member States and covered all four pillars of the Decent Work Agenda. This was more than the 721 targets set at the beginning, and reflects the deliberate effort to concentrate resources on fewer and better integrated interventions. By the end of 2015,

## THE DECENT WORK AGENDA

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

Decent work is the main path out of poverty and towards a better life. It involves —

### Creating decent and productive jobs

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

### Guaranteeing rights at work

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

### Extending social protection

Promoting inclusion and productivity by ensuring that women and men enjoy working conditions that are safe, allow adequate free time and rest, take into account family responsibilities, provide adequate compensation for lost or reduced income, and permit access to adequate social security.

### Promoting social dialogue

Creating efficient labour market institutions and effective and independent employers' and workers' organizations, enabling strong engagement from all sides in increasing productivity, managing labour relations, and building cohesive societies.

## DECENT WORK COUNTRY PROGRAMMES: Quality jobs wanted!

DWCPs are the main ILO vehicle of support at country level. They represent the common commitment of governments, workers' and employers' organizations, and the ILO to collaborate on specific objectives and initiatives to reduce decent work deficits, and strengthen capacity to mainstream decent work into social and economic policies.

In 2014-15, 102 DWCPs were active and/or in preparation, worldwide.

the ILO had a portfolio of over 600 projects with 120 development partners in more than 100 countries.

A record of 92 new public-private partnerships were signed over the course of the biennium, bearing witness to increasing cooperation with the private sector, and ten new partnerships were signed with middle-income countries and South-South and triangular cooperation partners – an area in which the ILO has shown itself to be a pacesetter.

## The continuing crisis – still a major challenge

Uncertain and incomplete recovery from the dramatic effects of the financial crisis, slow global economic growth, and rapid change in the world of work continued to pose major challenges to ILO constituents in all regions: global unemployment exceeded 196 million in 2014 and, with 40 million new entrants into the world's labour markets annually, continues to rise.

The nature of work and rapid changes in its forms raise important issues. Half the world's working women and men remain in informal work, while less than 25 per cent are covered by a full-time, permanent employment contract; nearly 75 per cent do not have access to adequate social protection.

Basic human rights violations persist: there are still 168 million child labourers and 21 million victims of forced labour worldwide, and the fight for universal respect for fundamental principles and rights at work – including freedom to organize and associate – is a continuing challenge.

Against this background, the international community has recognized the value and importance of the Decent

Work Agenda. The growing influence of the ILO and of its core values is recognition of the persistent relevance of its mandate, especially in the current context of globalization, slow global economic growth, and rapid change in the world of work.

This is particularly evident in the ILO's increasing policy cooperation with the G20: the ILO helps inform G20 policies through policy analysis and research, by gathering and analysing empirical evidence, and by identifying best practices in relation to a wide range of employment and social issues. The G20 labour and employment ministers now meet every year, and their ministerial declarations reflect a range of ILO positions in clear and compelling language. The G20 Employment Working Group was created in 2014.

Here the ILO has consistently called for an integrated and coherent policy approach to employment and social policies on the basis of the 2008 Declaration on Social Justice for a Fair Globalization. This work was strongly reflected in the Leaders' Communiqué adopted at the 2014 G20 Summit in Brisbane, Australia, and the 2015 Summit in Antalya, Turkey, and in a number of reports prepared by the ILO, often in collaboration with other international organizations such as the OECD.

## Organizing for better delivery

These advances in the ILO's performance and standing can be attributed to a number of factors in particular: the production of quality statistics, and enhanced research and policy analysis on highly relevant topics – reflected in flagship reports such as the Global Wage Report, the World Employment and Social Outlook (WESO Report) and the World Social Protection Report – in addition to improved internal coordination and policy coherence as a result of the new organizational structure.

The reform programme initiated in 2012 is increasing the efficiency of the ILO: services to constituents have expanded and the ILO is advocating its values with growing impact in the global policy environment.

This can be illustrated by, for instance, its continuing support to victims of the tragic collapse in 2013 of the Rana Plaza factory in Bangladesh: the ILO has continued to provide significant technical and financial support, ensuring a sound basis for future social dialogue, assisting the compensation process for survivors and relatives, and providing expertise on building safety and labour inspection.

## Employment trends at a glance

- › Unemployment has risen by about 28 million since the onset of the 2008 crisis.
- › In 2015, the number of unemployed people reached 197.1 million – approaching 1 million more than in the previous year and over 27 million higher than pre-crisis levels. This increase in the number of jobseekers in 2015 occurred mainly in emerging and developing countries.
- › The world will see more than 215 million jobseekers by 2018, which means that global unemployment will reach new heights. During this period, around 40 million net new jobs will be created every year, which is fewer than the 42.6 million people that are expected to enter the labour market every year. The global jobs gap will rise to around 82 million in 2019.
- › Some 73.3 million people between 15 and 24 were unemployed in 2014. Some 36.7 per cent of the global unemployed were young women and men.
- › In 2015, an estimated 327 million employed people were living in extreme poverty (those living on less than US\$1.90 a day), and 967 million in moderate or near poverty (between US\$1.90 and US\$5 a day in PPP terms).
- › Some 470 million new jobs will be needed in the next 15 years.

## Standards for fairness: The ILO's rights-based approach

International labour standards provide a framework for regulating all aspects of the world of work, including the rights of domestic workers, seafarers and indigenous and tribal peoples, and efforts to fight child labour and forced labour. The ILO has one of the most thorough supervisory systems of standards, which keeps track of the

implementation of ratified Conventions and brings good practices and violations to the attention of all Member States.

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



The ratification of 39 different international labour standards by 59 Member States during 2014-15 bears witness to the continued relevance and usefulness of ILO instruments and the principles that they embody.

“*The World Day for Social Justice highlights our obligation to support the creation of the one thing that people all over the world requested in recent UN surveys. The people asked for decent jobs in the first place. One of the Sustainable Development Goals deals with the promotion of sustained, inclusive and sustainable economic growth, full and productive employment, and decent work for all. For the implementation of this goal, Member States suggest, inter alia, to call for immediate and effective measures to eradicate forced labour.*

Ambassador Harald Braun of Germany at the ILO event “Human Exploitation- Ending Human Trafficking and Forced Labor”, 19 February 2015

Two new instruments were adopted in 2014-15. The Protocol to the Forced Labour Convention, 1930 (2014), updates and reinforces global action to end forced labour, including trafficking in persons and slavery-like practices, and positions the ILO as a key player in the global effort to eliminate all modern forms of slavery – of which there are 21 million victims worldwide. The Protocol will enter into force later in 2016.

The Transition from the Informal to the Formal Economy Recommendation, 2015 (No. 204) is the first ever international labour standard aimed specifically at tackling the informal economy. More than half of the world’s workforce is in the informal economy – often involuntarily – and face being without rights at work, with few decent job opportunities, inadequate social protection and lack of social dialogue.



© ILO/M. Crozet, Jordan

## In the spotlight: Progress on gender equality at work remains inadequate

“*Are working women better off today than they were 20 years ago? The answer is a qualified yes. Has this progress met our expectations? The answer is decidedly no. We need to be innovative, to reframe the debate and to intensify the focus on ensuring the rights of women at work, and promoting gender equality and women’s economic empowerment.*

ILO Director-General Guy Ryder

Two decades after the world’s largest gathering of women adopted a far-reaching agenda for advancing gender equality and women’s empowerment – the Beijing Declaration and Platform for Action of 1995 – women are only marginally better off with respect to equality at work. In terms of policy, legislation and the ratification of international labour standards, however, there has been notable progress. In 1995 some 126 ILO Member States had ratified the Equal Remuneration Convention, 1951 (No. 100) and 122 had ratified the Discrimination (Employment and Occupation) Convention. Today those numbers have risen to 171 and 172 respectively.

Yet women continue to experience widespread discrimination and inequality in the workplace. In most parts of the world, women are often in

undervalued and low-paid jobs; lack access to education, training, and placement; have limited bargaining and decision-making power; and still shoulder responsibility for most unpaid care work. A gender pay gap persists, both for women with and without children – often with another wage penalty for working mothers over and above the wage gap already experienced by women worldwide.

Globally, the gap in labour market participation rates between men and women has decreased only marginally since 1995. Currently about 50% of all women are in work, compared to 77% of men (in 1995 these figures were 52% and 80% respectively). It is estimated that reducing the gap in participation rates between men and women by 25% in G20 countries by 2025 would add more than 100 million women to the labour force.

The ILO’s new Women at Work Centenary Initiative has been established to accelerate global action to meet this challenge and deliver on the transformative agenda for gender equality and women’s empowerment, which is advocated in the Sustainable Development Goals through specific, targeted, and courageous policy interventions.

## Protecting people, promoting business: Tripartism and social dialogue

The ILO works to strengthen representative, independent and democratic trade unions and employers' organizations in all countries.

### Strengthening employers' organizations

In 2014–15 the ILO helped national employers' organizations in 73 countries across all regions to enhance their management, extend their service provision to existing and potential members, and improve their policy engagement to ensure an environment conducive to business development and sustainable enterprises.

Building on an assessment of the business environment conducted in the previous biennium, the **Honduran** Council for Private Enterprise (COHEP) achieved key legal and regulatory reforms through the consolidation and advocacy of the private sector's policy positions. Business registration procedures have now been simplified – including on collateral and environmental licensing – leading to reduced business registration costs and an increase in the commercial registry of 44 and 41 per cent in Tegucigalpa and San Pedro Sula, respectively. COHEP has established a Business Environment Reform Unit responsible for ongoing policy development and advocacy, in addition to a new website that shares information and tracks progress on its policy reform proposals.

The **Fiji** Commerce and Employers Federation's (FCEF) newly established Women Entrepreneurs and Business

Council (WEBC) provides services and serves as a forum where business women can raise their voice. By early 2015 – a year after the FCEF adopted its first WEBC strategic plan – more than 100 new members had joined the Council.

FCEF has conducted surveys on the entrepreneurial climate for women-owned businesses in Fiji, and launched a policy position paper on overcoming challenges as part of a campaign to remove barriers and promote the development of women's entrepreneurship in the country.

“When FCEF looked at the issue of how to bring more women into the entrepreneurial space, we established WEBC at the 7<sup>th</sup> Council of the Federation – with the help of the ILO. We've made enormous strides during the past two years, with a strategic plan and concrete services being offered to women entrepreneurs who are subscribing to become members. The Council is now working to blend this issue into the fabric of leadership so that we have a holistic approach from the politics of the country and employment laws down to company operations.

Howard Politini, President, FCEF

The National Confederation of Employers of the Republic of **Moldova** (CNPM) has expanded existing services to regions by setting up ten territorial organizations,



and supported them with training and guidance, for example, on governance, strategic planning, social partnerships, risk assessment at the workplace, taxation, labour discipline, and disputes. Three territorial tripartite commissions have also been set up in the districts of Edinet, Balti and Cahul to ensure consultation and collective bargaining (TCCCB). By bringing local employers' organizations to the table, six territorial collective agreements – a third of those in force – have been negotiated and signed.

## Strengthening workers' organizations

In 2014–15 the ILO focused on workers' protection through international labour standards (ILS) by building on previous results and lessons learned. Trade unions ensured their effective involvement in policy responses and regulatory frameworks, particularly through labour law reforms and rights campaigns.

In **Colombia, Egypt, Georgia, Iraq, Kazakhstan, Lesotho, Mongolia, Nepal, the occupied Palestinian territory, Thailand,** and **Zambia** trade unions proposed amendments to draft labour codes, bringing them into line with international labour standards.

Trade unions acted together to advocate for the ratification of the core Conventions and to influence labour law processes in **India's** Constitutional Assembly and the upcoming labour law reform process in **Nepal**. By coming together on created platforms, unions were able to send strong, consistent messages to the other social partners at crucial points in the development of legal frameworks. This also enhanced unions' capacity and increased their role in national social dialogue.

During the biennium, ILO work also focused on crisis responses, and helping trade unions increase their membership – especially by enhancing the quality and

breadth of their member services – and organizing precarious workers.

New trade unions were established for young women and men in the **Philippines**, migrants in **Myanmar** and **Thailand**, domestic workers in **Egypt, Indonesia** and **Lebanon**, and informal economy workers in **Armenia** and **Kazakhstan**. Trade unions were also set up for the tourism and oil sector in **Oman** during the period.

Cross-border networking and cooperation proved important to improve trade unions' provision of services to their members, particularly on matters relating to migration. In **Myanmar, Malaysia** and **Thailand**, unions signed a memorandum of understanding addressing the topic.

The Arab Trade Union Confederation (ArabTUC), the ASEAN Trade Union Council (ATUC) and the South Asian Regional Trade Union Council (SARTUC) signed a memorandum of understanding to promote interregional cooperation on migration, in order to protect the interests of migrant workers, promote fundamental principles and rights at work, and develop an interregional trade union position on various ongoing migration initiatives.

Trade unions also received targeted policy advice and customized capacity building through ILO support for advocacy and knowledge sharing. Tools such as training manuals, research, and policy briefs were launched to support capacity building. To harness new ways of learning, some of this material includes e-learning programmes and audio-visual materials.

The International Training Centre of the ILO (ITC-ILO) was a key partner in this work and provided capacity building services to trade unions on, for instance, mainstreaming gender equality and empowering women workers in Arab States.



## Spreading the word: Improving knowledge and information services

Strengthening the ILO's knowledge base and developing constituents' capacity remains key to delivering on the ILO's priorities for the biennium. In 2014 the ILO consolidated access to its key information and data services through a single interface, the ILO knowledge portal. The portal connects country information and data on labour laws, standards, policies and statistics. It also provides relevant information on ILO projects and programmes, publications and good practices, which makes the aggregation and sharing of country-specific information and data in areas of strategic knowledge possible.

Transparency of operations is key to the effectiveness of development cooperation. During the biennium the ILO demonstrated its commitment to transparency by launching its Development Cooperation Dashboard, which provides public information on all voluntarily funded projects through a variable matrix linking the donor partners concerned, the subject-area, and the geographical location. This will be further developed to include data on regular budget development cooperation.

For the first time the ILO made its development cooperation data publicly available in the format agreed by the International Aid Transparency Initiative, which the ILO joined in 2012.

Data was also submitted for the first time to the OECD database on core funded operations.

## The ILO in action: The Nobel Peace Prize & artists for fundamental rights at work

“I refuse to accept that we together cannot end child labour in this generation.”

Kailash Satyarthi, 2014 Nobel Peace Prize Laureate at the World of Work Summit, International Labour Conference, 11 June 2015



The Nobel Peace Prizes for 2014 and 2015 gave global recognition to two key ILO concerns: combating child labour, and promoting national social dialogue.

A leading advocate for universal education and girls' and boys' participation in the campaign against child labour, Kailash Satyarthi, together with Malala Yousafzai, were awarded the Nobel Peace Prize in 2014 for their “struggle against the suppression of children and young people and for the right of all children to education”.

The ILO has worked with Mr Satyarthi since the early 1990s – through the Child Workers in Asia Foundation and the pioneering child-friendly organization he founded, Bachpan Bachao Andolan (Save the Childhood Movement), which contributed to the development of the ILO's integrated area-based approach to fight child labour. The ILO then collaborated with Mr Satyarthi through the Global March against Child Labour, established with ILO support to advocate a new standard to combat child labour in its worst forms: after crossing 107 countries in the spring of 1999, the Global March reached Geneva, where the International Labour Conference unanimously adopted the Worst Forms of Child Labour Convention, (No. 182). With 180 ratifications, it has swiftly become the most ratified ILO Convention.

## International Training Centre of the ILO (ITC-ILO)

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

In 2014–15 the Centre enhanced the skills of 23,422 women and men – 16,000 of whom were representatives of governments, workers and employers – from 197 countries and territories. The largest groups

came from Africa, followed by the Americas, and Asia and the Pacific. In addition, tailor-made training activities were delivered both on the campus and at the regional, subregional and country levels. The Turin Centre and the ILO launched a new Labour Market Statistics and Analysis Academy targeting labour statisticians, policy-makers and senior managers from all over the world.



“*The Nobel Peace Prize is a tribute to the courage, perseverance and principles of the UGTT, the UTICA, and their partners. I salute their commitment to human rights and democracy. The ILO is proud to be associated with them and their activities.*”

ILO Director-General Guy Ryder

In 2015, the Nobel Peace Prize was awarded to the Tunisian National Dialogue Quartet – the Tunisian General Labour Union (UGTT), the Tunisian Human Rights Confederation of Industry, Trade and Handicrafts (UTICA), the Tunisian Human Rights League, (LTDH), and the Tunisian Order of Lawyers (ONAT), who together facilitated peaceful negotiation and agreement on a new Constitution, adopted in 2014.

This came about as the natural consequence of previous work by the ILO to support UGTT and UTICA to develop a social contract for Tunisia in 2012, in part through a Norwegian-financed ILO project on social dialogue. The social contract resulting from that work was signed on 14 January 2013, and marked a milestone in political progress in the country.

In 2014, with ILO assistance, the Ministry of Social Affairs of Tunisia also formulated a draft law establishing the primary functions and modalities of the National Labour Council.

The ILO’s artist engagement programme, ArtWorks, has continued to bring together the Organization and artists committed to promoting fundamental rights in the world of work.

Following the 2014 adoption of the Forced Labour Protocol, the ILO launched the 50 for Freedom campaign to achieve 50 national ratifications by 2018. In order to mobilize support, the artist engagement programme has focused on enlisting well known personalities to endorse the campaign. This has resulted in the ILO securing its first regional Goodwill Ambassador, Brazilian actor Wagner Moura.

As part of the 50 for Freedom campaign, a series of “Voice of the Voiceless” videos have been developed to tell the real life stories of people trapped in forced labour. A number of well-known artists have lent their voice to these stories, including Wagner Moura and fellow actors Robin Wright and David Oyelowo. The videos have proved very successful in raising the profile of the issue, have been shared widely on social media, and have increased sign-ups to the campaign.

There have also been requests for similar videos on other world of work issues, including HIV and AIDS, for which actress Sharon Stone voices the story of a woman who

lost her job after testing HIV-positive. More broadly, the impact of artist support has led to requests for more artist engagement, particularly on issue-specific international days. For example RJ Mitte, who played a lead role in the television series *Breaking Bad*, recorded a video message for the ILO event for the International Day of Persons with Disabilities.

In June 2015, award-winning artist and musician Pharrell Williams delivered a video message to the World of Work Summit at the International Labour Conference, on climate change and the world of work. The video was carried on the front page of the Guardian website, the Huffington Post and other mainstream media.

“*Making economies green could create millions of decent jobs all around the world.*”

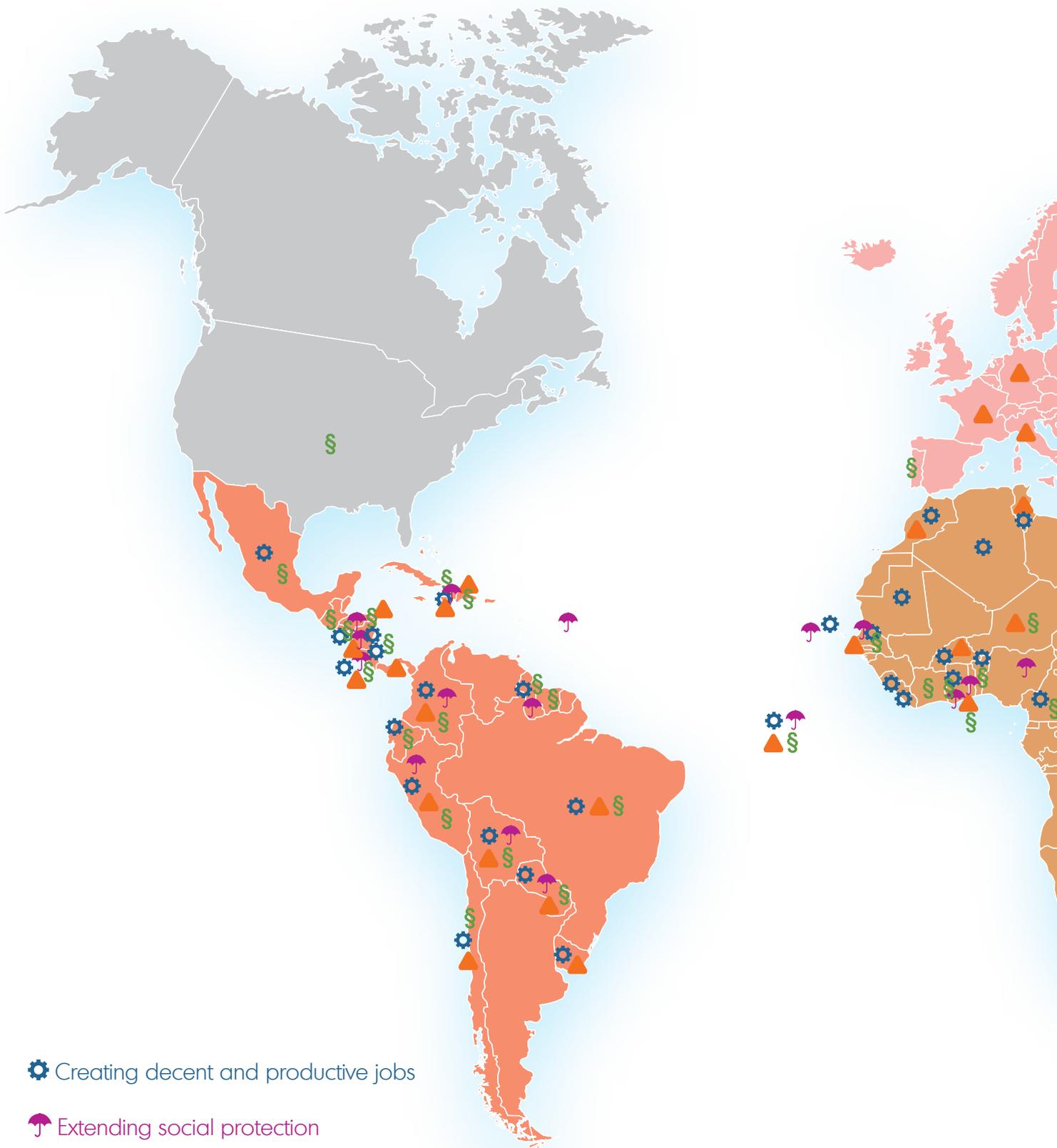
Pharrell Williams award winning artist and musician



Williams is now a long-time supporter of the ILO, and in June 2014 joined producer, composer and guitarist Mike Einziger, and composer Hans Zimmer to record an original song for the Red Card to Child Labour campaign. The song, *Till Everyone Can See*, has since been viewed almost 400,000 times. It has captured the imagination of campaigners in many countries and a Thai version of the song by Thai rock band Body Slam has been viewed over 6.7 million times on YouTube. A Nepali version is now in the works.



# Country results in 2014-2015 by strategic objective

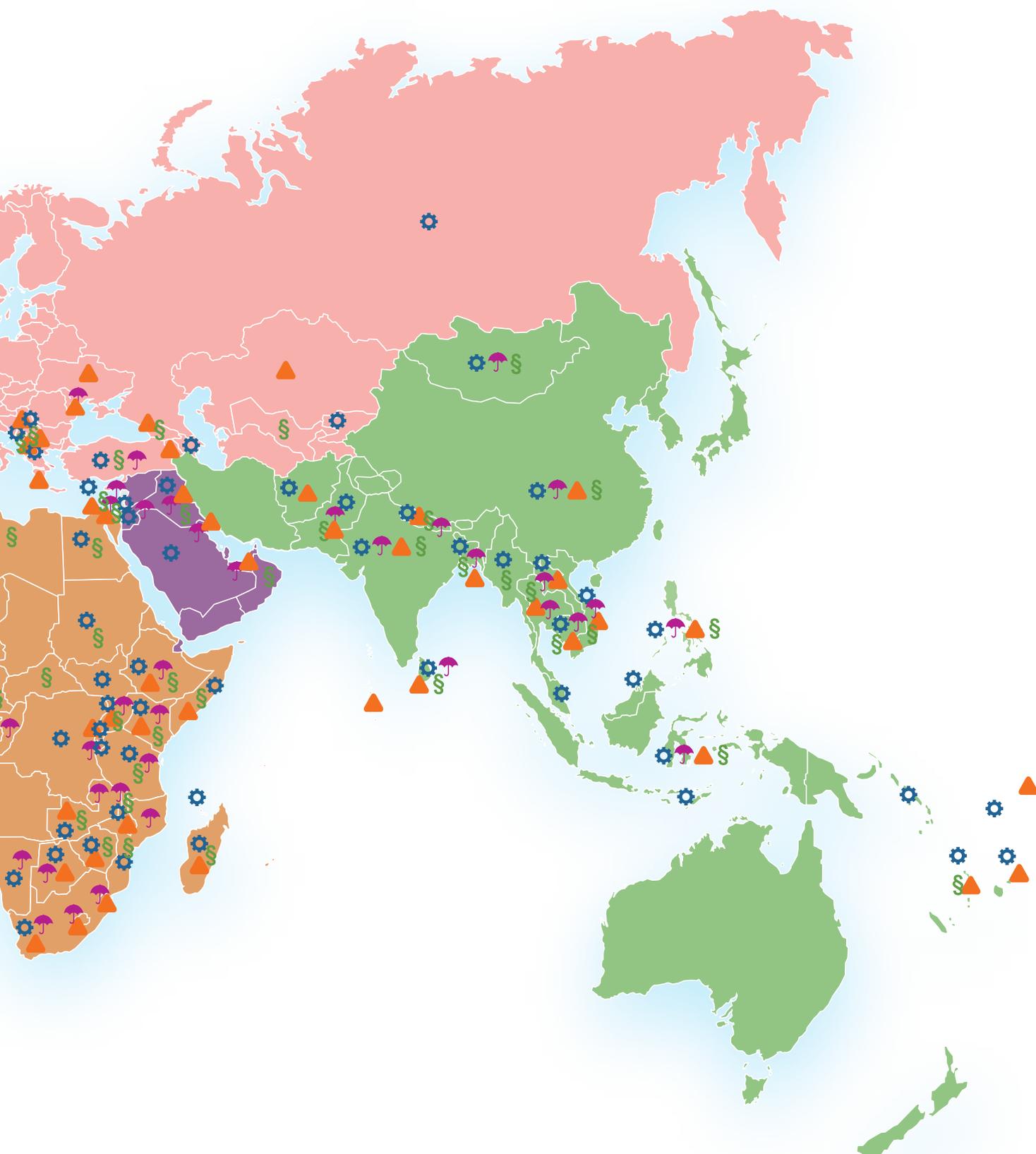


⚙️ Creating decent and productive jobs

☂️ Extending social protection

▲ Promoting social dialogue

§ Guaranteeing rights at work



**ARISE**  
ACHIEVING  
REDUCTION OF  
CHILD LABOR  
IN SUPPORT OF  
EDUCATION

**World Day Against  
CHILD LABOUR**  
12 JUNE

ILO work in the regions

# AFRICA



Projects: **180**

Countries covered: **43**

Ratifications of international labour standards: **24**

Active Decent Work Country Programmes: **38**

Africa is one of the fastest growing regions in the world. Despite its great diversity, it has had an average growth rate of 5 per cent per year since the late 1990s. Sub-Saharan Africa has the highest labour force participation rate of all regions, estimated at 70.9 per cent – compared to a global average of 63.5 per cent in 2014. In Northern Africa, while unemployment appears to be on a downward trend, labour market distress remains pervasive, particularly among women and young people. Despite the economic growth seen in many countries, unemployment, underemployment and informality, especially among young women and men, remained key decent work challenges for the African region in 2014-15.

Other priorities for ILO work during the biennium were to improve the protection of working conditions for the increasing numbers of women and men who are migrating in search of decent work opportunities, both within and outside the continent, and for those excluded from social protection coverage. The ILO also focused on giving support to countries in their move from fragility to resilience.

African governments, workers and employers from 45 countries adopted the “the Addis Ababa Declaration” at the 13<sup>th</sup> African Regional Meeting of the ILO, held in Ethiopia in November-December 2015. The Declaration underlines the importance of full and productive employment and decent work for inclusive and sustainable development in creating new expanded opportunities, and responsibilities for constituents and the Organization as a whole in national, regional and global policy making.

In Africa, there is growing awareness of the benefits of a policy shift, where employment and decent work have a central role in the region’s vision of the future. The African Union and economic commissions and communities in the region have helped advance recognition of the centrality of work. As almost all countries have included decent work as a key objective of their national development frameworks, Africa is becoming a source of policy innovation, with a transformative agenda for sustainable development.

In **Botswana, Egypt, Ghana, Mozambique, Rwanda** and **Sudan**, as a result of ILO support, employment objectives have been included in their development strategies. **Rwanda’s** Economic Development and Poverty Reduction Strategy II now includes, as a target, the creation of 200,000 non-farm jobs per year. In **Senegal**, the Plan Sénégal Émergent 2014 has set a target of creating 100,000 to 150,000 decent jobs annually.

The ILO has also helped set district-level employment targets and carried out studies of macroeconomic policy. In **Mozambique** job creation is one of the strategic priorities of the five-year national plan adopted by the new government in 2015 as a result of the ILO drawing attention to the employment agenda.

In 2014-15 ILO support in designing and implementing employment policies was key to ensuring that social partners play a key role in policy development and debate in the region. The formulation of the National Employment Policy (NEP) in **Morocco** provided an opportunity to improve social dialogue in the country. The ILO has advised on the formulation of the Moroccan National Employment Strategy, which stresses the importance of macroeconomics for employment growth. The establishment of an inter-ministerial implementation committee also shows that Morocco’s goal of creating 200,000 jobs a year can only be achieved if all ministries, including those responsible for macroeconomics, work together.

## More and better jobs

“Africa has said very clearly that governments, and employers’ and workers’ organizations, are ready to take up the challenge of shaping a development path that is sustainable because it is grounded in the central importance of decent work opportunities to families, communities and nations.

ILO Director-General Guy Ryder at the 13<sup>th</sup> African Regional Meeting, 3 December 2015



© World Bank/Ernst & Young

## In the spotlight: How Zambia is greening its way out of poverty

© ILO/IM Crozet, Zambia



Zambia ranks among the top ten fastest growing economies in Africa. Growth, however, has not brought significant change for the majority of Zambians, who are still living below the poverty line, often

surviving on less than US\$ 1.25 per day. Growth industries such as mining and construction have taken their toll on the environment through land degradation, energy consumption, and pollution.

Faced with unemployment – especially among women and youth – high levels of inequality and poverty, as well as a housing backlog and a number of environmental challenges, the Government of Zambia has launched a Green Jobs Programme that promotes green technologies in the construction sector. The programme, a four-year partnership launched in September 2013

between the government and a team of UN agencies led by the ILO, promotes the development of sustainable enterprises by boosting competitiveness and business growth thanks to green technologies. It works with local micro, small and medium enterprises (MSMEs) and partners with multinational companies that are investing in Zambia. So far more than 2,500 jobs have been created, and between now and 2017 the programme will create at least 5,000 decent green jobs in total – particularly for young women and men – and will enhance the quality of at least 2,000 existing green jobs in MSMEs, improving the incomes and livelihoods of at least 8,000 households.

Mutinta Sichali, the architect who won a competition to design affordable eco-friendly houses to be used as a model for the Green Jobs Programme, said: “We are making a big leap from conventional building to something totally new and it’s spreading very fast.”

In **Ghana**, ILO support has led to the adoption of the country’s first-ever National Employment Policy, which reflects input from the social partners on employment-friendly macroeconomic policies and other issues. Technical input on these policies also informed the Ghana Shared Growth and Development Agenda II (2014–17).

**Liberia** has made history by adopting, on 25 June 2015, a new Decent Work Act – the only such legislation in the world that directly refers to decent work in its title.

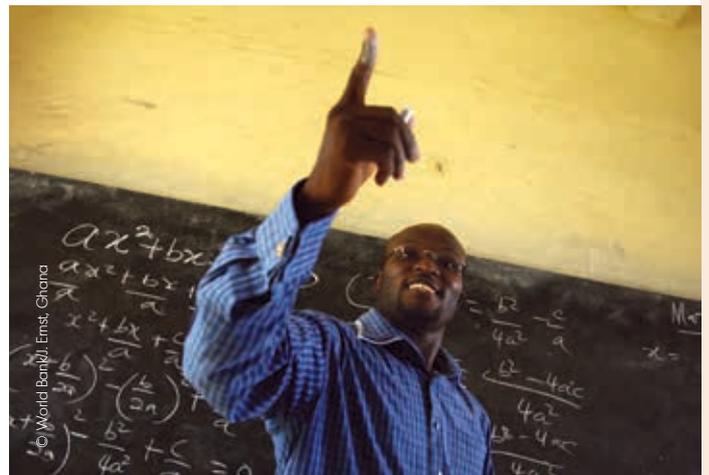
“*Liberia’s commitment to this agenda goes well beyond the title of the new law. Among others, this means an environment that helps to create quality jobs, and allows all workers to exercise their rights at work... The ILO salutes Liberia’s commitment to the Decent Work Agenda, and stands ready to help achieve the new law’s ambitious vision for the future.*

Aeneas Chapinga Chuma, ILO Assistant Director-General and Regional Director for Africa

During the biennium, **Comoros** and **Guinea** also benefited from ILO support to adopt new labour legislation in a wide range of areas such as child labour, human trafficking, trade unions, domestic work, temporary work agencies, and occupational safety and health.

**Burkina Faso, Burundi, Côte d’Ivoire, Madagascar, Morocco, Rwanda, Sudan, and Tunisia** all established or strengthened frameworks for national tripartite social dialogue with ILO support – to more effectively address labour market challenges and to promote consensus-based sustainable reform and recovery.

In **Kenya**, tripartite plans of action were developed in the construction, education and tourism sectors, leading to the implementation of new initiatives and the establishment of sectoral committees. A tripartite plan of action was also developed for the promotion of sustainable tourism in **Egypt**.



© World Bank/Imst, Ghana

## Our impact, their story: Aya

Since 2011 the ILO's Decent Jobs for Egypt's Young People project has supported the creation of micro and small enterprises and provided skills for employment to young women and men. So far, the project has resulted in some great accomplishments:

- 3,000 job opportunities have been created in the targeted Red Sea, Minya and Port Said Governorates.
- 32,000 people have received capacity development and technical assistance, including 21,700 students, 459 women in the handicrafts sector, 2,031 entrepreneurs, and 775 young people.

Based on this success, the project was recently extended until 2018 and expanded to the cities of Luxor and Aswan in order to reach up to 25,000 more young people.

The project has also trained 460 women from the Minya, Port Said and Red Sea Governorates using the adapted "GET Ahead for Women in Enterprise" training tool.



“Shortly after taking training in ‘Gender and Entrepreneurship Together (GET) Ahead’, I started my own business from home selling handmade accessories and female pyjamas. I am delighted to say that my business is thriving, and I am now earning enough money to help my family live in a more comfortable state.

Aya Khalil, 19 years





© ILO/M. Crozet, Malawi

## Jobs and skills for young women and men

“ *The problem with youth employment is one that many countries are facing – especially in the developing world and particularly in Africa. The way we are tackling this in Tunisia is to say we have these problems with unemployment... We believe the best way to tackle this problem is to set up responsible social dialogue between various sectors of society. It's not just a government problem, but employers and workers need to be actively involved.*

Mr Ahmed Ammar Younbai, Minister of Social Affairs, Tunisia, at the World of Work Summit held at the 103<sup>rd</sup> Session of the International Labour Conference, 9 June 2014



© ILO/M. Crozet, Tunisia

With 10 to 12 million young Africans looking for jobs each year, the ILO has supported the development of an intervention model for youth employment in the region. The ILO has also ensured capacity development for constituents and regional institutions.

**Nigeria** has placed employment creation, especially for young women and men, at the heart of its government administration, by pledging to create 3 million jobs annually.

In **Malawi**, the ILO-MasterCard Foundation Work 4 Youth (W4Y) Programme teamed up with the Skills for Trade and Economic Diversification (STED) project, resulting in a learning model aimed at bridging the gap between theoretical training – as provided by the national system – and the practical skills needed in today's labour market. This partnership specifically targets women and men in agriculture and horticulture – and will result in a training curriculum aimed at strengthening vegetable production skills – with a view to using the same approach in other sectors.

## Rural employment for decent work

The ILO's Training for Rural Economic Empowerment (TREE) Programme was implemented in **Benin**, **Burkina Faso** and **Zimbabwe**, with over 5,000 rural young women and men benefiting in 2014-15.



## In the spotlight: Signing up to end modern slavery

On 5 June 2014 Niger became the first country to ratify the Protocol of 2014 to the Forced Labour Convention, 1930, giving fresh impetus to the global fight against forced labour, including trafficking in persons and slavery-like practices.

The ILO estimates that 21 million people are victims of forced labour worldwide, generating approximately USD 150 billion a year in illicit profits. Victims are exploited in agriculture, fishing, domestic work, construction, manufacturing, mining and other economic activities. Women, and girls in particular, are subjected to commercial sexual exploitation. "This signature is the logical next step in our efforts to fight this plague that is infecting our society," said Niger's Minister of Employment Salissou Ada.

Niger ratified the Forced Labour Convention in 1961, after acceding to independence in 1960. In 2002 it adopted legislation to outlaw slavery, with provision for strong penalties for anyone convicted of holding slaves. However, a survey conducted in 2008 by the National Statistics Institute of Niger and the ILO found that more than 59,000 adults and children – out of a total population of 13 million – were victims of forced labour, mostly related to vestiges of slavery and deeply-rooted practices of discrimination.



© ILO/M. Crozet, Niger

The Rural Youth Enterprise for Food Security (Yapasa) Programme, launched in **Zambia** in 2014, aims to create up to 3,000 decent jobs for rural youth and improve the performance of 5,000 youth-owned or managed enterprises by August 2017.

2014-15 also saw advances in the understanding and promotion of freedom of association and collective bargaining (FACB) in the rural sector and the agro-food value chain: research carried out in the **United Republic of Tanzania** helped identify trends and key features of the sector, and led to the development of an intervention model that guides the efforts of constituents on plantations. **Ghana** has developed a tripartite action plan for the promotion of decent work with components on FACB rights on plantations. In **Morocco**, a flexible template for collective agreements covering rural workers at the regional level was developed and is being used in the negotiation of collective agreements.

In **Zimbabwe**, the capacity of rural communities to access business development services in horticulture and meat production was enhanced while supporting the application of occupational safety and health standards.

In **Tunisia**, with ILO assistance, the nation's first collective agreement, which covers over 500,000 agricultural workers and builds on interdisciplinary work in various technical areas over a number of biennia, was signed in October 2015.

## Protecting women and men from unacceptable forms of work

Unacceptable forms of work can be defined as that performed in conditions that deny fundamental principles and rights at work, which puts at risk the lives, health, freedom, human dignity and security of workers, or work that keeps households in conditions of poverty.



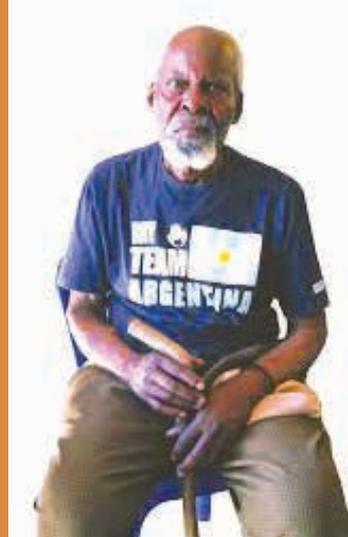
© UNDP Cabo Verde

# Building Social Protection Floors

“ We have the resources. We have the technology. We just need to figure out how to mobilize ourselves progressively to set up systems where nobody has to worry about coping with illness or how to put food on their table each day. Current times are calling for a change. It is only together that we can make a difference. Countries agreed to establish social protection for all, but many feel they can't afford it... In reality, we can't afford to be without it.

Archbishop and Nobel Peace Prize Laureate Desmond Tutu, December 2014

The priority given to social protection for inclusive growth by Heads of State at the 25<sup>th</sup> African Union (AU) Summit, held in June 2015, highlights the importance of social protection on the continent. The ILO Social Protection Floors Recommendation, 2012 (No. 202), has become central to policy debate and action in this area. In **Mozambique**, for example, ILO action has supported the review of the National Basic Social Protection Strategy to address the specific needs of people living with HIV.



© UNDP, Mozambique

## Our impact, their story: António

Social protection plays an important role in reducing poverty and inequalities, and promoting growth that is inclusive. With support from the ILO, the World Food Programme and UNICEF, the Government of Mozambique has consolidated the social protection system through the establishment of a legal and regulatory framework; a rapid increase in fiscal space from 0.18% of GDP in 2008 to 0.50% in 2014; and an increase in the number of beneficiaries covered by basic social protection programmes, from 183,000 households in 2008 to 427,000 in 2014.

António is 80 years old and lives in a small house with his three-year-old granddaughter. “Now my sons are in South Africa. They never come to visit. I only have one daughter. She ran away, and left her daughter with me.” He says he worked in the fields every day, until he became sick. He now receives a cash transfer of MZN 250 (\$5) per month from the government. António is a beneficiary of the Basic Social Subsidy Programme.

“ As soon as I get paid, I save MZN 50 (\$1) and I'm left with MZN 200 (\$4) to survive. With my savings, I began gathering material and was able to build a room in my house, which I rent out. At the moment, someone rents the room for MZN 250. It is another income source to complement the subsidy, which is small.



© ILO Better Work, Lesotho

## Partnering for labour migration governance

The Joint Labour Migration Governance for Development and Integration Programme (JLMP) is a bold new initiative that unites the ILO, the African Union Commission, the Economic Commission for Africa and the International Organization for Migration by consolidating key labour migration statistics to guide policies and facilitate the mobility of skills.



ILO work in the regions

# THE AMERICAS: LATIN AMERICA AND THE CARIBBEAN

Projects: **116**

Countries: **33**  
(and 9 non-metropolitan territories)

Ratifications of international labour  
standards: **14**

Active Decent Work Country  
Programmes: **5**



In 2015, after almost a decade of sustained growth and social improvement, many countries in Latin America and the Caribbean experienced an economic slowdown accompanied by deteriorating employment and working conditions. The regional unemployment rate rose from 6.2 per cent in 2014 to 6.7 per cent in 2015, meaning that 1.7 million workers – more than half of them women – joined the ranks of the unemployed. There are also worrying signs of growing informality and declining respect for rights at work.

This scenario influenced ILO activities during 2014-15. The ILO has supported its constituents on labour formalization, with a special focus on workers' rights, social protection and the productivity of micro and small enterprises. The ILO also continued to tackle key development issues, such as youth employment and entrepreneurship, skills for jobs of the future, and the elimination of child labour and forced labour.



“We have to continue our fight against inequality, create jobs, and ensure the access of the most vulnerable to essential public services, decent housing, health care, and quality education.”

H.E. Mr. Juan Carlos Varela Rodriguez, President of the Republic of Panama in his address to the 104<sup>th</sup> Session of the International Labour Conference, 11 June 2015

Latin American and Caribbean governments, workers and employers adopted the “Lima Declaration” in October 2014, at the 18<sup>th</sup> American Regional Meeting of the ILO, held in Peru. The Declaration highlights the main challenges faced by the region and requests the ILO to provide timely support to address inequality, informality and rights at work through policies that promote economic and social inclusion, productive employment, and sustainable enterprises.



## Formalizing the informal economy

“Informality is a labour issue which is very relevant to this region. It is not about the quantity, but the quality of jobs. The informal economy poses a formidable yet unavoidable challenge, in order to move towards a future of sustainable and equitable development. Formalized work leads to growth, social inclusion and sustainable development, and this is true for all countries.”

ILO Director-General Guy Ryder at the 18<sup>th</sup> American Regional Meeting of the ILO, 13 October 2014

A key challenge for Latin America and the Caribbean is formalization, considering that half of the region's workforce – around 130 million people – find themselves in the informal economy, often earning less than the minimum wage and without access to social protection. Through its Regional Programme for the Promotion of Formalization in Latin America and the Caribbean (FORLAC), the ILO has developed several initiatives that have led to legislative and policy changes in **Argentina, Brazil, Colombia, Mexico** and **Peru**. Social actors across the region have also been active on this front. In 2015, for example, the **Jamaica** Employer's Federation, with ILO support, adopted a gender-sensitive policy on the transition to formality – with guidance to support its members towards business formalization.

## In the spotlight: Ensuring rights at work in the informal economy

The project on Promoting Respect for Labour Rights of Workers in the Informal Economy in Costa Rica, El Salvador and Honduras (PROSEI) began in 2012. Its goal is to create and strengthen mechanisms for women and men working in the informal economy so that they can move towards formality – through access to social protection and by ensuring that their rights are realized. With activities in selected municipalities of the three countries, governments, workers' and employers' organizations are key stakeholders in this project.

So far the project has achieved the establishment of tripartite social dialogue "tables" in all participating municipalities where policy measures are discussed to promote the transition to formality. At the same time, the capacities of workers – and their right to organize

and associate in the informal economy – has been strengthened. More than 200 women entrepreneurs have been trained on how to formalize their businesses. The ILO has provided technical assistance to the development of specific legislation relating to the extension of social protection in the informal economy in El Salvador and Honduras, and helped simplify the participating municipalities' procedures in all three countries.

Strengthening trade unions is essential so that they can train and organize workers in the informal economy. So far, by strengthening the capacity of 70 trade union leaders, more than 300 workers have received training on how to organize and move towards formalization.



## Our impact, their story: Lennin

In 2008 the ILO set up the Sustaining Competitive and Responsible Enterprises (SCORE) programme, now active in nine countries in Africa, Latin America, and Asia and the Pacific, which aims to increase productivity and improve working conditions in small and medium-sized enterprises through workplace cooperation. In the Andean region, SCORE has benefited a total of 71,890 workers in Bolivia, Colombia and Peru, by using a methodology that harnesses the direct link between productivity and good working conditions in businesses.

In **Colombia** the SCORE methodology has been used in 95 companies and has benefited 63,188 workers and managers (53 per cent of them women). In most of the participating enterprises the application of this tool has led to substantial improvements in working conditions, especially health and security, based on trust and dialogue between managers and workers. In Nariño, where more than two-thirds of the population lives in poverty and about 400,000 families have been victims of armed conflict, the ILO has joined forces with the

National Apprenticeship Service (SENA) to develop SCORE for several cooperatives, ultimately benefiting more than 300 families who mainly work in the production of agricultural goods. As a result, all cooperatives have reported a reduction in transportation costs and production time, as well as an increase in the income of their members. Given the excellent results, SENa has decided to include SCORE in its portfolio of courses and tools, thereby ensuring much wider impact throughout Colombia.

“Thanks to the SCORE methodology we have been able to improve the way we handle chemical products, avoiding personal and environmental accidents. We all had to make a contribution to ensure that these processes are implemented in the best possible way.

Lennin Puche Contreras, Supervisor of Health and Security in the Workplace, ESECO, Ltd., Riohacha, Colombia



© ILO, Peru

## Strengthening labour administration, workers and employers, and promoting social dialogue

A major element of the ILO's work in the region in 2014–15 has been the strengthening of labour administration and of workers' and employers' organizations, and the promotion of social dialogue, as tripartite institutions are essential to good governance and democracy. The ILO has implemented capacity-building programmes on freedom of association and collective bargaining, with a focus on the public sector, legislative reform and gender equality. The ILO has also implemented significant projects to support public institutions and social partners so that they can create an enabling environment where respect for rights at work is promoted, also by strengthening labour inspection and labour mediation institutions in various countries, including **Guatemala** and **Colombia**.

In June 2014, the ILO launched a project supporting the labour inspectorate of the Ministry of Labour and Social Affairs in **Haiti**. A ministry task force has been set up, and training for ministries' mediators, conciliators and labour inspectors has been provided in collaboration with the Labour Ombudsperson and Better Work Haiti.



## Ensuring decent work for young women and men

As in other parts of the world, young people in Latin America and the Caribbean suffer from the lack of decent work opportunities. The ILO has developed a knowledge sharing platform and has held capacity-building events focusing on informality among young people, young women's and men's first jobs, youth entrepreneurship, and rights at work.

The ILO has strengthened the Inter-American Centre for Knowledge Development in Vocational Training (ILO-CINTERFOR), based in Montevideo, Uruguay, as a repository of technical experience benefiting training institutions — with the capacity to provide substantive advice on competencies for the jobs of the future and promote South-South cooperation. For example, ILO-CINTERFOR has implemented projects to enhance the skills and abilities of people detained in police custody as a way of facilitating their reintegration into the labour market on their release.



© ILO/E. Espallán, Dominican Republic



© ILO, Colombia

## In the spotlight: Combating forced labour

“According to the ILO, approximately 21 million people are victims of forced labour in the world and 1.8 million are victims of such practices in Latin America and the Caribbean. We share Peru’s concern about the need for reliable and systematized information about forced labour in the country. We also agree with Peru about the need to strengthen inter-agency coordination to combat forced labour.”

Chargé d’Affaires (CDA) of the United States to Peru, Jeffrey M. Hovenier, at the launch of the project in Lima, 13 March 2014

The project Strengthening and Disseminating Efforts to Combat Forced Labour in Brazil and Peru has contributed to the improvement of public policies in both countries: in Peru a roadmap has been prepared for the implementation of the Intersectoral Protocol against Forced Labour through the labour Inspectorate, which better coordinates the work of all relevant



SUNAHIL Peru

authorities to tackle this phenomenon. The project has also trained justice officials (including prosecutors, the police and judges) and labour administration officials, and has provided for the collection and dissemination of knowledge on forced labour and risk factors through studies in key sectors (such as illegal logging, gold mining and domestic work), especially through South-South cooperation with Brazil.

## Stepping up efforts to end child labour and forced labour

“I believe that modern slavery is the most outrageous assault on the rights of an individual. It is something that touches me deeply because I grew up in rural Brazil and could see first-hand how poverty forced people to work in harsh, exploitative conditions.”

Wagner Moura, award-winning actor and ILO Goodwill Ambassador on forced labour

The elimination of child labour and forced labour has continued to be an issue of special concern for the ILO in Latin America and the Caribbean. Some 12.5 million children and adolescents in the region are still in child labour, most of them in hazardous work. The ILO has supported the development of national strategies to address this issue, such as Crecer Felices (Growing up happy) in **Chile**. At the ILO’s 2014 American Regional Meeting, 25 countries launched an initiative with the goal of achieving a region free of child labour by 2025: the



© ILO/ Rippeier, Brazil

Latin America and the Caribbean Free of Child Labour Regional Initiative. In a South–South cooperation forum held in 2015, more than 50 agreements were reached between Latin American countries to share experience on matters such as the school-to-work transition, child labour in agriculture, policy decentralization, and child labour in value chains. In 2015, **Cuba** became the 180<sup>th</sup> ILO Member State to ratify Convention No. 182, which calls for the prohibition and elimination of the worst forms of child labour.

“Today, Cuba joins the global fight against the scourge of child labour in all forms, and commits to protecting children from work that has a debilitating effect on their health, morals or psychological well-being. Cuba’s ratification confirms the status of Convention No. 182 as the most ratified ILO Convention, bringing us one step closer to the goal of its universal ratification.

ILO Director-General Guy Ryder on the occasion of the Government of Cuba’s deposit of the instrument of ratification of the Worst Forms of Child Labour Convention, 29 September 2015

To fight forced labour, the ILO implemented a major South-South cooperation project between **Brazil** and **Peru**, as well as many specific initiatives in these and other countries.

“It is precisely because of the persistence of an economic and social growth model with high volatility, poor economic and social inclusion, poor traction in labour markets, and poor environmental impact, that the concept of sustained, inclusive and sustainable growth, job creation, full and productive employment and decent work for all has become relevant, and therefore has now emerged fully as SDG 8 of the 2030 Agenda for Sustainable Development.

José Manuel Salazar-Xirinachs, ILO Assistant Director-General and Regional Director for Latin America and the Caribbean, at the XIX Inter-American Conference of Labour Ministers, Cancun, December 2015

## Our impact, their story: Candy

The programme the Economic Inclusion and Sustainable Development of Andean Grain Producers in Rural Areas of Extreme Poverty in Ayacucho and Puno is a partnership between the ILO, FAO and UNESCO. It aims to improve farmers and quinoa producers’ employment and incomes. Ensuring gender equality, respect for economic and social rights, and rights at work are key to the success of the programme. In Puno, for example, the project has contributed to the development of a pilot organic quinoa production model involving a chain of small producers associated with a cooperative.

Since the programme started in 2015 it has benefited 2,573 people (1,339 men and 1,234 women) and has certified 42 trainers and workers in value chains, cooperatives, financial education, and other issues such as the prevention of family violence and food security. The programme has trained more than 1,200 quinoa producers in Puno and Ayacucho and is directly associated with the attainment of several Sustainable Development Goals.

“The programme is a good initiative to ensure direct sale from producer to final consumer, for export or the national market, as it provides what we always wanted: a greater return on our product and sources of direct income for producers, ensuring that not only large companies see major earnings. It is a pilot from which we will learn, and we will continue with organic certification.

Candy Condori Mamani, President of the Capro Seeds cooperative



© ILO/ILM, Matros, Peru



Projects: **57**

Countries: **11**

(plus the occupied Palestinian territory)

New ratifications of international  
labour standards: **3**

Active Decent Work Country  
Programmes: **3**

ILO work in the regions

# ARAB STATES



**As widespread political instability in Arab States continued in 2014–15, the ILO's work has focused on fostering social justice through decent work opportunities by promoting sustainable enterprises, higher productivity and growth with equity. The Syrian refugee crisis has placed significant pressure on infrastructure and labour markets that are already strained, and other countries in the region have struggled with the humanitarian and economic consequences of ongoing conflict. The decline in oil prices resulted in a tightening of fiscal space in a number of oil-producing countries, including members of the Gulf Cooperation Council (GCC). The ILO's response to these challenges focused on integrated interventions. Regional and interregional knowledge-sharing events were a key element of its strategy for delivering on key priorities in the region and within the framework of South–South and triangular cooperation.**

*“The unique circumstances in the Middle East mean that much of our work here will focus on fragile and conflict-affected areas. Our mission is to restore and improve the livelihoods of the local communities that host these refugees, and of the refugees themselves, through a development-focused strategy. Our ultimate aim is to create social cohesion in the crisis-affected communities, through policy development, sustainable livelihoods and employment creation, as well as tackling the worst forms of child labour.”*

Ruba Jaradat, ILO Assistant Director-General and Regional Director for Arab States, interview with Venture Magazine, 24 January 2016

## Addressing the youth employment and skills challenge

*“The Arab region must respond to an acute crisis of unemployment because failure to provide decent work opportunities is a potent threat to the stability of our societies. Yes, this is a global crisis, but it is most sharply felt in your countries, and especially by young people.”*

ILO Director-General Guy Ryder at the opening of the 42<sup>nd</sup> session of the Arab Labour Conference, 19 April 2015

Young people account for a large percentage of the population in Arab States – eager to play an active role in shaping their own and their countries' future. Even though many women and men in the region have increased their educational qualifications, the challenge is to better match the skills of young graduates with the skills sought.

Considering the challenges women of all ages face in the Middle East and Northern African (MENA) labour market, a new report entitled “Women in Business and Management: Gaining Momentum in the Middle East and North Africa” was prepared by the ILO at the end of 2015. This report aims to inspire discussions in the region



## In the spotlight: New skills and jobs for Gaza fishers

30 unemployed young men from the Gaza Strip in the occupied Palestinian territory are developing technical skills and improving their chances of future employment through an ILO-organized instruction and on-the-job training scheme designed to support the vital fishing sector in the Palestinian strip. The trainees are men from families engaged in its fishing sector. They recently completed the first two phases of the scheme, which is part of the ILO's capacity-building Skills Development and Enhancement of Employability in the Fishing Sector programme, implemented in partnership with Gaza's General Syndicate of Marine Fishers. The programme works to alleviate poverty and restore livelihoods for the most vulnerable fishers in the Gaza Strip, targeting the fishers and boat owners most affected by the conflict in Gaza in the summer of 2014. The idea is to preserve the historic fishing trade in Gaza, but also to provide young people with desperately needed jobs.

Trainees receive on-site practical instruction on the repair and maintenance of boat engines and electrical generators. One of the trainees, Hussam Al Absi, said his newly acquired skills would be of great benefit to him at work:

“*I can now save myself some money and time. If a generator breaks down while I'm at sea, I no longer need to carry it ashore and back again. I can now dismantle it myself, fix it, and keep up with its regular maintenance.*”

The 30 men have now embarked on another phase of the scheme: a paid three-month, on-the-job training period. During this phase, the apprentices will apply their newly acquired skills by repairing the vessels of 20 boat owners whose boats were damaged during the events of 2014. The programme will also train 100 Gaza fishers on occupational safety and health measures and safe fish handling.



© ILO, Gaza



## Our impact, their story: Malala

Malala works 13-hour shifts six days a week in one of Jordan's many garment factories in the Al Hassan Industrial Zone in the dusty outskirts of the city of Ramtha, some 70 km north of the capital Amman. Like many other garment workers, the 25-year-old from Madagascar makes her way to the Al Hassan Industrial Zone Workers' Centre at the end of the week.

The Centre is the first of its kind in the country, serving workers in Jordan's garment sector. "I come here every Friday to dance, to use the Internet and speak to my family back home," says Malala. Around 16,000 of the zone's 25,000 workers are employed in garment factories. The large majority of these – roughly 80% – are migrants from the Asian subcontinent, mainly from India, Sri Lanka and Bangladesh. The zone is one of the 14 free-trade industrial parks branded as Qualified Industrial Zones (QIZs).

Since it opened in the Al Hassan Industrial Zone in 2013, the Centre has quickly become an integral part of many migrant workers' lives. It was originally conceived by Better Work Jordan, a joint initiative between the ILO and the IFC to improve the living and working conditions of the tens of thousands of workers employed in Jordan's fast growing garment industry.

Open five evenings a week and all day on Friday, a public holiday in Jordan, workers from a number of nationalities play cricket, practise yoga, use the internet, admire art displays and meet to celebrate national and religious events. In addition to the computer room and gym, the simple, yet fully functional Centre also contains a canteen, outdoor sports facilities and classrooms offering courses in women's leadership, English and computer literacy. Thousands of workers employed in the industrial zone also have access to legal advice and trade union support at the centre.

Originally conceived as a pilot project, a sustainability plan to make the Workers' Centre self-sufficient over the next couple of years has now been developed. If successful, there are plans to replicate the model across the country.



about women and business and to motivate world of work actors to pursue equality.

In the **occupied Palestinian territory**, in partnership with the Islamic University of Gaza, the ILO's work has supported apprenticeships, updated and improved curricula and skills development on technical and business management skills for young women and men, including people with disabilities. Some 50 female sheep breeders were trained in the management of sheep farms, life skills, financial and market literacy, cooperatives and business group formation.



## Promoting fair migration

In the Middle East the proportion of migrants to local workers is among the highest in the world, particularly in the Gulf Cooperation Council (GCC) States, and migration from Asia to those States is one of the world's fastest growing and most dynamic labour flows.

Sound migration policy involves much more than fighting irregular migration and tightening border controls. It entails the identification of long-term interests and labour market needs anchored in basic human rights and effective mechanisms with broad social consensus.

In 2014–15 the ILO supported the sharing of good practices between sending and receiving countries on domestic workers' rights. An interregional policy dialogue on labour flows for constituents and experts from Arab States and Asia and the Pacific led to a common strategy for a fair migration agenda between the two regions.



© Apex Qatar

## Our impact, their story: Jennifer

In July 2006 Jennifer, who wishes to withhold her family name, did not wish to renew her contract to work in Lebanon as a migrant domestic worker. She said she no longer felt safe in Lebanon. Instead of the US\$ 200 a month promised her by a Philippine recruitment agency, the family who employed her only paid her US\$ 150. In addition, her employers kept a large part, on the understanding that she would receive the full amount at the end of her two-year contract.

For many of the migrant domestic workers living and working in Lebanon and elsewhere in the region, employment, working and living conditions promised them in their home countries rarely match reality in the host country. The ILO estimates that there are 600,000 forced labour victims in the Middle East. "I just wanted to go home," Jennifer said. She decided that as soon as her contract finished early the following year, she would return home to the Philippines. When she told her employers she did not want to renew her contract, however, they insisted she had to remain.

The majority of migrant domestic workers in the Middle East are bound by the "kafala" system, which ties workers to their employers, restricting the workers' ability to move freely, terminate their employment contracts, or change employers. "I told them I would go to the Philippine Embassy," said Jennifer. Even then, they held on to her passport, a common practice in the Middle East, where the "kafeel," or sponsor, takes all the migrant domestic worker's identity documents. "I went anyway. I went out

and asked another domestic worker where I could find the embassy. She gave me directions, and I just walked and walked," said Jennifer, speaking to the ILO by telephone from her hometown of Vintar in North-Western Philippines, where she now works as a teacher.

The Philippine embassy took Jennifer in for two weeks, and arranged for her flight back home. But after many months of arduous work in Lebanon, she was forced to leave without her unpaid wages. Although this was the end of Jennifer's ordeal as a migrant domestic worker in Lebanon, it was the start of her long journey to achieve justice through the Lebanese judicial system.

Before she left Lebanon, Jennifer sought help from Caritas volunteer lawyer Antoun Hachem. She hoped he could help her recover her outstanding wages. The first time a Lebanese court ruled in favour of a migrant domestic worker was in 2005.

In 2014, seven years after speaking to Jennifer at the Philippine Embassy in Beirut, Hachem finally had some good news. Caritas had managed to get a ruling in her favour, and the wages her former employers owe her have now been transferred to her. These landmark rulings show that Lebanon is on the right track to making access to justice a reality for migrant domestic workers.



The ILO successfully launched, in 2014-15, a new migration dialogue process by convening an Interregional Experts Meeting between Asia and the Arab States, held in Nepal, and a Regional Tripartite Meeting on Challenges to Labour Migration Policy and Management in Asia, held in Indonesia, to discuss ways forward on migration governance – to garner high-level agreement on an interregional roadmap for fair migration.

Domestic workers make up the majority of registered female migrants in the GCC states, Lebanon, Jordan, and Yemen, where they earn less than half of average wages, experience long and unpredictable working hours, and remain one of the least protected groups under national labour legislation.

In **Lebanon** a new trade union has been created to represent domestic workers only, and an ILO-funded hotline – which allows migrant domestic workers to report cases of mistreatment or abuse, and receive help and counselling – was launched recently by Lebanon’s Ministry of Labour. Over the past two years, an information guide for migrant domestic workers – outlining existing rules and regulations in force in Lebanon, including the standard employment contract – has been disseminated in seven languages and benefited 60,000 people.

## Extending social protection

“Not only is social protection good for social goals – it helps us to achieve economic ones too. People who can rely on it are better placed to confront change in our economies and to adapt to it. Well educated, healthy, and well-nourished, they are productive. But we know that these positive linkages between social and economic policies need to be cultivated.

ILO Director-General Guy Ryder in his address to the Second Arab Forum on Employment & Development, Riyadh, 24 February 2014



Although all Arab countries provide some forms of social security coverage (usually pension schemes covering old age, survivors, disability, and work injury benefits), fewer than 50 per cent of women, men and their families enjoy adequate access. The ILO has supported several Arab countries in extending the range, level and coverage of social protection by promoting policies and giving assistance to countries to help expand the coverage of pensions, unemployment protection and maternity protection schemes.

In 2014–15 the ILO assisted **Iraq, Jordan, the occupied Palestinian territory, Oman** and **Saudi Arabia** to develop policies that will improve social security coverage for excluded groups in particular. An ILO-convened seminar ensured regional buy-in and led, for example, to an action plan for the establishment of the new social security administration in the **occupied Palestinian territory** and the development of an unemployment

insurance scheme, currently in progress in **Oman**. The **occupied Palestinian territory's** recently adopted first social security act covering private sector workers and their families will provide coverage to 82,646 workers in 2016, with the aim of reaching 336,440 by 2030. Overall, and with the introduction of a Social Protection Floor in the occupied Palestinian territory – which forms a part of its Decent Work Country Programme – it is foreseen that some 2 million Palestinians will benefit.



# Responding to the Syrian refugee crisis



*We, together with the whole world, were taken by surprise by the Syrian problem, which resulted in the displacement of large numbers of Syrian citizens. For many of these Jordan was their first destination, which has increased pressure on our existing infrastructure and basic service provision. This pressure has led the government to invest extensively in the host communities receiving these huge numbers of refugees, in particular in the areas of education, health, water, sanitation, energy, transportation and security. Perhaps the greatest impact of this process is that we are able to evaluate what has been its impact on the informal labour market.*

H.E. Mr Abdullah Ensour, Prime Minister of the Hashemite Kingdom of Jordan, 103<sup>rd</sup> Session of the International Labour Conference, 9 June 2014



© ILO

Over 4.8 million women, men and their families have fled Syria five years into the country's conflict, making the refugee crisis one of the largest, most protracted, complex humanitarian emergencies of modern times. Jordan – with its population of 6.4 million – has an expanding Syrian refugee population of more than 651,000. In Lebanon refugees now account for one in four people; and Iraq is host to almost 250,000 refugees. Hundreds of thousands of unregistered refugees may have to be added to these.

The ILO targets host communities and refugees so as to maintain and reinforce the social and economic stability of the affected neighbouring countries. In **Jordan** and **Lebanon** the ILO has supported development-led and employment-driven interventions for refugees and host communities. The ILO has been actively engaged in the design and implementation of the UN Regional Refugee and Resilience Plan (3RP) 2015–16 and the national response plans in Jordan and Lebanon, which address both humanitarian and development aspects in an integrated manner. The ILO's contribution to these plans has focused, in particular, on job creation and livelihoods, working conditions, and the elimination of the worst forms of child labour.

An interregional dialogue on the labour market impact of the Syrian refugee crisis in host communities, convened by the ILO in 2015, strengthened tripartite coordination between **Egypt**, **Iraq**, **Jordan**, **Lebanon** and **Turkey** to improve analysis and effective crisis responses at national and regional levels.

## In the spotlight: Using irrigation to ease the strain of the refugee crisis

Keeping crops adequately irrigated can be tough in Jordan, one of the world's most water-poor countries. It is certainly a challenge for Younes Shdeifat, a farmer in the underprivileged and agriculture-dependent Northern Governorate of Mafraq.



© ILO/ICAI, Jerami, Jordan



But thanks to an ILO pilot employment-intensive investment programme (EILP) that helped him build a simple but effective rain harvesting system, he should soon be able to start growing almonds on a modest-sized plot of land that lay fallow for years due to the scarcity of water in the area, which is classified as an arid to semiarid region. Younes says he could not have started farming the land without the backing of the ILO project, which aims to improve local infrastructure, especially for the poorest and most vulnerable farmers.

“I’ve been trying to find someone to help me improve my farm’s infrastructure for a very long time,” he said. “I cannot plant trees without a water source. Instead of wasting the rainwater each year, I want to make use of it for the farm. The best way to do this is through the use of traditional water harvesting techniques like water catchments.

Through the initiative, which is being implemented with the Ministry of Agriculture and a number of

local partners, Younes now also has terracing around his farm to reduce soil erosion. But he is not the only one benefiting from this project.

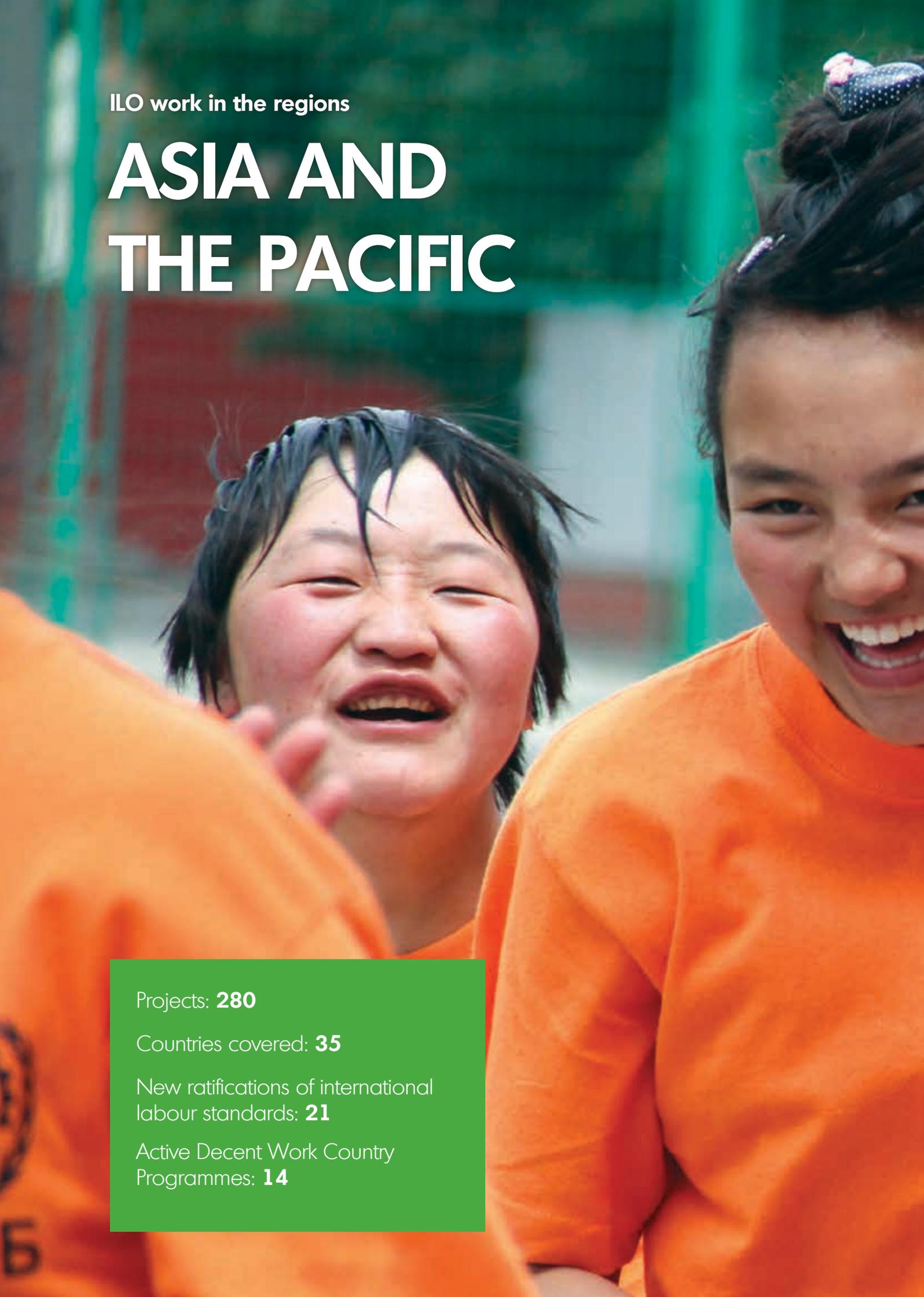
The local community hosts a large number of refugees fleeing the crisis in neighbouring Syria, placing further pressure on the local labour market and public services. Local workers were employed to build the water catchment and the terracing, creating jobs and thus helping ease the strain of the refugee crisis on the local host community. These efforts are part of the ILO’s wider response to the Syrian refugee crisis in the north of Jordan, where the number of Syrians is the greatest.

The ILO hopes to expand these pilot projects to reach more areas, which have been hard hit by the influx of refugees.



© ILO/IK Al-Jarmi, Jordan



A close-up photograph of two young women with dark hair, wearing bright orange t-shirts. They are both laughing heartily, with their eyes closed and mouths open. The woman on the right has a small blue and white polka-dot hair tie in her hair. The background is a blurred green and white, suggesting an outdoor setting.

ILO work in the regions

# ASIA AND THE PACIFIC

Projects: **280**

Countries covered: **35**

New ratifications of international  
labour standards: **21**

Active Decent Work Country  
Programmes: **14**



ОУХБ

ОУХБ

With over half the world's population, a third of the world's GDP, and some of the highest economic growth rates in the world, the Asia and the Pacific face the challenge of combining sufficient job creation with rapid growth in an environmentally sustainable manner. Overall, and despite the creation of 21 million new jobs in 2015, many jobs are informal and vulnerable.

The range of world of work issues that emerge in this diverse region is immense. The region has some of the world's highest levels of informality and labour mobility, and ILO support in 2014-15 focused in particular on migration issues, social protection and working conditions.

## Building a sustainable future with decent work

“It is necessary to view employment not as a problem but as the solution to current global economic challenges. Increased employment alone is not enough; improvements in employment quality are also needed.”

Professor Deepak Nayar, Professor of Economics, Jawaharlal Nehru University, New Delhi, at the World of Work Summit, International Labour Conference, June 2014

Given that over half of the world's extreme poor reside in the region, sound employment policies, sustainable enterprise promotion and human resource development are essential to achieve decent work for all women and men.

In **Indonesia** the National Medium-Term Development Plan 2015–19, developed with ILO support, includes comprehensive strategies for promoting growth and jobs in four key sectors.

In **Nepal**, ILO support in 2014-15 focused on strengthening national capacities for development planning by helping the government, workers and employers in the design and implementation of projects on employment generation.

**Cambodia's** National Employment Policy – its first ever – has three strategic goals: to increase decent and productive employment opportunities, to enhance skills and human resources development, and to strengthen labour market governance.

During the past biennium, the ILO also provided input to the entrepreneurship components of the national youth action plans for the period 2014–2018 in **Cambodia** and the **Philippines**.

**China, Indonesia, Papua New Guinea, Samoa and Sri Lanka** with ILO support developed and implemented integrated programmes and policies to promote decent work for young women and men in 2014-15. The ILO provided technical inputs for the skill development reforms in **Bangladesh** and **India** to enhance qualification systems, recognition of prior learning, labour market information and apprenticeship schemes. The Asia-Pacific Knowledge Network on Skills and Employability, with 704 members and 903 knowledge resources, had exceeded its targets by July 2015.



## Our impact, their story: Saddis

Every morning Saddis Kumar puts on his uniform, carefully combs his hair, straightens his tie, fills his water bottle and says goodbye to his parents. With all that done, the 13-year-old boy is ready for school. But it wasn't always like this. Saddis only recently returned to school after a two-year lapse. "I will come to school again and I don't want to be out of school. I like going to school," he says.

Saddis and his family live on the Rilhena Estate, a vast tea plantation in Ratnapura District, in Sri Lanka's Sabaragamuwa Province. There are about 500 workers on the estate, producing the world-famous Dilmah tea. Saddis' stepmother, Ambiga Kumar Meena, is one of the tea pickers. She has also been the family's only income earner for two years, since Saddis' father had surgery leaving him unable to work. Ambiga, aged 39, had to work even harder to pay medical bills, while also looking after Saddis' younger half-sister. Without enough parental support, Saddis started playing truant and eventually dropped out of school completely.

Unfortunately, Saddis is not an isolated case. A social protection and child labour project started in June 2014, with support from the ILO, whose specialists trained staff on the Rilhena Estate in social protection and children's rights. They also taught them how to collect and

© ILO/W. Xiangnan, Sri Lanka



SRI LANKA

analyse data so that they could keep track of the child labour situation.

It didn't take long for the newly trained welfare officers on the estate to spot Saddis. During a visit to his family, they talked to his parents and concluded the young boy was very likely to fall into child labour. Action was needed. Saddis has returned to school thanks to the ILO project. At school, Saddis enjoys a free breakfast and enjoys his classes. A smile has returned to his face.

The child labour project already boasts quite a few success stories like Saddis'. As well as helping existing child labourers with education and health care, the project also focuses on prevention, for example, by teaching better family budget management so that children don't have to earn. According to Anil de Mel, General Manager of Balangoda Plantations PLC, as well as helping workers' households manage their existing budgets better, "we are also trying to generate more income for the family".



© ILO/B. Go. Philippines

## In the spotlight: Supporting women and men in the rural economy

In India, the ILO has collaborated with the National Rural Roads Development Agency of the Ministry of Rural Development to build the technical and managerial capacities needed for proper maintenance of rural roads in eight states. With the help of the ILO, these states have drawn up Rural Roads Maintenance Policies and other states are now following to make their own policy. Preventive maintenance of rural roads through community contracting has been piloted in some states, and others are now encouraged to start their road maintenance through community contracting based on the experience gained in the pilot projects.

The ILO has prepared manuals – linked to national occupational standards – for training 50,000 barefoot technicians, a new cadre created by the Government of India, under the Mahatma Gandhi National Rural Employment Guarantee Scheme, for improved asset building in rural areas.

In Timor-Leste, the ILO Roads for Development Programme (R4D) uses ‘labour-based technologies’ to rehabilitate and maintain rural roads. To date 500,000 work days have been generated for local workers, of which 150,000 or 30% have been for women.



© ILO, Timor-Leste

Recently, R4D conducted a survey to understand women’s experience of working on rural road works. When they were asked about their decision to participate in R4D, 13 of the respondents replied that they decided by themselves to become labourers. “I made the decision myself to be involved in this work,” says Atina from the Luro-Barikafa road in Lautem. Madalena, who lives on the Baii Le-Uatabo road was unique in her response.

“I wanted to fix the road, and so I went to work.”

The R4D programme is committed to equitable recruitment. In 2015-2016 longer rotations are being implemented for women, increasing the impact on those who work, particularly in the effects of income injection and skills development.

## Paving the way for labour mobility

“The ILO has, for many years now, supported the adoption of measures that promote a fair migration system. This means creating instruments of governance which result in a fair sharing of prosperity that migrants themselves help to create. As the only UN agency with a constitutional mandate to protect migrant workers, the ILO has pioneered specific instruments to guide the protection of migrant workers.”

Tomoko Nishimoto, ILO Assistant-Director General and Regional Director for Asia and the Pacific



© ILO/E. Maillard, Thailand

Labour mobility remains a priority concern in all three Asian and Pacific subregions, a concern also shared among governments, workers and employers.

The ILO supported the development and launch of an international labour migration statistics database for the Association of Southeast Asian Nations (ASEAN), which records official data on the number and flows of migrant workers in the ten countries, disaggregated by sex and nationality. ILO support to the ASEAN Confederation of Employers (ACE) led to the adoption of an action plan, aimed at widening the policy footprint in labour migration processes and strengthening institutional engagement among its members. With the ILO's assistance, the South Asian Regional Trade Union Council (SARTUC) advocated for migration, resulting in its inclusion in the Kathmandu Declaration of the South Asian Association for Regional Cooperation (SAARC) in 2014.

In **Myanmar** trade unions established a migration resource centre that focuses on human trafficking, adopted a plan of action on the protection of migrant workers, and provided input to the government's draft migration policy. **Cambodian** unions set up a migration helpdesk with dedicated staff to assist migrant workers. In **India** and **Pakistan**, training for trade unions on migration were held for the first time, while the ILO supported a trade union in **Nepal** to organize migrant workers in destination countries.

**Thailand's** fishing industry is dominated by migrants. The ILO contributed to the adoption of a ministerial regulation that provides for application of the minimum wage, introduces minimum rest hours, and raises the minimum age for admission to employment to 18 years.



# Delivering social protection to all

“Universal social protection is a goal that we, the World Bank Group and the ILO, strive to help countries deliver. Social protection systems that are well-designed and implemented can powerfully shape countries, enhance human capital and productivity, eradicate poverty, reduce inequalities and contribute to building social peace. They are an essential part of national development strategies to achieve inclusive growth and sustainable development with equitable social outcomes. We are proud to endorse the

*consensus that has emerged in the early 21<sup>st</sup> century that social protection is a primary development tool and priority.*

World Bank Group President Jim Yong Kim and ILO Director-General Guy Ryder at the launch of the Social Protection Floor Initiative, 15 June 2015

With ILO support, various countries have developed national social protection policies, which lay the foundations for the implementation of elements of the Social Protection Floor. ILO support has led to the development of a National Social Protection Strategic Plan in **Myanmar** and the development of a National Medium-term Development Plan in **Indonesia** that will add 2.2 million informal economy workers to social security programmes. As part of a joint UN initiative, ILO provided technical support to the Government of Odisha to formulate a social protection floor in this state of **India**, which has been accompanied by awareness campaigns.

## In the spotlight: Lessons from the steppes – Mongolia’s model social insurance system

For any young couple, the birth of a first child is a momentous occasion. At their remote farmstead on the Mongolian steppes, Batjav and his wife were celebrating the birth of their baby boy. However, a week after the baby’s birth Batjav did one less traditional - but very important - thing; he got on a motorbike and rode off across the grasslands to register the birth of his son and apply for the universal child allowance programme and maternity benefits for his wife.

Before having her baby Batjav’s wife joined Mongolia’s social insurance scheme, which is open to herders on a voluntary basis. Her contributions to the social insurance fund meant she was eligible for maternity benefits equivalent to four months’ salary. In years to come the system will also give her a pension.

In the past, claiming such social benefits was difficult and impractical for herders like Batjav and his family, living in a remote, rural area, with animal flocks that could not be left unattended. Mongolia is one of the most sparsely populated countries in the world, meaning that rural Mongolians often had to travel long distances, and visit several government offices. This changed with the introduction of One Stop Shops, or OSS services in 2007. The OSS gathers a number of government ministries in one place, both in the capital Ulaanbaatar and at district level. It offers a range of services such as social welfare, social insurance, employment counselling and civil registration. More than two-thirds of visitors at the One Stop Shop are women.

© ILO/IN Munkhbaatar, Mongolia



“Before, people had to go to many doors to get one service. Now, they come to one door to get many services,” said O. Toivogoo, Head of the Government Office in Bayankhongor Province.

At his local OSS office Batjav filled in a few forms and handed over some documents. In return he received a benefits card for his child and a confirmation form for maternity benefits. Both benefits will be transferred to his bank account every month. The process was quick and easy, allowing him to get home before the end of the day. All Mongolia’s provinces, and most of the districts, now have OSS services, and for those who live in really remote areas the government has launched a mobile OSS van, which brings officials and the services to the door of the ger tent. Mongolia also operates a mandatory social health insurance scheme and a number of other social welfare programmes to support vulnerable groups. Policies have recently been introduced to promote employment and local development.

Mongolia’s approach caught the attention of other countries in South East Asia: Cambodia began a pilot of social service delivery mechanisms in two provinces, using lessons learned from Mongolia’s success with delegated decision making.



© ILO

“ I would like to congratulate the ILO, the Nobel Peace Prize winning organization, for successfully undertaking multifaceted activities through tripartite collaboration of the government, employers and trade unions to create an adequate employment and social welfare system, meeting the needs of Member States for development related to their economic characteristics and potential.

H.E. Mr Norovyn Altankhuyag, Prime Minister of Mongolia in his address to the World of Work Summit at the International Labour Conference, June 2014

**Cambodia** has adopted the legal framework for its National Health Insurance Scheme. A new public pension scheme targeting private sector workers (including documented migrant workers) was implemented in **Indonesia**.

**Viet Nam** and the **Philippines** were pilot countries for ILO-World Bank social protection assessment tools for country advisory services. This shows the importance of expanding ILO influence on social protection floors through partnerships and interagency cooperation.



© ILO, Viet Nam



© ILO/M. Crozet, Cambodia

# Governing the labour market to ensure quality jobs for women and men

Better and stronger labour market governance goes hand in hand with fair and equitable working conditions for all as one of the essential requirements of decent work. Labour market governance is also a priority of the Asian Decent Work Decade. Ensuring gender equality and strengthening the capacity of and improving relations between employers and workers is an integral part of labour market governance.

In **Viet Nam**, a tripartite Code of Conduct on Sexual Harassment in the Workplace was launched in May 2015 to improve labour law compliance. The new **Bangladesh** National Technical and Vocational Qualifications Framework enables women motorcycle mechanics to participate in nationally recognized training programmes.

**Pakistan** has developed its first specific model law on non-discrimination at work for the provincial level. The Khyber Pakhtunkhwa Province has reviewed all new labour laws (enacted in 2013) from a gender perspective. In **India**, ILO has provided technical inputs for the labour law reform process led by the Ministry of Labour and Employment.

In **Cambodia** and the **Philippines**, in-depth assessments of the business functions affecting productivity have been combined with targeted capacity building on workplace improvement, business management, marketing, human resource management, skills training, and occupational safety and health (OSH).

In **Indonesia**, the ILO facilitated the consultation process and provided the Ministry of Manpower and Transmigration, the Coordinating Ministry for Economic Affairs, trade unions, and the Indonesian Employers' Association (APINDO), with technical input that led to the application of a new wage bargaining concept, Productivity Gain Sharing, in various sectors.

**Nepal** has developed policies to address different types of informality, and both **Nepal** and the **Philippines** have introduced legal reforms to address the exclusion of specific groups of workers, such as those in SMEs and domestic workers. Nepal has also adopted simplified enterprise registration procedures to promote the shift towards the formal economy. **India's** support for MSMEs links modernization with formalization and promotes local economic and value chain development. A SCORE Business Centre has been established in the Federation of Indian Chambers of Commerce & Industry (FICCI) to support their members in sustaining competitiveness by improving productivity and working conditions in the supply chains.

A comprehensive and integrated approach to moving out of informality is essential to address the multiple dimensions of exclusion that stifle the potential of rural inhabitants and their communities. In the **Lao People's Democratic Republic** a local strategy to promote rural employment for vulnerable and disadvantaged groups was piloted in six villages, and its demonstrated success in addressing poverty reduction has given rise to requests to replicate the model in other provinces.



## In the spotlight: Improving working conditions in the garment sector

The collapse of the Rana Plaza building in Bangladesh in 2013 took the lives of over 1,100 garment workers and highlighted the need to promote decent work in global supply chains. Working closely with the country's government and its social partners, the ILO has played a leading role in the response to the tragedy.

Of more than 3,600 factories inspected, 39 have been closed for posing immediate danger to workers. All others must undergo a process of remediation, including measures such as installing fire doors.

The ILO has helped support 300 women and men to gain new livelihoods skills and reintegrate into the workforce. Many have been supported to set up small businesses, and ongoing counselling and psychosocial support is also being provided.

With ILO support, the labour inspectorate has undergone significant reform since the Rana Plaza disaster as it seeks to become a more effective, credible and accountable institution.

A culture of occupational safety and health is being developed in Bangladesh. The ILO is working with the government and employers and workers to create awareness of risks, their prevention and the enforcement of regulations.



© ILO, M. Crozet, Bangladesh

“Over the past three years there has been a lot of progress in improving working conditions in the ready-made garment industry of Bangladesh. All RMG factories have been preliminarily assessed and are now safer. The Labour inspectorate is more effective, and knowledge of occupational safety and health has improved. The Government of Bangladesh is committed to further improving working conditions not only in RMG factories, but in all sectors and for every worker.

Md. Mujibul Haque Honourable State Minister,  
Ministry of Labour and Employment, Government of  
Bangladesh

A study on the interaction between the ILO-International Finance Cooperation (IFC) Better Work programme, which addresses working conditions in the garment industry, and the public labour inspectorate in **Indonesia** found that Better Work's support complemented and strengthened the inspectorate. In **Viet Nam**, the tripartite National Wage Council was strengthened, and support was given to the first Occupational Safety and Health Act, adopted in 2015 – extending coverage to 30 million informal economy workers.

In the **Philippines**, a Labour Law Compliance System-Management Information System (LLCS-MIS) was developed. A new system for reporting, collecting, registering and managing sex-disaggregated data was adopted in **Indonesia**. In **India**, an assessment of labour statistics has resulted in further strengthening of the statistical system.

While many countries made progress in freedom of association and collective bargaining in export processing zones (EPZs), this did not always translate into results. One exception was **Bangladesh**, where results built on several years of sustained assistance and capacity-building support.



© ILO, China



ILO work in the regions

# EUROPE AND CENTRAL ASIA



Projects: **63**

Countries: **51**  
(of which 28 are European Union Member States)

New ratifications of international labour standards: **39**

Active Decent Work Country Programmes: **13**

Much of the diverse Europe and Central Asia region is still struggling with the social and labour impact of the economic and financial crisis. As a result, in 2014-15 the bulk of the ILO's work in the region addressed the impact of the crises, in addition to the new challenges faced – often characterized by rapid political, economic and social changes at global and regional levels, as well as increasing tension. To this end, the ILO has stepped up activities throughout the region, including in some EU countries such as Cyprus, Greece and Portugal, to help them address the consequences of the crisis, especially in the areas of social dialogue and youth employment. However, most development cooperation projects take place in Central and Eastern Europe, the Caucasus, and Central Asia.

ILO work in 2014-15 prioritized addressing youth employment, strengthening social dialogue, promoting an enabling environment for sustainable enterprises, and improving working conditions and occupational safety and health. In many countries of the region informality has emerged as a key issue. Migration has also re-emerged as a priority, particularly in the context of the Syrian refugee crisis.

## Addressing the labour market implications of crises

In a context of global slowdown, unemployment rates remain high in Europe, in particular in Southern European countries. At the same time, labour market conditions have improved in some Eastern European countries, and unemployment should continue to decrease in EU countries such as the Czech Republic, Poland and Slovakia. Western Europe continues to emerge slowly from the global crisis. Labour market conditions have improved slightly, but unemployment rates remain higher than before the crisis (around 10.1 per cent in 2015) and job creation often occurs at the expense of quality and involves the multiplication of temporary and low paid jobs.

“Change is proceeding apace and it can benefit us if we succeed in promoting certain values, setting certain rules and combating inequality. But if we simply let things happen without necessarily bringing progress for people in emerging countries, we will see a gradual loss of rights worldwide. We must therefore ensure that progress can be shared.

H.E. Mr François Hollande, President of the French Republic, 104<sup>th</sup> Session of the International Labour Conference, 11 June 2015



© ILO/V. Progov, Kyrgyzstan

## Our impact, their story: Edmond

The ILO has offered assistance in helping develop a new model of service delivery in Albanian public employment offices. Since the first office was established in Tirana in January 2014, nine other employment offices have been modernized. The process aims to cover all 12 regions of the country.

Thanks to these employment offices, between January and July 2014 some 6,344 women and men found jobs, including long-term unemployed jobseekers, people with disabilities, Roma and Egyptians, as well as Albanian migrant workers recently returned from abroad. Since the crisis broke out in Greece and Italy, an estimated 130,000 Albanian migrants have returned home. Many of them are fighting an uphill battle to re-enter the job market in Albania.



© ILO, Albania

Edmond Aliaj (46 years old) spent 17 years of his life in Italy, but after the economic crisis lost his job in the logistics department of an Italian company.

“I was obliged to move back to Albania. I was referred to the employment office in Tirana and just a week later I received an unexpected offer for exactly the same kind of job I held in Milano.”

With the massive influx of refugees from Syria, the ILO is working with **Turkish** constituents to increase national and local capacities to deal with this crisis, in particular through the labour market integration of vulnerable groups. This response has involved a knowledge sharing platform to exchange good practices on how to address the labour market impact of the crisis. The ILO is also part of the Regional Refugee and Resilience Plan (3RP) launched in 2014 as a UN framework for a coordinated response by the countries receiving refugees. In **Ukraine**, in order to address the issue of internally displaced people, the ILO has supported employment promotion by building the capacity of employment services and assisting in enforcing active labour market policies.

## Improving job prospects for young people in particular

Youth unemployment remains one of the biggest challenges in the region, especially in Armenia, Georgia and The Former Yugoslav Republic of Macedonia (FYROM), where more than three out of ten young women and men are jobless. The ILO has supported the establishment of a regional knowledge sharing and mutual learning platform for countries of the **Commonwealth of Independent States (CIS)** and **Georgia**.

Another new cooperation platform covering the Western Balkan countries will focus on employment services, social dialogue and labour inspection and will be used as a mutual learning and peer review mechanism among those countries in their EU pre-accession process.

The ILO has supported the development and adoption of a national action plan on youth employment in **Cyprus** and **FYROM**, and a national youth guarantee scheme in **Portugal** with a performance monitoring framework.

## Our impact, their story: Margur



As a result of the ILO's Start and Improve Your Business (SIYB) Programme, a management training programme, 6 million entrepreneurs have been trained – or 1 million in 2014-15 – in more than 96 countries worldwide. To ensure their entrepreneurial success, ILO specialists visit them regularly to monitor how their business is going and to provide assistance and advice when needed.

In Azerbaijan there are 3 million young people. In 2014, the unemployment rate among young people aged 15 to 29 was 9.7%, compared to a total unemployment rate of 4.9%. The situation of young workers and entrepreneurs in the informal economy is particularly difficult.

For Margur Ahmadov, a young sheep-breeder in Azerbaijan who took part in the SIYB Programme, everything he learned from the training was new. “Now I have a totally different vision of improving and expanding my family business,” he says. Margur has carefully planned how to invest the funding he received to improve and expand his business and to move it to the formal economy.



## In the spotlight: Voluntary peer reviews for youth employment

In 2013, the ILO and Russian oil company LUKOIL teamed up in the CIS countries and Georgia to develop solutions to the youth employment crisis. This project focuses on effective responses to the escalating youth employment crisis through initiatives at regional, national and local levels.

A regional Youth Employment Network has been set up – comprising representatives of Azerbaijan, Armenia, Georgia, Kazakhstan, Kyrgyzstan, Russian Federation, Tajikistan, Turkmenistan and Uzbekistan. To find out how to assess national efforts to promote decent work for youth, peer reviews were carried out to share good practices and to find solutions to common challenges.

How do peer reviews work? A country submits its youth employment policies and practices for review by peers from other countries. The resulting recommendations can

be used to formulate specific legislative initiatives, and implemented as part of a national action plan to boost youth employment.

For example, participants discussed the valuable experience of Azerbaijan, with detailed analysis by colleagues from the Russian Federation and Kazakhstan, which had been presented as part of the third round of peer reviews. They also developed a set of policy recommendations, for the Ministry of Labour and Social Protection of the Population of the Republic of Azerbaijan. To support this process, the ILO has prepared guidelines for conducting peer reviews for all countries willing to rely on this tool in their policy making.





“Unemployment is tragically expanding the frontiers of poverty. This is particularly disheartening for unemployed young people who can all too easily become demoralized, losing their sense of worth, feeling alienated from society. In working for greater opportunities for employment, we affirm the conviction that it is only ‘through free, creative, participatory and mutually supportive work that human beings express and enhance the dignity of their life.’

Message of Pope Francis to the 103<sup>rd</sup> Session of the International Labour Conference, 22 May 2014



## Strengthening social dialogue

The ILO has continued to promote social dialogue in the region through capacity building, assisting in the development of legal frameworks and acting as a platform to share knowledge and good practices and develop research. One significant achievement has been the re-establishment of social dialogue in **Greece**, in particular in relation to collective bargaining and collective dismissal legislation.

The ILO and the European Commission concluded a strategic partnership on social dialogue for the period 2014–2017 to implement joint projects, and share information, research and practical experience, with a focus on **FYROM, Georgia, Moldova, Ukraine, and Greece**.

## Promoting an enabling environment for sustainable enterprises

Progress has been achieved in the Western Balkans, where ILO support has yielded advances in the capacity of employers’ organizations to advocate an improved environment for small and medium-sized enterprises (SMEs). The knowledge base and capacities of employers’ organizations in **Armenia, Albania, FYROM, Georgia, Kyrgyzstan, Moldova, Montenegro, Serbia, Ukraine, Uzbekistan** and **Tajikistan** have also been strengthened, enabling them to define actions and measures to improve the business environment.



## In the spotlight: Formalizing the informal economy in the Republic of Moldova

Eastern and South-Eastern European countries are characterized by a relatively large informal sector, which is seen as an obstacle to the substantial modernization of the economy and of society as a whole. The share of the informal economy is typically estimated in the range of 30 to 50 per cent of official GDP in Central and Eastern Europe. Inadequate economic and social policies, the lack of appropriate legal and institutional frameworks, poor enforcement of regulation, reduced confidence in institutions, and excessive administrative procedures, combined with economic downturn, are the main factors retaining or directing economic activity towards informality.

The informal economy and undeclared work are major concerns for the labour market and social security system in the Republic of Moldova. In 2014, a total of 385,500 women and men had an informal job as their main form of employment, representing more than 32% of the employed population in Moldova. Such informality is particularly high in agriculture (73%), followed by commerce, hotels and restaurants, and the construction sector.



© ILO/M. Crozet, the Republic of Moldova

An ILO project implemented between June 2014 and December 2015 aimed to strengthen the capacity and commitment of the Government and social partners to design and implement policies and measures that will improve the quality, decency and productivity of jobs through the formalization of the economy. The project serves as a model for inter-disciplinary collaboration within the ILO to address the key challenges and combat the informal economy in a comprehensive manner.

One of the major outputs of the project has been a comprehensive review of the informal economy in the Republic of Moldova. The review will help public authorities improve existing policies and identify new solutions to support the transition from the informal to formal economy.

## Facilitating the transition to formality

“*Informality is one of the main features of today’s world of work insecurity that not only concerns developing countries, but also the industrialized world. It undermines both current consumption and potential output and productivity growth in the long term.*”

Heinz Koller, ILO Assistant Director-General and Regional Director for Europe and Central Asia at the Regional Tripartite Conference on the Formalization of the Informal Economy, Montenegro, 15 September 2015

The ILO has been working towards the design and implementation of policies that will improve the quality and productivity of jobs in the **Republic of Moldova** and **Bosnia and Herzegovina**. In preparation for and as follow-up to the 2015 discussion at the International Labour Conference on the transition from the informal

to the formal economy, awareness-raising campaigns were initiated by social partners, with ILO support, in **Tajikistan, Kyrgyzstan** and at the regional level in the **Russian Federation**. In **Montenegro**, the ILO facilitated the exchange of knowledge on the drivers, costs and possible remedies for informality, best practices, and steps towards the implementation of the ILO’s Transition from the Informal to the Formal Economy Recommendation, 2015 (No. 204).

## Improving working conditions and occupational safety and health

Following the tragic explosion in an underground mine in Soma on 13 May 2014, in which 301 workers lost their lives, and based on the international commitments made by **Turkey**, the ILO has provided technical assistance to improve occupational safety and health (OSH), in particular in the mining and construction sectors. Such assistance has led to the development of a mid-

## In the spotlight: Building a preventative safety and health culture

“It must be admitted that there is high rate of occupational accidents and diseases in Turkey. The mining accident in Soma attracted attention both at an international and national level. Turkey has recently ratified some fundamental Conventions on work safety and this is a remarkable development. What needs to be done at this point – beyond legislative arrangements – is to create a culture of prevention and ensure a transformation in mentality.”

Guy Ryder, ILO Director-General, interview with Hürriyet Newspaper, 18 September 2015

A project entitled Improve Occupational Safety and Health through Compliance with International Labour Standards was initiated in 2015 to build a safety and health culture in Turkey's mining and construction sectors – in line with relevant international labour standards. This project will also facilitate the implementation of these key Conventions.

As a result, and given the recent entry into force in Turkey of Convention No. 187, the World Day for Safety and Health at Work – observed each 28 April – was celebrated for the first time in Turkey in 2015, which looked at how best to build a preventative safety and

health culture, in particular in the areas of construction and mining. In line with Recommendation No. 197 and in order to create a benchmark for progress related to occupational safety and health, the project has commissioned a National OSH Profile. Gap analyses on Conventions Nos. 167 and 176 have also been commissioned to compare the Conventions with national legislation. Other key pieces of work include a study on contractual arrangements in the mining sector in collaboration with the Economic Policy Research Foundation of Turkey (TEPAV).



© AFP/B. Kilic

term Tripartite National Plan of Action combined with immediate measures. Moreover, the country ratified the Promotional Framework for Occupational Safety and Health Convention, 2006 (No. 187) in 2014, and the Safety and Health in Construction Convention, 1988 (No. 167), and the Safety and Health in Mines Convention, 1995 (No. 176) in 2015. This assistance has contributed to the development of a national tripartite OSH policy framework - combined with immediate measures.

## Partnerships with regional institutions and the UN

Collaboration with regional institutions has remained a cornerstone of the ILO's support in the region. Work with the European Commission, European Parliament and EU Presidencies remains a priority. A new partnership has been developed with the European Investment Bank on increasing the employment impact of investment.

Political support from constituents, for example the important initiative by the Russian Federation to conduct the first ever joint Finance and Labour Ministerial Meeting of G20 countries in 2013, as well as the first BRICS Labour Ministerial Meeting (January 2016), has been essential for promotion of the Decent Work Agenda.

Work with the Turkish G20 has also been important. The ILO has continued to be engaged in the UN Regional Coordination Mechanism, the Regional UN Development Group Team, and a number of associated thematic groups. Within the regional consultations on the Sustainable Development Goals, the ILO has led the establishment of a regional, UN-wide thematic working group on Social Protection Floors.



© ILO/W. Casati, Switzerland





© Global Goals Campaign, South Africa

## Gearing up for 2030 and expanding partnerships for results at work

The year 2015 was marked by three milestone events. The Third International Conference on Financing for Development (Addis Ababa, July 2015) adopted an outcome document which called for efforts to advance "...fully towards an equitable global economic system in which no country or person is left behind, enabling decent work and productive livelihoods for all, while preserving the planet for our children and future generations". Recognizing that it provides a global framework for shaping development cooperation for the next 15 years, the outcome represents a significant shift in thinking about development by linking finance and resource mobilization to the promotion of decent work. While the two previous conferences at Monterrey and Doha made reference to employment, for the first time the Addis Ababa Action Agenda prioritizes and mainstreams the Decent Work Agenda throughout the various sections of the outcome document.

In September the United Nations unanimously adopted the most ambitious programme for world socio-economic development ever. The 17 Sustainable Development Goals (SDGs) embody all aspects of the Decent Work

Agenda across several dimensions. The fresh landscape for development cooperation offered by the SDGs with their extensive inclusion of decent work concerns calls for a more flexible, efficient and responsive approach by all concerned. Various efforts are under way in the ILO to streamline its operations and maximize on its comparative advantage and capacities.

The Paris Agreement on Climate Change was signed by 175 countries, ushering in an era of unprecedented action to protect the environment, slash greenhouse gas emissions, and ensure a just transition to a low-carbon economy. Climate change and employment present interrelated challenges requiring coordinated responses, since labour markets can contribute significantly to climate action by generating jobs, enhancing environmental sustainability and promoting social justice. The ILO's Green Centenary Initiative will help give practical effect to the ILO's new Guidelines for a just transition towards environmentally sustainable economies and societies for all.

Together, these three landmarks will shape international cooperation for the foreseeable future.

## In the spotlight: The ILO, UN coherence and the 2030 Agenda

The 2030 Agenda for Sustainable Development and the Paris Agreement on Climate Change, both agreed in 2015, are a major achievement by the world community to establish a new development paradigm and integrated rights agenda. SDG 8 – “Promote sustained, inclusive and sustainable economic growth, full and productive employment and decent work for all” – is a centrepiece of the SDGs by which the international community has recognized the centrality of decent work to sustainable development. Several targets under other SDGs address decent work-related targets, for example SDG 1.3 (Social Protection Floors), and 4.5 and 4.6 (technical and vocational training). Implementing this Agenda is now a central objective of the ILO’s activities for the next 15 years.

This wide integration of decent work across the 2030 Agenda is the result of constructive and sustained engagement by the ILO and its constituents in the many processes leading up to the Sustainable Development Summit in New York of September 2015. The ILO hosted a high-level meeting of heads of state and government, ministers, CEOs, senior UN and IFI officials, and key media at the United Nations General Assembly in 2014. The Member States Group of Friends of Decent Work proved instrumental in the process of government negotiations in the so-called open working group throughout 2015.

The ILO is already active on the ground and within the UN system: the recently launched Global Initiative on Decent Jobs for Youth, a multi-agency partnership led by the ILO, provides an example of the potential for coherent system-wide efforts on an issue of worldwide concern highlighted in targets 8.6 and 8b.

“*I count on your energy, your leadership and your creativity, to realize change and sustainable development. The United Nations wants to partner with you.*”

United Nations Secretary-General  
Ban Ki-moon’s visit to the ILO, 14 June 2014



© ILO/M. Crozet

The ILO’s End of Poverty Centenary Initiative is an effective platform to bring together significant areas of the ILO’s work that contribute to the implementation and achievement of the 2030 Agenda. It matches the 2030 Agenda, which states that “eradicating poverty in all its forms and dimensions, including extreme poverty, is the greatest global challenge and an indispensable requirement for sustainable development”.

Building on the decent work–2030 Agenda nexus, the ILO expects a significant number of countries to make the promotion of decent work central to their approach to preparing inclusive growth strategies. This implies a broad ranging analysis of opportunities and barriers as a foundation for the design of integrated policy packages. Other countries may feel that they have already identified particular priorities and may be looking for the support of the ILO and other partners, for example, in shaping a youth employment strategy. These demands are emerging now and the ILO will need to be agile and flexible in its support to attain the ambitious and transformative 2030 Agenda.

## Ringling in a new era of development cooperation

The ILO adopted an updated Development Cooperation Strategy for 2015–17 to define areas where the ILO needs to take action to deliver results on decent work. It reflects recent developments in international development thinking, including the Third International Conference on Financing for Development (Addis Ababa, July 2015) and the 2030 Agenda, and emphasizes the principle of national ownership.

The new strategy identifies key areas of focus, including the SDGs, Decent Work Country Programmes, and coherence with the UN system; more balanced resource allocation; and the special needs of countries facing fragility. It aims to develop fewer but bigger development cooperation projects in order to adhere to programme priorities, maximize impact and reduce overheads. ILO

projects will be overseen by decent work committees in Member States. Attention will also be given to rolling out knowledge sharing methods and systems.

A key element in the new Development Cooperation Strategy is the further decentralization of the administration of projects. By end 2017 it is foreseen that some 80 per cent of all projects will be managed by the ILO’s field structure, compared to 63 per cent in 2013. This will require increased investment in training and coaching.



© UNICEF/South Sudan

## Internal reform

A major initiative is under way to review all the ILO's internal business processes with a view to simplifying rules, streamlining administration, and reducing operating overheads, while improving job content. Close attention will be given to workflows and the training of staff and constituents, and to the need to adapt ICT systems accordingly. For development cooperation this began already in 2014 with the first steps towards a fully automated system for project cycle management, based on the successful experience of the Better Work programme, which has integrated its work processes seamlessly into a full knowledge management system.

## Resource mobilization

The new strategy also foresees the consolidation of partnerships with 20 top contributors, accompanied by further moves to diversify sources of funding and expand those showing promise for growth in the past biennium, such as domestic trust funds, public-private partnerships, SSTC, and the international financial institutions.

Renewed efforts will be made to conclude new multi-year partnerships with core partners and also with emerging and private partners. The Regular Budget Supplementary Account (RBSA) will be promoted among potential partners.

## Flagship programmes

Five major global development cooperation programmes have recently been established following the recommendations of the field review of 2014. Such large-scale programmes offer greater potential for sustained impact as well as visibility and economies of scale, and the programmes address areas where demand expressed by constituents is very strong, for example in Decent Work Country Programmes. The programmes have major potential to mobilize donor support.

## THE FIVE FLAGSHIP PROGRAMMES: WHAT THEY ARE AND HOW THEY WORK

Our five flagship programmes are major, global development cooperation programmes that have been created or revamped to address areas where demand from constituents is very strong. They are:

### **Better Work**

60 million women and men across the developing world rely on the garment industry for their livelihoods. Better Work implements a twofold strategy to promote compliance with national law and international labour standards in global garment and footwear supply chains to counter unsafe and exploitative labour practices.

### **International Programme on the Elimination of Child and Forced Labour (IPEC+)**

IPEC+ is the ILO's response to the persistent global challenge of eradicating child labour and forced labour. Today, 168 million girls and boys are in child labour. 5.5 million children are among the 21 million victims of forced labour around the world. IPEC+ works through country-based action – supported by regional and global components.

### **Occupational Safety and Health Global Action for Prevention (OSH-GAP)**

The OSH-GAP programme aims to contribute to the creation of a global culture of prevention and to reduce the incidence of work-related deaths, injuries and diseases. The programme focuses on improving the health and safety of workers in small and medium-sized enterprises in priority sectors, with a special priority for women and men working in conditions that make them particularly vulnerable.

### **Jobs for Peace and Resilience**

The JPR flagship programme is an employment-generation programme for conflict affected and disaster prone countries. With a focus on young women and men, it helps reduce the risk of social and political instability and contributes to peace building, national reconciliation, social cohesion and greater resilience. The ILO will extend its services – through JPR – to 10 selected countries over the next 5 years.

### **Social Protection Floors**

Today, 5 billion people are not covered at all or only partially so by social protection. The Programme is geared towards more coordinated and integrated action and aims to support the implementation of tailor-made and functional SPFs in 21 target countries, while also supporting the global campaign on Social Protection Floors.



© ILO/IRH, Delia Cruz, Philippines

## Measuring impact

In response to increasing demand for ILO programmes and projects to demonstrate impact, the ILO has developed a three-pronged strategy to strengthen capacity in technical departments to measure the impact of their work. This involved a group concept mapping exercise to develop a collective framework and vision for defining, planning and discussing impact evaluation in the ILO; followed by the establishment of a help-desk to provide quality control (ex-ante) and assistance in designing impact evaluations. The final part, which will start in 2017, will involve ex-post quality controls on a two-yearly basis to gain a better understanding of the strengths and weaknesses of the impact evaluation designs.

## Transparency, accountability and value for money

Major strides have been made on several fronts to improve the transparency of the ILO's financial and technical operations in order to increase its accountability to Member States and deliver greater value for money.

During the biennium the ILO launched its Development Cooperation Dashboard, which provides public information on all voluntarily funded projects through a variable matrix linking the donor partners concerned, the subject-area, and the geographical location. This will be further developed to include data on regular budget development cooperation.

For the first time the ILO made its development cooperation data publicly available in the format agreed by the International Aid Transparency Initiative. Data was also submitted for the first time to the OECD database on core-funded operations.

## Closer ties within the UN family

Efforts over the past decade towards One United Nations and system-wide coherence have resulted in an increasing level of collaboration with UN programmes and funds in development cooperation. A desk review of a sample of 43 countries with active UNDAFs from five regions over the period January 2013 to March 2015 was prepared by the ILO to assess the mainstreaming of the Decent Work Agenda in UNDAFs and One Programmes. The review showed how efforts in joint programming are successfully aligned and reflected in the activities and results of 95 decent work components implemented by the ILO through 15 joint programmes.

The ILO now partners with 36 different UN entities, including joint programmes with UNDP and UNICEF, followed by UNFPA, FAO and UN Women. Joint programming has for the ILO meant harmonizing programme processes aimed at mainstreaming and operationalizing the four strategic objectives of the Decent Work Agenda and those aimed at strengthening system-wide coherence. The ILO benefits in particular from this mechanism in countries where it has little or no presence, where the UNDAFs include decent work activities related to its mandate with a direct impact on ILO constituents. The ILO's experience of joint programming enables it to play a more active role in formulating integrated programmes with greater results in terms of scale and outreach.

## Stepping up South-South and triangular cooperation

Today, new actors are shaping the development agenda and emerging countries are acting as strategic partners to other developing countries. South-South and triangular cooperation (SSTC) is a growing and complementary modality for ILO development cooperation.

The recent 2015 Addis Ababa Action Agenda called for the expansion of SSTC, and SDG 17 includes among its targets: "Enhance international support for implementing effective and targeted capacity building in developing countries to support national plans to implement all the SDGs, including through North-South, South-South and triangular cooperation."

In addition, the ILO's new Development Cooperation Strategy recognizes the importance of SSTC in capacity building.

## In the spotlight: IBSA countries partner with the ILO for young women and men in Haiti

Haiti remains a fragile State where most people still live in a precarious and vulnerable situation. Unemployment and under-employment are severe challenges (40.2% in the metropolitan area), especially among young women and men. The Haitian economy does not provide adequate opportunities for young workers to get their first job or start a business, and young workers are also often ill-prepared to seize these opportunities, where they exist. An India, Brazil, South Africa (IBSA)-ILO partnership was set up in Haiti in 2015 to promote the socio-economic integration of vulnerable children and young people in the Bel Air and Cité Soleil zones of Port-au-Prince. This programme gives professional training and job placement, and teaches entrepreneurship and citizenship

development practices to young women and men (14 to 30 years old) who have been victims of labour exploitation. The project is innovative in also working with the Brazilian NGO Viva Rio, which has extensive experience of building up citizenship in lower-income communities in Brazil and has been operational in Haiti since 2004. Although, strictly speaking, it is a South-South cooperation project, it paves the way for triangular practices: other development partners such as Norway have similar projects.



© ILO/M. Crozet, Haiti

The years 2014–15 saw an unprecedented boost in SSTC marking greater institutional awareness and capacity to identify and implement projects within an SSTC framework. This follows the South–South and Triangular Cooperation Strategy adopted by the ILO in 2012.

In this period ten new partnerships were signed with middle-income countries and South–South and triangular cooperation partners, compared to six in 2012–13, showing a growth of 40 per cent and an increasingly diversified development cooperation portfolio. South–South and triangular cooperation are closely interlinked, and both must be seen as complementary to traditional North–South cooperation.

SSTC gained particular momentum from the efforts of the BRICS countries (Brazil, China, India, Russian Federation, and South Africa) in 2014–15, including contributions of over USD 15 million over the past ten years – primarily from Brazil, India and South Africa, but also including contributions from Algeria, Panama, the All-China Federation of Trade Unions (ACFTU) and others.

Some key results over the period include:

- The first Arab States Regional South-South Development Expo was organized in Doha in February 2014, whose aim was to ensure knowledge-sharing on what successfully promotes decent work for women and men, energy efficiency, renewable energy and water security. The Expo was key to supporting actors in the development and implementation of effective youth employment policies.
- A Solutions Forum was organized by the ILO at the November 2014 UN South-South Development Expo, held in Washington D.C., where good SSTC practices

were shared. The Forum addressed social protection, the social and solidarity economy, combating child labour, ensuring social dialogue, and fragile-to-fragile cooperation.

- The ILO launched in 2014 a how-to guide on South-South and triangular cooperation and decent work, which targets practitioners – within the UN family and among tripartite partners – to help improve understanding of SSTC and decent work.
- China is the United Nations Fund for South-South Cooperation's largest partner and the second BRICS country to sign a South-South and triangular cooperation partnership agreement with the ILO. The ILO worked extensively with China on SSTC during 2014–15, including a project on expanding employment services and enhancing labour market information in Cambodia and Lao PDR, resulting in improved labour market efficiency and enhanced linkages and flows of information between jobseekers and employers in the two countries.
- In May 2015 Brazil and the ILO set up a large-scale South-South project to promote decent work in cotton-producing countries in Africa and Latin America.
- The ILO contributed to the 3<sup>rd</sup> Local Development Forum, held in Turin in October 2015, by suggesting ways of localizing the Decent Work Agenda through South-South and City-to-City Cooperation.
- The Government of Algeria and the ILO signed an agreement in October 2015 to fund a South-South cooperation programme on social dialogue and social protection that will enable other African countries to benefit from Algeria's experience.

## Teaming up for countries, in countries: Domestic partnerships

Domestic partnerships are an increasingly important way of working in development cooperation. The ILO's domestic funding increased from USD 18.7 million in 2012-2013 to USD 23.256 million in 2014-15, in areas as such as social protection, employment and employment policy, child labour and skills.



## Public-private partnerships: An alliance for the future

2014 and 2015 were record-breaking years for public-private partnerships (PPPs) at the ILO, with 92 new partnerships signed. Funding by PPPs reached USD 27,536,293 in 2014-15, or 6 per cent of all ILO extra-budgetary resources (XBTC) — compared to USD 17,840,862 in 2012-13 (3.5 per cent). This made PPPs the fifth largest contributor to the ILO's extra-budgetary funding in the period.

PPPs require enhanced coordination, and this has created convergences within the ILO. Several technical meetings and dialogues took place during 2014-15, especially for companies wishing to learn more about ILO principles on a range of labour issues.

In 2014-15 the ILO adapted and updated PPP modalities for different levels of engagement, promoted wider engagement, and enhanced the content and scope of existing engagements. For example:

- A revised PPP template agreement for members of the ILO Global Business and Disability Network was developed in 2014. A new Charter was launched in October 2015, committing signatories to increase their efforts in key areas such as non-discrimination, equal treatment and opportunities, job retention, accessibility, and respect of confidentiality, focusing on all types of disabilities and in particular mental and intellectual disabilities.
- Innovative PPPs have been developed that match ILO priorities to development partners' and private sector partners' policies and programmes.
- To further enhance ILO field offices' capacity to engage in PPPs, direct support and training was provided to ten country offices. The Office also conducted pilot training for ILO staff in April 2015, to better identify needs and develop an innovative and modular training package that will be made available to all ILO staff.

## In the spotlight: Disability inclusion makes good business sense

The ILO Global Business and Disability Network is a network of multinational enterprises, employers' organizations, business networks and disabled persons' organizations who share the conviction that the world's 1 billion people with disabilities have talents and skills that can enhance virtually any business. In 2014-15 the network was strengthened; new and existing national networks were supported in China, Egypt, Peru, Saudi Arabia and Zambia. In October 2015, 11 major international companies became the first signatories of the newly created Business Charter on Disability. A tool to promote the inclusion of persons with disabilities in the world of work, the Charter is the first of its kind to be initiated by companies. It covers a wide range of

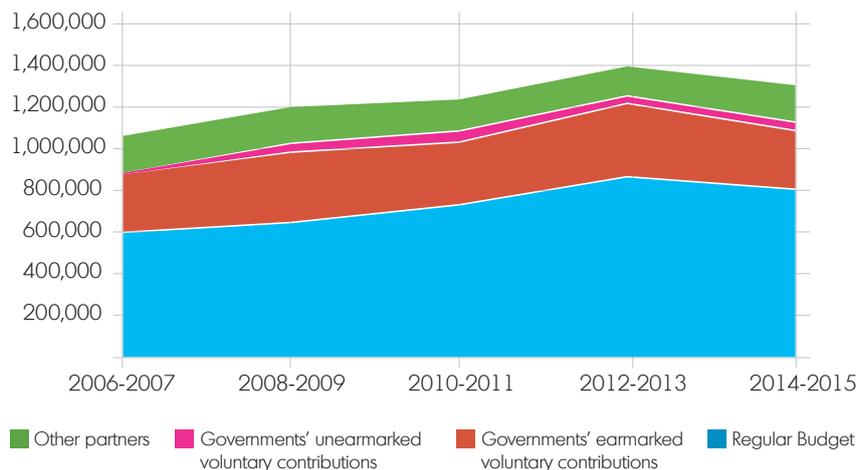
areas, from protecting staff members with disabilities from discrimination to progressively making company premises and communications accessible to all employees.



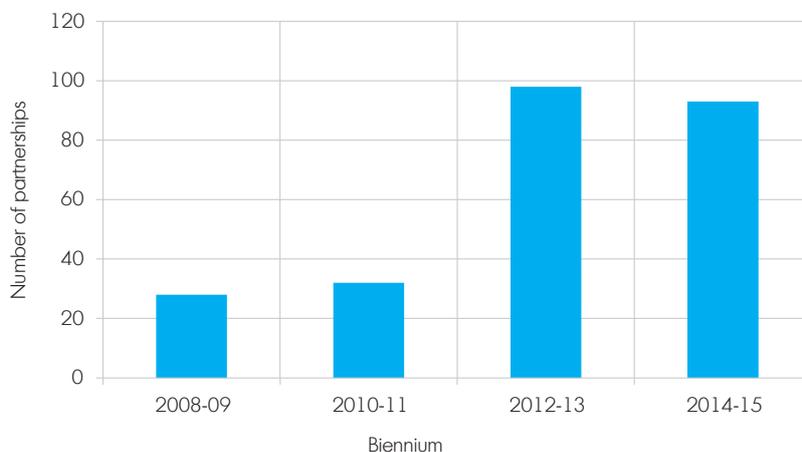
## Looking ahead: The centenary initiatives

The ILO looks forward to celebrating its centenary in 2019. As part of the preparations, seven centenary initiatives have been launched to give strategic direction, purpose and content to the ILO, its work and its mandate. These concern the future of work; women at work; standards; governance; an end to poverty; and the green and enterprises initiatives. Seen in conjunction with the improvements in ILO capacities and building on the reform process launched in 2012, the ILO is reforming to put itself in the best possible position to carry its mandate for social justice forward – and with increased vigour – into its second century.

Contributions to the ILO 2006-2015  
(in US\$ '000)



The ILO and public-private partnerships



### Contributions

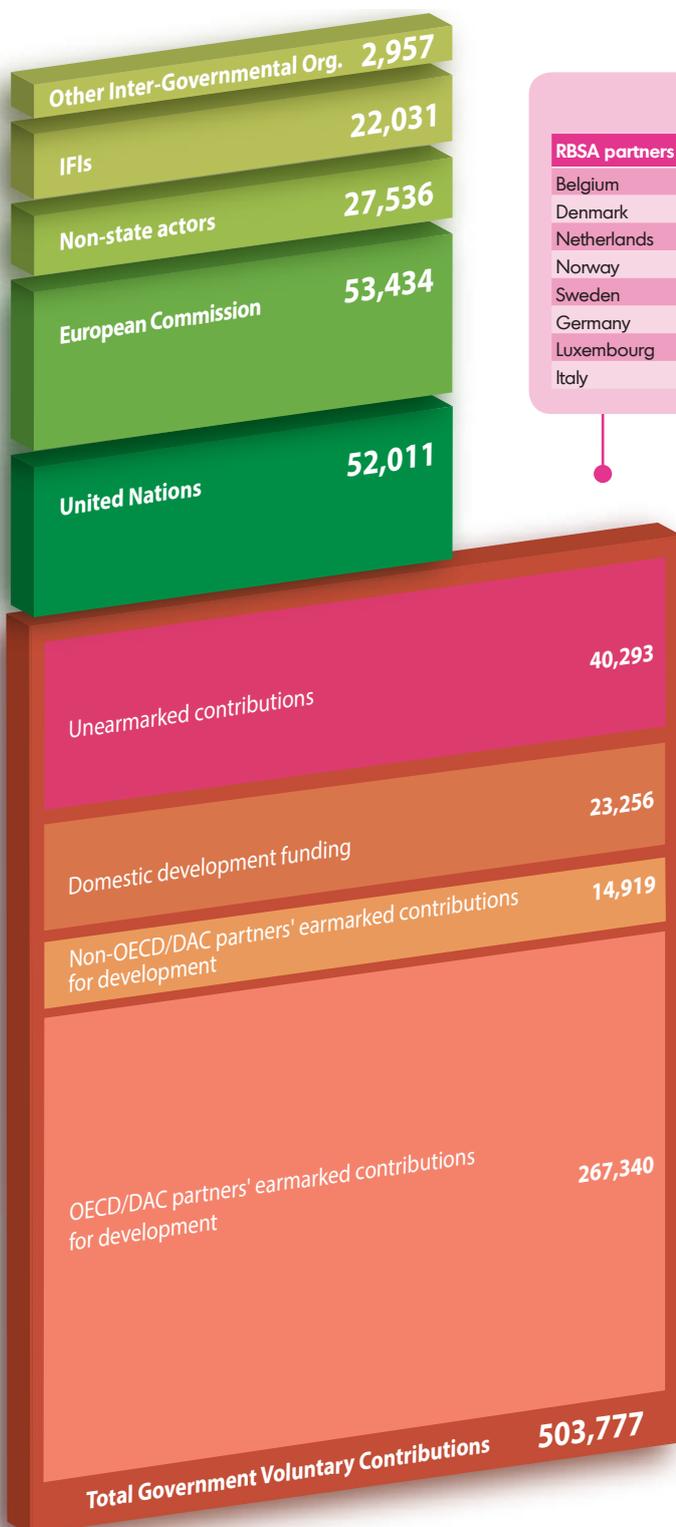
International Financial Institutions (IFIs) 22,031	
World Bank	16,425
African Development Bank	2,922
International Fund for Agricultural Development (IFAD)	1,700
Islamic Development Bank	500
Asian Development Bank	431
European Investment Bank	53

### Contributions

Non-state actors 27,536	
<b>Foundations 4,405</b>	
The Elimination of Child Labour in Tobacco Foundation (ECLT)	2,999
The United States Council Foundation, Inc	990
Levi Strauss Foundation, San Francisco, USA	379
Fundacion Telefonica, Madrid, España	37
<b>Private sector initiatives 19,421</b>	
Multiple subscriptions Better Work	8,959
Japan Tobacco International SA	5,378
Africa Agriculture and Trade Investment Fund	1,249
CAOBISCO, Chocolate, biscuits and Confectionery of Europe, Belgium	940
Stora Enso, Finland	860
Japanese Consumers' Cooperative Union	400
Primark Stores Ltd, United Kingdom	378
GAP, INC, USA	320
Multi-donor support for ILO Global Business and Disability Network	223
Multiple donors Child Labour Platform	186
LI & FUNG (Trading) LTD, Hong Kong	148
H&M Hennes & Mauritz AB	140
Financial Sector Deepening, Africa	131
Pakistan Textile Exporters Association - PTEA	110
<b>Public institutions 2,247</b>	
University of California (UC-Davis)	2,000
International Federation of Red Cross and Red Crescent Societies	135
Social Fund for Development, Yemen	77
Alliance of Lesotho Apparel to Fight AIDS - ALAFA	36
<b>Social partners 1,300</b>	
All China Federation of Trade Unions (ACFTU)	1,000
International Maritime Employers' Council, United Kingdom	300
<b>Others 163</b>	
African Reinsurance Corporation	100
World Council of Churches	63

# Development partner profiles

Voluntary contributions in 2014-2015 (in US\$ '000)  
Total: US\$ 503,777



*Contributions*

RBSA partners	40,293
Belgium	11,208
Denmark	8,534
Netherlands	6,784
Norway	5,942
Sweden	3,050
Germany	2,341
Luxembourg	1,949
Italy	485

*Contributions*

Domestic development funding**	23,256
South Africa	10,502
United Arab Emirates	1,916
Uruguay	1,862
Macedonia	1,461
Egypt	1,168
Paraguay	1,000
Tanzania, United Rep. of	825
Colombia	789
Chile	656
Costa Rica	500
Brunei Darussalam	370
Malaysia	310
Peru	268
Saudi Arabia	250
Mexico	227
Cambodia	197
St. Lucia	190
Oman	171
Kuwait	169
Thailand	124
El Salvador	98
Bahamas	78
Rwanda	42
Cyprus	42
Cameroon	40

*Contributions*

Non-OECD/DAC partners	14,919
Brazil	8,508
Russian Federation	4,000
Algeria	1,000
Kuwait	1,000
Panama	261
Israel	150

*Contributions*

OECD/DAC partners***	267,340
United States	49,092
Sweden	38,149
Switzerland	25,105
Netherlands	21,406
Norway	20,817
France	17,178
Australia	16,652
Canada	15,409
Japan	11,033
Denmark	10,211
Republic of Korea	8,317
Germany	7,035
Italy	5,310
Finland	5,292
United Kingdom	5,162
Spain	3,411
Portugal	2,737
Luxembourg	2,317
New Zealand	1,356
Flanders	1,350

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

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

“A strict line between humanitarian and development dimensions has become increasingly difficult to maintain... Consequently, jobs and livelihoods are moving to the centre stage.

Guy Ryder, ILO Director-General

**Department of Partnerships and Field Support (PARDEV)**

International Labour Organization

Route des Morillons 4 CH-1211, Geneva 22  
Switzerland

Tel.: +41 22 799 7239 - Fax: +41 22 799 6668

E-mail: [pardev@ilo.org](mailto:pardev@ilo.org)



[www.ilo.org/iloresults](http://www.ilo.org/iloresults)

Follow us on:

 [twitter.com/ilo](https://twitter.com/ilo)

 [facebook.com/ilo.org](https://facebook.com/ilo.org)

 [youtube.com/ilotv](https://youtube.com/ilotv)

ISBN 978-92-2-131155-3



9 789221 311553

