



International
Labour
Organization

Sida-ILO Partnership Programme 2018-2021

Final Report Phase I 2018-2019

Department of Partnerships and Field Support



International
Labour
Organization

Table of Contents

Introduction.....	3
Sida-ILO Partnership Agreement 2018-21 – Phase I.....	6
Outcome 1 - More and better jobs for inclusive growth and improved youth employment prospects	7
Outcome 7: Promoting safe work and workplace compliance including in global supply chains	12
Outcome 8: Protecting workers from unacceptable forms of work	16
Cross-cutting policy driver: environmental sustainability.....	19
Cross-cutting policy driver: gender equality and non-discrimination	22

Annexes

Annex I: Final Report Phase I – Results

Annex II: Certified Financial Statements as at 31 December 2019

Introduction

The International Labour Organization (ILO) is the United Nations agency for the world of work. It sets international labour standards, promotes rights at work and encourages decent employment opportunities, enhancement of social protection and strengthening of dialogue on work-related issues. This goal is embodied in the concept of decent work, which is central to employee well-being and a key element in achieving fair globalization and poverty reduction. This aim is clearly reflected in the United Nations 2030 Agenda for Sustainable Development, placing decent work for all, and the ILO's mandate of promoting social justice, at the heart of policies for sustainable and inclusive growth and development.

The ILO has a unique structure, bringing together governments, employers' and workers' representatives. Sweden is one of the founding member States of the ILO, and a key partner in promoting the Decent Work Agenda. Sweden has ratified four Protocols and 94 Conventions which include the eight Fundamental Conventions, the four prioritized Governance Conventions, and 82 Technical Conventions.

The year 2019 marked the centenary of the International Labour Organization. As a reaffirmation of the social justice mandate the ILO was given 100 years ago and the critical role of social dialogue and international labour standards, the Centenary Declaration for the Future of Work was adopted at the 108th session of the International Labour Conference. The Declaration looks at the major challenges and opportunities for a fair, inclusive and secure future of work, providing guidance for dealing with these pressing issues and a platform for cooperation with other organisation in the international system. Sweden's contribution to the Centenary Declaration for the Future of Work has been significant as co-chair of the Global Commission on the Future of Work.

The path outlined by the Declaration will set the way forward for the ILO. In 2020, the ILO embarks on a new chapter with a new plan. The 2020-2021 Programme and Budget sets ambitious goals aimed at contributing to the achievement of the 2030 Agenda for Sustainable Development – especially its vision of a world in which no one is left behind. The driving focus of the Programme and Budget is anchored in the Centenary Declaration. It promotes the human-centred approach to the future of work and will enable accelerated progress towards achieving the four strategic objectives of the Decent Work Agenda – employment, social protection, social dialogue & tripartism, and standards & fundamental principles and rights at work. The ILO Centenary Declaration is closely aligned with the 2030 Agenda's three-dimensional approach, of social, economic and environmental sustainability.

The Sida-ILO Partnership Programme 2018-2021 is based on objectives and principles shared between Sweden and the ILO, underpinned by a rights-based approach and support for increased effectiveness and results-based management. It reflects the common desire to affirm and strengthen UN system-wide coherence and coordination and embraces the imperative that sustainable development hinges on effective partnerships, in line with national development strategies.

This Annual Progress report of the Sida-ILO Partnership Programme highlights ILO's results throughout the 2018-2019 biennium in review. But this report also looks ahead. With the start of a new Programme and Budget, Sida and ILO are entering a new phase of the Partnership Programme, which will continue to build on successes achieved and lessons learned in this biennium. This report will provide short overview of the ILO's results based management system and programming framework, and how the

partnership fits within the overall financing structure of the ILO. After, a detailed account of the “lightly earmarked” programmes will be offered financed under the Sida-ILO partnerships in support of Policy Outcomes 1, 7 and 8 and cross-cutting policy drivers gender and environment. The progress made in 2018-19

under each of the country programmes (CPOs) and Global Products identified by the ILO is presented in Annex I. Certified Financial Statements as at 31 December 2019 are presented in Annex II of this report, as specified in the agreement.

Financing and delivery of Decent Work

The Decent Work Agenda is structured around four objectives: promotion of employment, rights at work, social protection and social dialogue. These objectives provided the basis for ten global Policy Outcomes, which are the foundation of the ILO’s Programme and Budget (P&B) for 2018-19.



The policy outcomes are designed as integrated responses to employment, social and labour policy issues facing the world of work. The policy outcomes are guided by four cross-cutting policy drivers - international labour standards, social dialogue, gender equality and non-discrimination, and a just transition to environmental sustainability. Progress in relation to the delivery of these drivers is monitored, assessed and reported on across all policy outcomes, at the national and global level. For each biennium, the ILO’s governing body sets the targets and the related measurement indicators and approves an integrated framework of resources to achieve them. This programmatic framework forms a coherent basis for

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

At the country level, Decent Work Country Programmes (DWCPs) are the ILO’s instruments for setting priorities and are aligned with countries’ national development plans, typically having a timeframe of four to five years. DWCPs are developed with the full participation of governments and employers’ and workers’ organizations, ensuring that the ILO’s actions on the ground respond to defined needs. DWCPs

form the key platform for the ILO's contribution to an integrated UN approach to poverty

Biennial programming

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

Funding of ILO results

The ILO funding base consists of three integrated components, designed to support the delivery of ILO results:

- Earmarked voluntary funding supports specific global and national programmes with a clear timeline and a predefined geographic and thematic focus. The total amount of earmarked funding received by the ILO in 2018-19 amounted to US\$ 770 million. This also includes Sweden's lightly earmarked outcome-based funding, allocated in line with the ILO's biennial priorities and goals.
- Core voluntary funding (Regular Budget Supplementary Account – RBSA) provides a pool of flexible fully unearmarked resources allocated to strategic areas,

reduction, notably through UN Development Assistance Frameworks (UNDAFs).

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

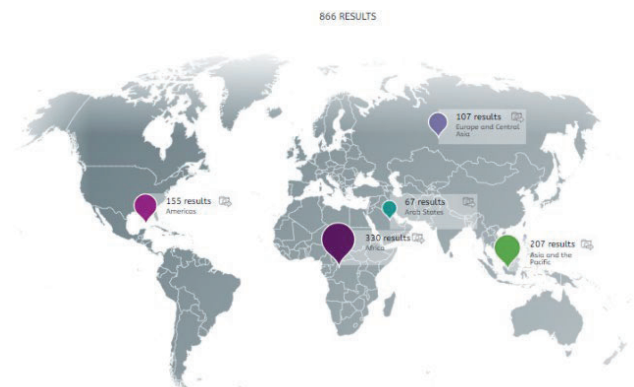
underfunded themes and new priorities. In 2018-19, the ILO received US\$27.3 million in RBSA funding, from Belgium, Denmark, Germany, Italy, Luxembourg, the Netherlands, Norway and Sweden. The Swedish core voluntary funding is a component of the Sida-ILO Partnership Agreement.

- Assessed contributions are provided by all the ILO's member States by virtue of their membership. Countries' contributions are based on the United Nations allocations assessment. Assessed contributions in 2018-19 amounted to US\$ 760.6 million. In 2018-19, Sweden's assessed contribution to the ILO's regular budget exceeded US\$ 7.4 million.

Reporting on results for 2018-19

At the end of each biennium, progress towards the ILO's P&B indicators is reviewed and reported through the ILO Programme Implementation Report. The ILO has set up an online dashboard to present information on the results achieved and most significant outputs delivered by the ILO in the 2018-19 biennium.

The dashboard can be accessed [through this link](#).



Sida-ILO Partnership Agreement 2018-21 – Phase I

The Sida-ILO Partnership Agreement 2018-21 is firmly based on aid effectiveness principles. In 2018-19, Sweden provided a contribution of SEK 87 million (US\$ 9.6 million) through a combination of different funding modalities. The Partnership Agreement includes unearmarked core contributions and lightly earmarked thematic funding at the level of the Programme and Budget Policy Outcomes and cross-cutting policy drivers. Phase I of the Sida-ILO Partnership Agreement (2018-19) was extended by three months and ended on 31 March 2020. The actual programming of funds is derived from the ILO's result-based management systems and the priorities flowing from Decent Work Country Programmes (DWCPs).

Sida-ILO Partnership Programme - Phase I (2018-19)			
P&B outcome/theme	SEK	US\$	Countries covered
Outcome 1: More and better jobs for inclusive growth and improved youth employment prospects With a focus on employment promotion and special emphasis on youth employment	20 000 000	2,238,538	Cambodia, Guatemala, Morocco, Uganda,
Outcome 7: Promoting safe work and workplace compliance including in global supply chains	7 000 000	781,163	Global tools are piloted at country level
Outcome 8: Protecting workers from unacceptable forms of work	14 000 000	1,568,139	Bangladesh, Bolivia, Cameroon and Guatemala
Cross-cutting Policy Driver: Mainstreaming Environmental Sustainability In line with ILO's Green Centenary Initiative and with a focus on green jobs related Outcomes	7 000 000	781,163	Ghana, Tanzania
Cross-cutting Policy Driver: Gender equality and non-discrimination In line with ILO's Women at Work Centenary Initiative and with a focus on gender and women's empowerment related Outcomes	7 000 000	781,163	Global work, with regional intervention
Regular Budget Supplementary Account (RBSA)	32 000 000	3,473,134	Core voluntary contribution
TOTAL	87 000 000	9,623,301	

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



Construction students of the workshop school of the Ministry of Labour

Members of the national employment service during a training event

Guatemala – A smooth transition in National Employment Policy implementation (NEP)

The National Employment Policy (NEP) of Guatemala was developed on a tripartite basis in 2017 and has an implementation horizon until 2032. However, the year 2019 was marked by national elections in Guatemala, which generated both expectations and uncertainty regarding the directions to be imparted by the incoming government authorities. To support a smooth implementation of the NEP, the ILO/Sida project facilitated extensive consultation and planning with the outgoing- and incoming administrations. The path to be followed was set out, by taking stock of and building on the progress achieved through ongoing and recent programmes. This included workshops, municipal employment windows, “My first job” scholarships, the migration for development program, the inclusive employment program aimed at people with disabilities, the certification of labour competencies and strengthening the Public Employment Service. Implementation Plans for the 16 policy actions in the NEP were developed, and a monitoring and follow-up system allowing for access to information for stakeholders and management systems for structured inter-institutional coordination.

The incoming administration committed to NEP implementation in the framework of their new government plan. Moreover, the extended dialogue underpinning the transition contributed to create a larger and more comfortable space to debate employment and labour issues in Guatemala.

Results overview

Outcome strategy

The ILO strategy under P&B Outcome 1 for 2018-19 is based on the recognition that promoting more and better jobs calls for a comprehensive approach, including sound labour market analysis, coordinated demand- and supply-side measures, tripartite consultations and social dialogue, with an emphasis on clear mechanisms for policy implementation, monitoring and evaluation. This needs to be coupled with targeted actions to address the youth employment crisis through a balanced approach of activation policies and protection of the rights of young women and men, as well as generating income perspectives for those that have fewer opportunities in the labour market.

Sida's contribution to ILO's results

The Sida-ILO outcome-based Partnership has been instrumental towards achieving the 2018-2019 P&B Outcome 1 on “More and better jobs for inclusive growth and improved youth employment prospects”. **57 countries have benefited in Phase I of the Partnership**, directly or indirectly, from Sida-supported activities (country-level support, global knowledge and capacity- development services).

The contribution of the Sida-ILO Partnerships towards the achievement of Outcome 1 in the four countries directly supported by the partnership (Cambodia, Guatemala, Morocco and Uganda), as well as to other ILO target countries for the same outcome¹ has been reflected in the P&B reporting framework.

At the global level, the Partnership helped **in sharpening diagnostics, analysis, and guidance** to support policy development and influence the global policy debate on employment. Its outcomes enriched existing knowledge and the range of ILO's advisory tools and services on NEP, youth employment strategies and skills development. Some examples include:

- A reinforced labour market diagnostics tools in the context of changing labour market contexts for the design and the review of employment strategies. This is now available for ILO routine work for the design of national employment policies, such as supporting the development of employment policies in El Salvador, Ethiopia and Kenya; it is also envisaged to adjust this tool to support analysis and the conception of policy measures entailed by the impact of Covid-19.
- Global research on «SDG and employment policies: Macroeconomic and sectoral policies for structural transformation and full and productive employment», covering 10 countries.² Policy briefs on “Delivering on SDG8”; “Structural transformation for more and better jobs”; “Gender, structural transformation and employment strategies”; and “NEETs”.
- A paper on “Evidence review of policies, programmes and interventions for young people not in education, employment or training (NEETs)”.
- The ILO Youth Employment Toolbox: e-repository bringing together different operational instruments developed by the ILO over the years.

The global component of the Partnership also aimed at **collecting and crystalizing good practice and lessons learnt** from country-level activities for dissemination and application in other countries. In this respect, the programme has played a crucial role for the scaling up the STED programme through supporting its technical team to provide expert advice and support to STED-based country level projects and to develop further the approach and related knowledge products in responding to countries' needs. Similarly, the partnership's support to the regionalization of the national employment plan for Morocco has provided lessons on decentralizing employment policies, a strategy that might be a convenient avenue for other countries to move towards achieving employment goals and SDG8 targets.

¹ See list of CPOs: for Outcome 1, indicators 1 & 2: Morocco MAR176; Uganda UGA131; Guatemala GTM129; Paraguay PRY107; Cambodia KHM201; Cambodia KHM202. For indicator 1.3 : Cambodia KHM202; Malawi MWI105; Senegal SNE103; Ghana GHA105; Ethiopia ETH127, ETH155; Togo TGO101; Morocco MAR175; Vietnam VNM103; Jordan JOR102; Tanzania TZA103. Kindly be reminded of the disclaimer that these CPOs (apart from Cambodia) have been implemented under Outcome 1 and funded from multiple sources – not SIDA, but they all benefited from SIDA's injection toward the key functions of the STED programme coordination, development and technical backstopping.

² Azerbaijan, Chile, Costa Rica, Egypt, Ethiopia, India, Peru, the Philippines, Portugal and Rwanda.

Knowledge-sharing and capacity building were pursued under the global component through different international training courses, including:

- Youth Employment Academy, ITCILO Turin, 2018.
- The new International Course on “Addressing the challenges of youth NEET: Instruments and responses for labour market inclusion”, ITCILO Turin, 2019.
- Six courses on “Skills anticipation and STED” were delivered to over 250 constituents as well as seven “Rapid STED Foresight” Workshops were carried out in collaboration with national and sectoral partner agencies in Senegal (digital sector), Ghana (Agro-processing, Hospitality and Construction sectors), Morocco (Automobile sector) and Ethiopia (Garments & Textile and Agro-processing sector) through hands-on learning and involved over 170 participants, which allowed rolling out STED in the ILO member States. A Training of Trainers on skills anticipation and STED is also being designed.

These activities proved successful in facilitating peer learning and the transfer of knowledge and knowhow on the subjects treated.

Sida support has been decisive in **elevating employment in the global political debate**. For example:

- Sida’s contribution to Outcome 1 had resonance through the HLPF review of SDG 8, more specifically the integrated policy framework,³ and the activities connected to the ILO Centenary and the FOW initiative and numerous international workshops, conferences (ILO global Youth Employment Forum 2019 in Abuja, ILO Employment Policy research Symposium on the Future of Full employment, December 2019, etc).
- Knowledge developed under the Sida Partnership was exchanged in numerous occasions and widely disseminated (in more than 20 events/meetings/training courses, etc). It will be further disseminated for implementation and work on NEP 2.0 in the next Phase of the partnership.

At country level, Sida support demonstrated its effectiveness in responding to the specific needs of selected countries across the various steps of the policy cycle. Results achieved so far with Sida funding constitute important contribution towards the achievement of Outcome 1. Sida support has been decisive at different levels:

- **Social dialogue and tripartite consultation on NEP implementation:** Effective social dialogue has been promoted and ensured in the four target countries throughout the implementation of the Partnership. Social dialogue maximizes impact and sustainability of activities.
- **Capacity-building and implementation of NEP for sustainability:** Technical and coordination capacity of the national and sub-national stakeholders were strengthened to implement, better monitor the NEP and to respond to both national concerns and priorities of regional disparities and employment deficits. Ministries related to production and public finance have been increasingly included as part of demand-sided aspects of NEPs.
- **Targeting most vulnerable groups:** Gender mainstreaming and specific actions targeted to youth or relatively underdeveloped regions are grounded in all country-level activities. Sida support

³ See the ILO report to the High Level Political Forum on SDG 8: ILO (2019), “Time to Act for SDG 8 : Integrating Decent Work, Sustained Growth and Environmental Integrity”, ILO, Geneva. Available [here](#).

permits to target specific needs of vulnerable groups such as the NEET's, rural workers, women, youth or those working in the informal sector.

- **Territorialization of the NEP:** Sida support allowed implementation from NEP down to local projects to better respond to local needs and priorities. The project in Morocco, for example, supported the adoption of regional action plans (RAP) in three pilot regions addressing for the first time labour demand & supply side measures. A capacity-building plan to better equip NEP national and local partners for policy implementation has been delivered.
- **Linking the ILO support to countries' industrial policies and strategies:** the ILO STED interventions in many countries were directly linked to priority sectors and industrial policies' implementation catering for the human capital content of the structural transformation. For instance, STED in Ethiopia is directly linked to its aspiration to become the leading manufacturing hub in Africa through the implementation of the policy "Vision 2025" and industrial parks. The ILO STED is involved in the one-ILO project in the textile and garments sector and transfers relevant experience from Asia to Ethiopia. In Senegal, STED has been supporting the implementation of its strategy "Digital Senegal 2025".
- **Leveraging resources and cooperation at the country level:**
 - In **Morocco**, AFD (*Agence Française de Développement*) has allocated a loan of 150 million euros for the implementation of the REPs (regional employment programmes) developed under the Sida project. A project funded by the BMZ (5 million euros) was also approved to participate in the implementation of the REPs in 2 of the 3 pilot regions. The ILO is invited to provide technical support to the forthcoming 'Assises de l'emploi' called by the King of Morocco, who has identified regionalization of employment as one of the priority for the coming years.
 - In **Guatemala**, Sida funding served to ensure the transition of national employment policy during the change of government. All the specific work with the technical staff of the different ministries, as well as the participation of the outgoing authorities during the transfer to the new authorities, was facilitated as result of to the activities carried out with the project. The new authorities inherited an employment policy plan and feel committed to continue.
 - In **Cambodia**, Sida funds were catalytic to mobilize the second phase of SDC Youth Employment project (2020-2023). The complementarity of the interventions implemented by SIDA project increased the impact and sustainability of ILO interventions in Cambodia.

Many more target countries under P&B Outcome 1 benefit from the tools, knowledge and capacity development opportunities provided. Other countries will benefit from the upscaling or consolidation of interventions initiated through Sida funding and taken over by other donors and other Sida-funded projects.⁴ As a result of the strengthened global and technical management capacity brought by the project to upscale the STED programme, the ILO was able to launch STED projects in 10 new countries,⁵ with

⁴ In Cambodia, joint funding ILO Safe & Fair ASEAN migration project and UNJP for YE; in Morocco, synergies with the project on « Advancing the Decent Work Agenda in North Africa » ; in Guatemala, synergies with other ILO projects in the country (Project to strengthen labor inspection ILO/USDOL and the Global Action to Improve the Recruitment Framework of Labour Migration (REFRAME) ILO/EU, project of attention to indigenous peoples and application of International Labour Standards ILO/RBSA, the Sida-ILO project "The country improves its capacity to protect the labour rights of indigenous and domestic workers and people with disabilities and to respond to HIV in the world of work" and the ILO/ Pan American Development Foundation (PADF) project "Support for the transit to the formal economy in Guatemala, El Salvador and Honduras") and with Alternatives Program in Guatemala implemented by GIZ, EU Program EUROSOCIAL+ and Delegation of the European Union in Guatemala; and in Uganda, with the Dutch PROSPECTS project.

⁵ Ethiopia, Ghana, Senegal, Tanzania, Jordan, Vietnam, Togo, Morocco, Benin and Guatemala.

different donors (Russia, Norway and the EU) supporting the country level work. Such set up also allows for knowledge sharing and peer learning among STED projects around the world and ensures collaboration with trade-related international organisations, such as ITC. Furthermore, STED is often used as an entry point for broader strategy and implementation in the sector as well as in national TVET.

Allocations

Country/Region	CPO/Global Product Code	CPO/Global Product Title	Total allocated budget in US\$
Global Product	GLO 179 GLO 180 GLO 181	More and better jobs for inclusive growth and improved youth employment prospects: Delivering global products for Outcome 1 under the Sida-ILO Partnership programme	1,133,233
Cambodia	KHM 202	Enhanced employability of men and women through improved skills development and public employment services	307,876
Guatemala	GTM 129	The country, with ILO support, on the basis of tripartite consultations, develops and implements policies for the generation of employment and productive development, improving employment prospects for young people	265,836
Morocco	MAR 176	Constituents' capacities are strengthened to develop and implement national and regional strategies for decent employment and to improve information and governance of the labor market	282,499
Uganda	UGA 131	Enhanced Capacity for evidence-based Pro-Employment Macro Economic Policies and Employment policies and programmes that place youth employment and Decent Work at the center of national development	198,503
TOTAL			2,187,947⁶

⁶ This excludes the allocation reserved for evaluation, which is not available for programming

Outcome 7: Promoting safe work and workplace compliance including in global supply chains

Indonesia: the Toolkit as a starting point for negotiated Guidelines for Dispute Resolution

Indonesia's system of industrial relations is adversarial, characterized by a high number of grievances and disputes arising at the workplaces. While the triggers for specific disputes are manifold, the underlying root cause often is the inadequacy or near absence of bi-partite social dialogue and the weaknesses of workplace grievance handling mechanisms



As a result, considerable backlogs of industrial disputes in the judiciary and a seriously weak culture of trust and social dialogue needed to reach shared and more stable solutions to IR problems.

Given the central role that has historically been played by the State in industrial relations, employers' and workers' organizations have not established independent channels of dialogue, resulting in a rather underdeveloped system of bipartite relations. Collective bargaining and workplace cooperation are uncommon, and where they exist, they rarely bear fruit. The lack of trust and capacity represent key challenges to constructive sectoral and enterprise level social dialogue.

It was in this context that the IR Toolkit – in particular its module on 'Handling Disputes & Grievances at Workplace' – served as a basis for historic bipartite negotiations. Representatives of employers and their organizations as well as trade unions came together from the auto parts, chemicals, electronics, machine and engineering and garment sectors. The intervention brought constituents through a tailored, interactive, participant-driven curriculum promoting bipartite social dialogue as a tool to improve industrial relations through a shared understanding of the challenges that the industries are facing. As a direct result, the parties agreed to develop joint guidelines for workplace dispute resolution, including a mechanism for grievance handling, while focusing workplace cooperation for improved productivity and working conditions.

Results overview

Outcome Strategy

Unsafe work and insufficient compliance with relevant laws and regulations undermine workers' lives and rights and have an adverse impact on enterprise productivity and economic development. Large potential benefits of social dialogue and improved industrial relations to address inequalities and enhance workplace compliance are often not realized, also due to a lack of institutional support and inadequate capacity of employers' and workers' organizations and the labour administrations.

Within this context, and taking into account lessons learned from previous work in the biennium 2016-2017, generously supported through the previous Sida-ILO Partnership, the ILO's Policy Outcome 7 strategy for the biennium 2018-19 contributed to the following:

- **Improved occupational safety and health policies, systems, programmes and legal frameworks**, including collective agreements and their improved implementation;
- **Improved workplace compliance policies, systems, programmes and legal frameworks and their improved implementation** through strengthened capacity of labour administrations and other authorities in charge of prevention, enforcement, remediation and dispute settlement; and;
- **Developed or strengthened institutions and mechanisms for tripartite social dialogue, industrial relations and collective bargaining** with a view to fostering the involvement of governments, employers' and workers' organizations in addressing inequality and enhancing workplace compliance, including in global supply chains.

Sida's contribution to ILO's results

Within this Policy Outcome, Sida's support is focused on work related to progress under Indicator 7.3 ("Number of member states that have developed or strengthened institutions for tripartite social dialogue, collective bargaining and industrial relations with a view to addressing inequality and enhancing workplace compliance, including in global supply chains").

ILO work was instrumental **to support 29⁷ Member States** developed or strengthened institutions for tripartite social dialogue, collective bargaining and industrial relations with a view to addressing inequality and enhancing workplace compliance, including in global supply chains. Examples include the establishment of a joint social dialogue forum to enable the social partners in the garment sector to improve compliance and industrial relations in Indonesia, and progress made by the social partners to renew a sector-wide collective agreement in Jordan. Institutions for tripartite social dialogue, including national councils, were established or reinforced in Benin, Burkina Faso, the Central African Republic, Georgia, India (at the state level in Tamil Nadu), Mauritania, Montenegro, Nicaragua and Tunisia. There was progress in collective bargaining mechanisms in Myanmar, Senegal, Seychelles and Viet Nam. Employers' and workers' organizations adopted procedures to facilitate consultation and cooperation in the workplace in Colombia, Ethiopia, Haiti, Indonesia, Myanmar, Nicaragua and Viet Nam.

Sida's resources contributed to the development of selected global outputs for the promotion of social dialogue, industrial relations and collective bargaining. These global outputs provided support to ILO's operations at the field level, with a specific focus on ODA-eligible countries, in line with selected target Country Programme Outcomes (CPOs)⁸ and development cooperation projects aiming to advance ILO's strategy for Policy Outcome 7.

In particular, Sida's support was instrumental to:

- Deliver **targeted policy advice, technical assistance and capacity building** to support beneficiaries in ODA-eligible countries;
- Advancing the **development and expansion of critical knowledge products** which improve country-level policy advice and contribute to biannual global
- Improving **the inclusiveness and effectiveness** of national social dialogue institutions.

Thanks to Sida's support, the Office was able to strengthen and enlarge the ILO Global Legal Database on Industrial Relations ([IRLex](#)) and produce a Guidebook informed on the ILO Statistic Database ([IRData](#)),

⁷ See ILO Programme Implementation Report 2018-2019, p. 34-35 on Outcome 7

⁸ The status "target" is attributed to CPOs that are on track to achieve results by the end of 2019

including statistics on key elements of industrial relations improving its capacity to deliver **targeted policy advice, technical assistance and capacity building**.

The ILO Global Legal Database on Industrial Relations (IRLex) is a source for comparative information on legal and institutional frameworks regulating industrial relations in a number of ILO member States. It has already proved to be an invaluable tool to provide timely advice in the context of labour law reform and its detailed structure makes it a useful tool for ILO specialists, government officials, social partners, industrial relations and legal practitioners as well as researchers and scholars in labour law and industrial relations.

During the reporting period, the database has been expanded both quantitatively and qualitatively, with an effort to ensure regional balance and address key topics enshrined in the two fundamental conventions of Freedom of Association and Right to Organise Convention (1948) N.87 and Right to Organise and Collective Bargaining Convention (1949) N.98 which were not covered in its previous version. In particular the database has been entirely updated, enlarged by 20 countries (covering from 41 to 61 countries) and expanded to include a new section on protection against acts of anti-union discrimination and interference as well as rights and protections recognized to trade union and workers' representatives. In its new updated structure, IRLex contains 7 sections, divided in subsections on:

- The national legal framework
- The administration of trade unions and employers' organizations
- Legislative protection of workers' and employers' organizations, their members and representatives
- Tripartite social dialogue
- Information and consultation procedures at the workplace
- Collective bargaining
- Labour disputes and their resolution.

The ILO Industrial Relations Database IRData is a database that include data on trade union density rates, on the coverage of collective bargaining and on strikes and lockouts. It provides governments and social partners with information enabling them to better understand the evolution of trends in industrial relations, with a view to adopting policies that promote collective bargaining and sound industrial relations; they also enable those policies to be evaluated. IRData is embedded in the ILO's central statistical database, [ILOSTAT](#).

With resources from Sida, the ILO has produced a '[Guidebook on how and why to collect and use data on industrial relations](#)' which resulted from a collaborative effort between INWORK and the Department of Statistics (STATISTICS). This Guidebook – which has been published in three languages (EN, FR; ES) in March 2020 - is intended to support the ILO's tripartite constituents in the collection of data on industrial relations. It also aims at contributing to improvements in the quality and comparability of those data and it provides insights regarding the data sources that can be used as well as examples from countries that already collect such data.

The **development and expansion of critical knowledge products** has been improved through the development of training toolkit ([IR Toolkit](#)), which has addressed the need for coherent, consistent and unified training materials on key industrial relations issues. This knowledge product feeds into the needs of ILO field specialists involved in development cooperation projects aimed at improving industrial relations and strengthening decent work and sustainable development in global supply chains.

In view of these interventions at country and regional level and bearing in mind the recurring demand from ILO constituents to deliver targeted and timely capacity building and provide technical support on a variety of industrial related topics, a coherent policy and capacity building resource package was developed through the resources from the Sida-ILO Partnership Programme: the IR Toolkit.

During the course of 2018 and 2019 the different training modules have been tested in a number of target countries, in cooperation with ILO field offices, including in Bangladesh, Ethiopia, Myanmar, Pakistan and Indonesia.

The IR Toolkit includes seven modules on Collective Bargaining Policy and Practice, Negotiations Skills, Workplace Cooperation, Grievance Handling, Conflict Dynamic, Soft Skills Development. Versions of the training modules have already been tested in a number of target countries, in partnership with development cooperation projects focused on the promotion of industrial relations in global supply chains, including those financed by Sida such as Bangladesh, Cambodia, Myanmar and Ethiopia⁹ as well as in interventions within the context of projects funded by other development partners like Indonesia, Pakistan, Vietnam and Jordan and in other technical assistance at country level in cooperation with relevant ILO field offices such as Sri Lanka.

Sida's support was also instrumental to help constituents **improve the inclusiveness and effectiveness of national social dialogue institutions**. These bodies are potentially be extremely important institutions to strengthen trust among social partners and ensure social peace, but too often suffer from structural inefficiencies that hamper their capacity to bring change. Thanks to the contribution from Sida, the Office has developed a draft self-assessment method for social dialogue institutions (**SAM-SDI**). It targets members of National Social Dialogue Institutions (NTSDI), guiding them through a participatory self-assessment process with the aim to understand their strengths and weaknesses, and to devise and implement a plan to improve their inclusiveness and effectiveness. The draft has undergone "reality checks" with several social dialogue institutions with the aim of gathering feedback as to whether the draft method matches the needs and realities of the institutions, would be feasible to apply in practice and to garner suggestions and recommendations as to how to improve it. A task team comprising a number of ILO professionals, including employers' and workers' specialists, as well as external experts from social dialogue institutions and the Secretary General of the International Association of Economic and Social Councils and Similar Institutions (AICESIS) was established to provide inputs to the methodology outline and to review and comment on the draft.

Allocations

Country/Region	CPO/Global Product Code	CPO/Global Product Title	Total allocated budget in US\$
Global Product	GLO241	Promoting Social Dialogue, Industrial Relations and Collective Bargaining	774,409
TOTAL			774,409¹⁰

⁹ A number of these countries have also joined the Global Deal partnership.

¹⁰ This excludes the allocation reserved for evaluation, which is not available for programming

Outcome 8: Protecting workers from unacceptable forms of work



Ms. Bulbuli Mangsang

Training for Indigenous Women on Leadership Skills Development

Bangladesh – the Bangladesh Indigenous Workers Association

Ms. Bulbuli Mangsang, 29 years old, is a Bangladeshi Garo indigenous woman who went to Dhaka in search of work in 2008. As many other indigenous women who migrate to the country's capital, she started working in a beauty parlour. She was very happy to have found a job, although she did not expect it to be so labour intensive, with harsh working conditions. She could not enjoy her weekly rest and, for several years, she was not allowed to quit the workplace, where she also lived, except for the Christmas holidays. Because of her employer constraining her movements outside the parlour and limiting her freedom to share her work experiences and challenges with her relatives, her voice remained unheard. *"I did not find any platform or organization to lodge a complaint against our owners or to look at for support and guidance. We had no platform to mobilize working indigenous women and men in the urban setting"*. Ms. Bulbuli's experience is not an isolated case - being a woman, indigenous and coming from the countryside makes her particularly vulnerable to human rights violations.

Ms. Bulbuli came to know about the Indigenous Peoples Development Services (IPDS), an NGO founded and run by indigenous peoples and one of the implementing partners of the ILO project, during her Christmas holidays. IPDS contacted her to participate in its leadership and management skills training, which she did in 2017, and where she learned about labour rights and international labour instruments. She then became a member of the Bangladesh Indigenous Workers Association and she is now happy to have a platform for sharing her concerns both as a worker and as an indigenous woman. Since then she has regularly attended different meetings organized by the national trade unions and human rights organizations.

"I feel proud of being a member of Bangladesh Indigenous Workers Association, which deals with indigenous urban workers. Training knowledge and information enhanced my capacity to take part and contribute to the regular meetings of our Executive Members and started networking with indigenous workers in urban settings. I can now connect with legal aid agencies, national trade unions and indigenous human rights' organizations on issues that affect our lives and livelihoods". As an elected member of the Bangladesh Indigenous Workers Association, she looks forward to lead the Association and strengthen their networks in future.

Results overview

Outcome Strategy

Unacceptable forms of work is work **“in conditions that deny fundamental principles and rights at work, put at risk the lives, health, freedom and human dignity and security of workers or keep households in conditions of poverty”** (International Labour Conference, 2013). Across all regions, some categories of workers are more vulnerable to being trapped in unacceptable work situations: they are denied fundamental principles and rights at work, their health, freedom, human dignity or security is at risk, they frequently work in high-risk sectors where there is little regulatory oversight, they are poorly organized and often belong to disadvantaged communities.

In line with the Outcome 8 strategy, the ILO supports constituents to put in place policies and regulations that more effectively reach those workers, including stronger workers' organization and representation, and innovative partnerships with employers' organizations, the private sector and diverse governmental authorities. The ratification and monitoring the application of relevant international standards, and the provision of technical support to overcome implementation hurdles where they arise, are a key means to ensuring transformative processes. Global and regional partnerships, alliances and processes are also instrumental in carrying forward transformative and sustained interventions in target countries where national stakeholders are committed to taking action.

Sida's contribution to ILO's results

Phase I (2018-19) of the Sida-ILO Partnership Programme supported a portfolio of interventions at both the global and country levels. The programme builds on work carried out through the Partnership in 2016-17 and takes into consideration the recommendations of the final independent evaluation of the earlier Partnership Programme.

In Bangladesh, Bolivia, Guatemala and Cameroon, **interventions aimed at strengthening the protection of workers from indigenous communities**, with a focus on indigenous women in both female-dominated sectors and occupations (domestic work, tea leave picking in tea plantations, urban informal economy) and traditionally male-dominated sectors (construction). Leveraging an integrated approach, country-level interventions contributed to raising indigenous women's voice and empowering them economically. It took into account the rights of indigenous peoples, while addressing gender inequalities also within their own communities. Cameroon made progress in regulating wages and hours of work and protecting domestic workers from violence and harassment, Bolivia adopted a legislation granting compulsory accident insurance to women and men workers in construction. In Bangladesh, working conditions were enhanced for tea plantation workers, including women workers, through a collective agreement. Guatemala implemented an awareness-raising campaign aimed at protecting the rights of domestic workers. The programme of work allowed for an exchange of experiences across regions. This was most notably the case within the framework of the qualitative research implemented in the four countries looking into the barriers for organization and representation facing indigenous and tribal women, including violence and harassment, and strategies for overcoming them.

At the global level, Sida's contribution supported the **operationalization of the Equal Pay International Coalition (EPIC)**, the preparatory work and follow-up to the **standard-setting on ending violence and harassment in the world of work**, as well as the **development of knowledge products covering both thematic areas**.

In view of the ongoing Covid-19 crisis and strict restrictions imposed in many countries of the world to prevent the spread of the virus, a number of activities, which were scheduled to take place during the month of March 2020, had to be put on hold. These activities include: a knowledge sharing workshop on how to prevent and address violence and harassment in the world of work, tripartite validation workshops of the national studies carried out in France, Portugal and Italy on trends, causes and policy responses to curb the gender pay gap, a photo exhibition of indigenous women workers in the construction sector and a National Meeting of Women in the construction sector in Bolivia, and a national workshop and training on collective bargaining for the Cha Shramik Union in Bangladesh. With Sida's agreement, the funds allocated for these activities will be included and reprogrammed within the framework of Phase II (2020-21) of the Sida-ILO Partnership Programme under the new policy outcome on Gender equality and equal opportunities and treatment for all in the world of work (Outcome 6).

Allocations

Country/Region	CPO/Global Product Code	CPO/Global Product Title	Total allocated budget in US\$
Global Product	GLO 247	Strengthened knowledge and capacity of constituents to promote equal pay and reduce gender pay gaps, including through partnerships (EPIC)	228,791
Global Product	GLO 249	Increased capacity of constituents to engage in the standard-setting on violence and harassment in the world of work and its follow-up	457,957
Bangladesh	BGD 229	Capacity of constituents strengthened to prevent unacceptable forms of work among women and indigenous workers in target sectors	220,347
Cameroon	CMR 827	Les mandants tripartites prennent des mesures pour améliorer les conditions des travailleurs et travailleuses domestiques	205,000
Bolivia	BOL 202	Construyendo Igualdad", Libre de Violencia	220,604
Guatemala	GTM 128	El país, con el apoyo de la OIT, mejora sus capacidades para proteger los derechos laborales de las trabajadoras indígenas, trabajadoras domésticas personas con discapacidad, y para responder al VIH en el mundo del trabajo	200,000
TOTAL			1,532,699¹¹

¹¹ This excludes the allocation reserved for evaluation, which is not available for programming

Cross-cutting policy driver: environmental sustainability



Consultation workshop on the National Green Jobs Strategy (Accra, August 20-21 2019). The workshop supported stakeholder engagement about challenges and opportunities for promoting green jobs in Ghana.

Ghana – A National Strategy for Green Jobs

Ghana made remarkable strides in terms of economic development while continuing to face persistent challenges in terms of unemployment, especially among the youth, and environmental changes, particularly in relation climate change and land degradation. Ghana has developed a range of policies in the economic, social and environmental fields but policy coordination remains difficult, thereby constraining their impact.

The ILO supported the Ministry of Labour and Employment Relations (MELR) in steering the situation in a new direction. Under the leadership of MELR, and together with social partners and other line Ministries, a National Strategy for Green Jobs was developed with technical assistance by the ILO. The strategy was the result of extensive consultations with stakeholders, including employers' and workers' organizations, multiple ministries, the private sector, civil society and academia.

Building on Ghana's National Employment Policy adopted in 2015, which identified greening among emerging opportunities for employment creation, the strategy advances economic, social and environmental goals in an intrinsically integrated manner through the promotion of green jobs for women and men. The strategy identifies key challenges and opportunities in the environmental sustainability-decent work nexus in Ghana, particularly highlighting sectoral perspectives. It maps current policies and programmes, their relevance and potential gaps, and it identifies key areas and action points for promoting green jobs. These include addressing green jobs in national planning and budgetary processes, the reinforcement of institutional coordination and social dialogue platforms, thematic measures in the fields of green enterprise development and public employment, skill development, sectoral strategies, and a cross-cutting emphasis on gender equality and poverty reduction.

The strategy presents a bold and forward-looking instrument to deliver change: it does so by explicitly linking employment and environmental solutions that produce win-wins, by leveraging on existing policies and resources while pointing to specific gaps, and by being able to count on broad-based support and ownership that will drive implementation.

Results overview

Cross-cutting Policy Driver Strategy

The implications of climate and environmental change for economic development, employment and social justice have become increasingly clear and have taken an important place in international and national policy processes. This has also meant an increased interest and demand from ILO's constituents for support in promoting a just transition and green jobs. At the global level, the ILO focused on advancing and disseminating knowledge on the links between environmental issues and decent work, on informing international policy debates to ensure such linkages are taken into account. In this context, **a key achievement was the integration of just transition among the themes that the UN Secretary-General proposed for the Climate Action Summit of 2019**. In addition, action taken led to developing and strengthening partnerships with multilateral agencies with complementary expertise and agendas, including the United Nations Framework Convention to Combat Desertification and the United Nations Framework Convention on Climate Change to jointly deliver global and national level support to countries. Such collaboration made it possible to ensure impactful, cost-effective and coherent assistance by the UN system. At the national level, country support on just transition and green jobs typically included:

- developing a substantiated understanding of the country context and policy priorities;
- capacity building for national counterparts;
- strengthening platforms of social dialogue and stakeholder engagement;
- assistance on strategic policy formulation and/or the development of interventions models for just transition/green jobs promotion.

For the ILO, the biennium of 2018-19 was an important turning point as **a Just Transition to Environmental Sustainability was for the first time embedded in the ILO's Programme & Budget** as the new cross-cutting policy driver (CCPD). This has provided an important institutional anchor for mainstreaming a just transition to environmental sustainability in all policy outcomes and strengthening synergies between different areas of work in the Office making truly integrated contributions to the 2030 Agenda. Given the novelty of the CCPD and the fact many ILO officials are typically not familiar with environmental issues, an **important focus of the work included the development of user-friendly guidance manuals and tools** that increased the capacity of the Office to integrate a just transition to environmental sustainability in strategic points of ILO's work to support the constituents.

Sida's contribution to ILO's results

The Sida contribution for 2018-19 has been instrumental to several milestones in this biennium. Firstly, a framework and set of tools for a Rapid Situational Analysis for a Just Transition (RSA-JT) has been developed and applied in seven countries. In addition, guidance notes on addressing a just transition in ILO strategy and programming processes have been developed. The Sida contribution was used for the consolidation of the Green Jobs Assessment Institutions Network (GAIN), as an institutional, country-driven, vehicle to measure and model the employment and social impacts of climate change and sustainable development policies. A GAIN training hub for Africa was established in South Africa, and a regional training was carried out to the benefit of tripartite national teams from 6 African countries.

The Model Approach on Environmental and Social Standards for UN programming has been completed, with the ILO playing a leading role in the development of the labour and working conditions standard and in defining possible modalities of implementation. The UN Model Approach has served to inform the

development of draft social and environmental safeguards in infrastructure programmes. Fourth, a tripartite Global Forum on Just Transition was convened on Skills for a Just Transition and the Future of Work, which brought together 187 participants to consider national experiences, challenges and opportunities in this area. For the African region, support by Sida made it possible to establish new post for regional specialist on green jobs at the ILO Regional Office for Africa. The creation of this position resulted in increased ability to provide policy advice and capacity building for constituents, in strengthened collaboration across departments and units, especially on enterprise development and employment promotion, and in an increase in resources mobilised to advance green jobs/just transition objectives. New projects were initiated in countries such as Niger, Côte d'Ivoire, Senegal and the Sahel region.

At the country level, a training on green jobs and a just transition was organised for constituents and partners in Tanzania to enhance understanding at the conceptual level and practical modalities to advance a just transition. This country-level process pointed to the need for sector-specific interventions. Accordingly, an environmentally-sensitive market system analysis, the first of its kind, has been conducted for the horticulture sector. This exercise has resulted in policy recommendations and a sectoral level intervention model to promote greener jobs in the sector. In order to catalyse efforts on green business development, a national green business competition was organised in collaboration with the Tanzania Employers Association, the Tanzania Recyclers Association, and UN Environment, followed by enterprise training and coaching to support their role in sustainable growth. In Ghana, national stakeholders convened under Ghana multi-stakeholder working group on climate change were trained to assess the decent work implications of the Nationally Determined Contribution (NDC) on climate change, as the country embarks on a process of revision of the NDC. In addition, support has been provided to the Ministry of Labour to formulate a National Strategy on Green Jobs. A policy-focused capacity building workshop was organised and complemented by multi-stakeholder consultations to guide this process.

Allocations

Country/Region	CPO/Global Product Code	CPO/Global Product Title	Total allocated budget in US\$
Global Product	GLO 206	Promoting sustainable enterprise development and a just transition to environmental sustainability through global policy measures (including regional staffing capacity)	406,827
Tanzania	TZA 102	Strengthened women and youth entrepreneurship development policies and programmes especially in rural economy to create more decent work and a just transition to environmental sustainability	202,350
Ghana	GHA 103	Decent jobs and just transition to environment sustainability in Ghana are supported by more productive competitive and sustainable MSMEs and MNEs	152,265
TOTAL			761,442¹²

¹² This excludes the allocation reserved for evaluation, which is not available for programming

Cross-cutting policy driver: gender equality and non-discrimination

Senegal – Women at Work

In Senegal, women suffer from multiple and intersecting forms of discrimination in all aspects of their private and professional lives. Whether in terms of access to the labour market or quality of working conditions, gender gaps in the world of work persist. The traditional division of labour often keeps women segregated in certain sectors with limited opportunities to advance in their careers



As a direct consequence, women's work is remunerated less than men's work. In Senegal, women have a lower participation rate in the labour market - 40% compared to 65.4% for men - and a higher unemployment rate - 13.7% compared to 8.1% for men; less than 10% of women have an employment contract and enjoy maternity protection. Moreover, 80 per cent of the working female population is concentrated in four economic sectors - agriculture, trade, product processing activities and household services. These outcomes are not solely attributable to economic transformations, but also to deeply root societal gender inequalities. In a changing world of work, they have to cope with gender discrimination, wage inequalities, the constant imbalance between their professional and family life, the invisibility of a large part of their unpaid care work and violence and harassment including in the world of work.

The response. The ILO organized a national forum in Dakar in late 2019, with the aim to push forward structural transformations needed in the world of work to advance the national agenda of gender equality in Senegal. Based on the need to ensure that labour market actors, policy makers, academia, the private sector and civil society are abreast of the ongoing changes and new developments in the Senegalese world of work regarding gender equality, the forum discussed such developments and also highlighted the opportunities offered by these profound changes to create a better world of work, ensuring economic security, equal opportunities and social justice.

The result. A series of thematic meetings and a national forum were delivered between November and December 2019. They provided the opportunity to reflect on the future of work that Senegalese women want with attention to job opportunities, skills and sectors, pay equity, non-discrimination, work and family balance, and freedom from violence and harassment. Attention was given to the highly segregated labour market that limits women's opportunities and to the need to diversify skills and promoting sectorial "mixing" policies. Discussions also tackled access to maternity protection, including in the informal and rural economies, women's unequal burden of domestic work, and men's role and commitment towards achieving gender equality. Concrete proposals for possible and feasible actions with quantifiable results were prepared and presented to funding partners attending in the forum. A roadmap was agreed upon by participants and presented to national authorities. (More information on concrete results will be available under CPO SEN 128). Records of the forum are available at: <https://julstreamlive.blogspot.com/2019/12/forum-en-direct-de-king-fahd-dakar.html>

Results overview

Cross-cutting Policy Driver Strategy

The Sida-ILO Partnership allocation for gender and non-discrimination focused on the ILO centenary **Women at Work Initiative** under Outcome 2 “Ratification and application of international labour standards”. This initiative includes a set of specific outputs that cut across policy outcomes and reflect key aspects of the 2030 Sustainable Development Agenda (SDGs 5, 8 and 10), namely: increasing women’s access to quality work; working towards pay equity for all women; promoting a fair balance between work and care responsibilities; and combatting violence and harassment in the world of work. The Women at Work Initiative operates at both the global, regional and country level. **It builds ILO constituents’ capacity to influence regional and national dialogues on gender equality in the world of work and capitalizes on partnerships with other ILO departments, UN agencies, regional commissions and active community based organizations.**

Sida’s contribution to ILO’s results

Sida’s contribution has been instrumental to advocate for the ratification and implementation of international labour standards related to gender equality and non-discrimination i.e. C.100, R.090, C.111, R.111, C. 156, R. 165, C. 183, R.191, C.189, R.201, C.190 and R.206.¹³

In the area of equal pay for work of equal value and non-discrimination, the funding provided through the partnership has contributed **to raising the profile of the issue at the international level through the Equal Pay International Coalition (EPIC)**. EPIC is an ILO, UN Women and OECD joint initiative aimed at accelerating progress towards gender pay equity by raising awareness, sharing knowledge, embracing innovation and scaling up initiatives and programmes that have already yielded positive results. The Coalition also provides support to improve legislation, build capacity and strengthen monitoring and enforcement mechanisms. During the past two years, EPIC has grown to over 35 members (16 governments, 4 employers’ organizations and private sector, 6 workers’ organizations, and 9 civil society and UN organizations) and 40 friends of EPIC. It has organized two global technical meetings to deepen knowledge on indicators, statistics and data on the gender pay gap and on effective measures to reduce the gender pay gap with special focus on wage transparency policies. EPIC was launched regionally in Western Africa in December 2018 and in the Arab States in December 2019. It organized a side event in New York during at the margins of the UN General Assembly in September 2018. As a result of these events, EPIC collected 60 pledges from all sorts of entities, in particular the private sector, actively engaging in changing the status quo on the gender pay gap. EPIC has produced awareness raising materials and online technical information available to the public. Under the leadership of Iceland, EPIC is also now recognized in the United Nations General Assembly Resolution on the International Equal Pay Day adopted on 30 October 2019.

In the area of workers with family responsibilities and maternity protection, **Sida’s support was essential to generate a dialogue at global level on the importance of maternity protection and the need to extend such protection to workers in the informal economy**. On the occasion of the 100th anniversary of the adoption of ILO Maternity Protection Convention, 1919 (No. 3) and, hence, the celebration of a century

¹³ Equal Remuneration Convention, 1951 (No. 100); Equal Remuneration Recommendation, 1951 (No. 90); Discrimination (Employment and Occupation) Convention, 1958 (No. 111); Discrimination (Employment and Occupation) Recommendation, 1958 (No. 111); Workers with Family Responsibilities Convention, 1981 (No.156); Workers with Family Responsibilities Recommendation, 1981 (No. 165); Maternity Protection Convention, 2000 (No. 183); Maternity Protection Recommendation, 2000 (No. 191); Domestic Workers Convention, 2011 (No. 189); Domestic Workers Recommendation, 2011 (No. 201); Violence and harassment Convention, 2019 (No.190); and Violence and Harassment Recommendation, 2019 (No. 206). For more information, please see: <https://www.ilo.org/dyn/normlex/en/f?p=NORMLEXPUB:1:>

of maternity protection, the ILO took stock of where we are in terms of maternity protection and where we should be. [A global discussion was held in November 2019 with a view to looking at transforming leave and care policies for a better future of work for all.](#) Awareness raising materials for a broad audience were developed and a package of policy briefs on quality childcare services for workers in the informal economy were prepared and widely disseminated in partnership with Women in Informal Economy: Globalizing and Organizing (WIEGO).¹⁴ At the country level, some of this work contributed to assessing the impact of the maternity fund in Jordan vis à vis women's employment and working conditions and to promoting C.156 in Costa Rica and Senegal. It also supported the development of a social dialogue platform in Senegal and in the 7 countries of the West African Economic and Monetary Union for a future of work that takes into consideration the role of care leave policies in transforming gender based stereotypes and social norms.

Finally, the **Sida funding was of pivotal importance in the months that preceded and followed the adoption of the ILO Violence and Harassment Convention**, 2019 (No.190) and its accompanying Recommendation (No.206). Work in this area included support to constituents to conduct legal assessments of their national legislation (e.g. Serbia, Bosnia-Herzegovina, Albania, Moldova), to engage in social dialogue initiatives aimed at promoting the ratification of C.190 (e.g. Namibia, Nepal) and to conduct pilot qualitative and quantitative surveys on violence and harassment in the world of work with emphasis on sexual harassment (e.g. Nepal). Technical briefs and awareness raising materials to promote the Convention were developed and widely disseminated, including in Latin America.

Results overview

Country/Region	CPO/Global Product Code	CPO/Global Product Title	Total allocated budget in US\$
Global Product	GLO 187	Women at Work Centenary Initiative: 1. Equal pay for work of equal value 2. Care economy C.190 & R206 on violence and harassment in the world of work	762,806
<i>Interventions at the country- and regional level supported by the Global Product (included in the total allocated budget Women at Work Centenary Initiative)</i>			
Senegal	SEN 128	Public institutions and social partners have strengthened capacities to promote improved working conditions and environment in the formal and informal economy	30,000
Western Africa	SDA 103	Sub-regional social dialogue structures are energised, function better and integrate gender equality.	40,000
Nepal	NPL 828	Constituents adopt and implement an integrated approach to the elimination of forced labour and trafficking.	24,000
Costa Rica	CRI 103	The tripartite constituents strengthen their capacity to combat discrimination at work and to promote equality in vocational training, employment and occupation I	15,000
Jordan	JOR 152	Improved working conditions of women in the labour market and patterns of discrimination	27,000

¹⁴ Briefs are available at : https://www.ilo.org/global/topics/care-economy/parental-leave/WCMS_737385/lang--en/index.htm

Eastern Europe	SBU 129	Gender-sensitive measures that promote the labour market inclusion of vulnerable groups introduced	30,000
TOTAL			762,806¹⁵

¹⁵ This excludes the allocation reserved for evaluation, which is not available for programming