



**Capacity Building Institutional and Human Resource  
Development project (CABIHRD)  
Ministry of Labour public Service and Human Resource  
Development.**

**End of Project Report  
May 2009**

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## **Acronyms and Abbreviations**

CABIHRD	Capacity Building Institutional and Human Resource Development
ILO	International Labour Organization
LO	Labour Office
MDTF	Multi Donor Trust Fund
MDTF-SS	Multi Donor Trust Fund for Southern Sudan
MLPSHRD	Ministry of Labour, Public Service and Human Resource Development
NGO	Non Governmental Organization
VTC	Vocational Training Centres
GOSS	Government of Southern Sudan
CPA	Comprehensive Peace Agreement
JAM	Joint Assessment Mission
SSVTP	Southern Sudan Vocational Training Policy
ESC	Employment Service Centres
ARLAC	African Regional Labour Administration Centre

## 1.0 Executive summary

The capacity building institutional and human resource development (CABIHRD) project is funded by Multi Donor Trust Fund for South Sudan (MDTF) and the Government of Southern Sudan. The ILO has been implementing some of the project activities in subcomponent two. ILO started implementing the project after signing a memorandum of understanding MOA with GoSS as an Implementing Agency. This follows the signing of the CPA on 5th January 2005 when the Government of Southern Sudan (GoSS) was formally constituted in the last quarter of 2005 with the coming into force of the Interim Constitution of Southern Sudan. Since then ten state governments and about 100 county governments have been formed. Developing a capable, committed and responsive public service and efficient and effective public service delivery mechanisms are essential prerequisites for reaping the peace dividends<sup>1</sup>.

Towards this end therefore, the GoSS formulated a project on “Capacity Building, Institutional and Human Resource Development (CABIHRD)”, which is supported to the extent of 60% by the MDTF which pools the resources of donors and the GoSS for the reconstruction and development of Southern Sudan.

### **Project Development Objective**

To contribute to enabling the socio-economic environment for creating sustainable employment opportunities and productive livelihoods, promotion of standards, fundamental principles and rights at work, vocational skills training.

### **Major project accomplishments**

- Renovation and reactivation of labour offices; three labour offices in Wau, Juba and Malakal were fully renovated, reactivated and handed over to GoSS.
- Equipping of labour offices in the three states with desktops, laptops, printers (3 in 1), furniture (Desks, cabins and chairs).
- Decent and habitable offices for labour officers reactivated and labour officers now spend long time at work unlike before the project
- Trained 40 labour staff in the three LO and MoLPS&HRD on labour Administration systems both locally and abroad in Harare and Kenya and Turin.
- Procurement of mobility equipments to the three LO; three Toyota land cruisers and six off-road Suzuki motorcycles.
- Enhanced the capacity of the labour officers in inspection, employee-employer conflict arbitration
- Establishment of three ESC in the three LOs of Malakal, Juba and Wau where job seekers and vacancies are registered and matched for placement.
- Improved recording keeping through data base training and data maintenance at the LOs
- Revision of the Southern Sudan labour Act through a series of consultative workshops.

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<sup>1</sup> ILO performance review report and the Final project proposal of CABIHRD

- Developed the Southern Sudan Vocational training Policy, analytical background and implementation strategy.

### **Challenges**

- Implementation was delayed due to the general logistics problems and the weak banking system in Southern Sudan.
- Employment Service Centers are a very recent new task for the Labour offices and the Country being dominantly informal economy job providers prefer to employ there own people.
- Delays in disbursements retarded timely implementation of project activities.

### **Conclusion**

By and large the entire CABIHRD project implemented by ILO project accomplished all its deliverables in time and in a professional manner. The project management team at ILO Juba, Cairo worked closely with the GoSS in enhancing project acceptability and ownership. Good practices to be replicated in the forthcoming project include; keen follow-up of project implementation, management meetings with stakeholders to mention but a few.

## **2.0 Project Overview.**

The ILO is an implementing partner of the CABIHRD project coordinated by the Ministry of Labour, Public Service and Human Resource Development. The MoA between the MoLPS&HRD and ILO was signed in Geneva on June 15, 2007.

The end of project report of the CABIHRD project covers activities being implemented under component 2 by ILO which went through a series of no cost extensions to enable ILO accomplish all the delayed activities.

The Joint Assessment Mission, which is the overall framework for implementing the CPA, has highlighted the centrality of a sound institutional framework, adequate organizational and human capacity to recovery, reconstruction and ultimately poverty reduction for the people of South Sudan.

### **2.1 Problem Statement**

Assessments conducted by ILO on the office infrastructure indicated abandoned offices habited by bats, with no ceilings, no computers and officers occasionally reported on for work at the labour offices, there were no inspections of work places by the labour officers due to lack of transport, lack of skills on what to inspect, no computer skills, no power supply, rusty roofs, cracked floors and no toilets. This was also worsened by the lack of a labour policy or law for reference during conflict settlement or enforcement of labour standards.

In this context, the institutional, organizational and human capacities are necessary for delivery of peace dividend" improved access to basic services, improved and equitable economic growth and sustained development. Due to the ravages of several decades of war, the starting point in South Sudan is characterized by weak or non-existent institutions, poor infrastructure, lack of basic services and millions of displaced persons.

### **2.2 Project Development Objective**

To contribute to enabling the socio-economic environment for creating sustainable employment opportunities and productive livelihoods, promotion of standards, fundamental principles and rights at work, vocational skills training.

#### **2.2.1 Specific ILO project objectives;**

- i. To develop and strengthen individual capacity of labour officers in delivering services to the people of Southern Sudan;
- ii. To contribute to creating an enabling socio-economic environment for sustainable employment opportunities;
- iii. To enhance the employability of the Southern Sudanese population in accordance with the CPA's goals and the Joint Assessment Mission [JAM] proposals, in particular cluster 1 and 7.

### **3.0 Detailed Project Accomplishments as per Project Proposal**

#### **3.1 COMPONENTS 2A1 (i)**

##### **3.1.1 Renovation and Equipping of 3 labour offices;**

Three Labour Offices were renovated and equipped with furniture, IT and mobility equipment in Juba, Malakal, and Wau as explained below;

##### **3.1.2 LO renovation & equipment;**

###### **Juba Labour office.**

Juba LO renovation and fencing was finalized by the end of November 2007. Before the ILO project the Juba labour office was abandoned and the labour officers used not to work. They would occasionally report and leave the dilapidated structures. There was lack of motivation and the work environment was so unpleasant. The office was not fenced and goats used to move in the compound and the neighboring home steadies took shelter under the office tree shades. See photos taken below before and after the renovation.



*Juba labour office before and after the renovation*

The site assessment conducted by ILO and the contractors indicated that the LO structure was still firm, however it had no roof, windows and windows pans, ceilings, walls dirty walls and bucket toilet.

ILO renovated the office premises/structure occupied by both the state government staff of Central Equatorial and the department of labour and Juba county officers.

The building has been renovated and furnished. It's in a habitable state unlike before the project. The roof has been replaced; fitted with embossed ceiling boards and ply woods

The interior walls have all been plastered and painted with both water and partially oil paint or emulsion paint.

The project at Juba was commissioned by H.E Mrs. Awut Deng Acuil, Minister of Labour Public, Services and Human Resources Development.

A pit latrine was constructed and or /transformed from a bucket to pit latrine. Hygiene has improved at the Juba Labour office.

### **Malakal labour office.**

Malakal LO renovation was finalized by December 20, 2007. One room extension was constructed to create the normal L shape structure like for the Juba and Wau labour offices (roofing, ceiling, painting, electrical system, windows, toilet renovated, fencing provided) After the renovations and reactivation of the Malakal office labour officials are now in a more work friendly environment.

The extension of one additional room offers extra space to staff just like Wau and Juba Labour office.



*Malakal labour office before and after the renovation*

Project Commissioning was done by H.E Mrs. Awut Deng Acuil, Minister of Labour Public, Services and Human Resources Development and H.E Dr. Elia Lomuro Minister of Parliamentary Affairs

### **Wau Labour office.**

Wau renovation works included reinforcing the office floor, painting, and replacement of ceiling and fencing of the front part of the office. Wau LO renovation and fencing was finalized in June 2008.

The Wau Project was commissioned by the Undersecretary MoLPS&HRD Dr. Mark Zangabeyo Jerome.





*Wau labour office before and after renovation*

Labour Offices in Juba, Wau and Malakal have now a decent working environment that also contributes to enhance commitment and motivation of the staff,

***Key Success factors for component 2A1 (i)***

- Competent contract sourced by ILO in time well enough.
- Monitoring of activities implemented by the contractors
- An independent engineer consultant was employed to monitor and follow-up the three renovations as supervisor.
- The ILO staff undertook frequent missions in the project sites to assure proper and timely achievement of project objectives. WFP and UNMIS flights were used to reduce transport costs and allowing very frequent missions.

***Challenges***

- Long distances from Juba to the project sites.
- Monitoring and supervision of contractors given the time frame of completion.

**3.1.2 Mobility Equipment**

Labour officers were assessed to have been lacking office equipments i.e. computers, printers, generators and mobility equipments for their work. With the project;

ILO procured and handed over mobility equipment for three labour offices in Wau, Malakal and Juba. Mobility equipments procured by the ILO for the three labour offices include;

- Three Toyota Land Cruiser Hard Top vehicles brand new Toyota station wagons. The vehicles were comprehensively insured for one year.
- 6 motorcycles, 2 for each Labour office (model Suzuki TS185) procured by ILO HQs were handed over to the Department of Labour in Juba, Wau and Malakal in 2007 and 2008



*Three station wagon land cruisers and six off-road motor cycles handed over to Juba, Wau and malakal labour offices.*

### **3.1.3 Office Equipments.**

Juba LO is equipped with furniture, 1 laptop, 1 desktop, 1 printer/scanner/photocopier. (Attached detailed list of equipment handed over to the JUBA LO Director, Mr. Luka Nasona).

Malakal LO is equipped with furniture, 1 laptop, and 1 Desktop 1 printer/scanner/photocopier. (Attached detailed list of equipment handed over to the Malakal LO Director General, Mr. Steven obwonyo).

Wau LO is equipped with 1 laptop, 1 desktop, 1 printer/scanner/photocopier. (Attached detailed list of equipment handed over to the Juba LO Director, Mr. Edward Pacifico).



*Juba LO before and after renovation and equipping. Mr. Primo the DG in the office before and after the renovation and equipping the LO*

### **3.2 COMPONENT 2A1 (ii)**

#### **Training of labour officers on labour administration.**

The capacity of the Directorate of labour at GoSS and state level has been strengthened through a series of trainings; In-country training on labour administration for Labour Department officials of Juba, Wau and Malakal including Renk and Wadokona were undertaken in 2007 to 2009 in which 30 labour Staff benefited from the training that have improved their day to day work in the labour offices and intensive labour administration training conducted for 7 GoSS staffs of directorate of Labour in Juba.

Three staff of the labour offices from Wau, Malakal and Juba and one GoSS staff attended a two week training on labour administration and the informal economy (at ARLAC Zimbabwe) this course is relevant in the sense that the active economy in Southern Sudan is predominantly informal and labour administration techniques to be applied in such economy was lacking from the part of the staff.



*Labour officers from Upper Nile State labour Department taking a group picture during the labour administration training.*

Two MLPSHRD staff were trained on the role of Labour Administration systems in promoting labour rights, competitiveness and productivity in ARLAC Zimbabwe

Labour officers at state and GoSS level have also gradually learnt to better appreciate the importance of their presence and the role they have to play in the society. Notwithstanding, there is still a lot of capacity building to be provided to labour officers as well as making the communities aware about the existence and the role the department of Labour should play on labour-related issues. For instance, once the Labour Act is approved, it is going to be a major work to disseminate the knowledge of the Labour Act throughout Southern Sudan using the labour offices for informing the public about the new Act to abide by.

Fellowship and exchange programmes in neighboring country Kenya were undertaken by three labour Staff from Wau, Malakal and Juba to undertake on the job training on the day to day work in the labour offices in Kenya as distributed in the table below;

<b>TRAININGS</b>	<b>Dir Labour GOSS</b>	<b>of</b>	<b>LO CENTRAL EQUATORIA</b>	<b>LO UPPER NILE<sup>2</sup></b>	<b>LO WESTERN BAHR EL GAZAL</b>
LABOUR ADMINISTRATION general introduction			15	8	7
LABOUR ADMINISTRATION of informal economy (at ARLAC Zimbabwe)	1		1	1	1
LABOUR ADMINISTRATION Systems management (at ARLAC Zimbabwe)	2				
EXCHANGE PROGRAMMES IN KENYAN LABOUR OFFICES (3 weeks)			1	1	1
LABOUR LAW MAKING (at ILO Training Centre Turin)	1				
LABOUR ADMINISTRATION for GoSS labour staff	7				
Total	11		17	10	9

Table 1 - Formal trainings provided by ILO and number of beneficiaries at Labour offices

Whilst it is difficult to measure, the enhancement of capacity, interest, motivation and commitment of the labour officers, as a result of the ILO component of the CABIHRD project, is a matter of fact. Labour officers or staff at state and GoSS level had several opportunities to meet together and being trained with other colleagues from other states of Southern Sudan and they are now definitively better equipped, technically and physically to perform their duties.

Moreover, some initial trends of improved performances can also be measured by observing the growth in the number of both disputes and inspections undertaken by the Labour offices in the past two years (see hereunder table).

<b>Number of Labour disputes per year per Labour Offices</b>	<b>2007</b>	<b>2008</b>
WAU	20	60
JUBA	69	505
MALAKAL	40	48
<b>Labour Inspections in three labour offices</b>	<b>2007</b>	<b>2008</b>
WAU	5	20
JUBA	0	5
MALAKAL	0	0

Table 2: performances of labour offices  
(Source: reports from D/Directors at State level)

**Key Success factors for component 2A1 (ii)**

- Timely training opportunities identification by the ILO project team
- Pre-planning by the ILO teams in capacity building

<sup>2</sup> Including Labour officials from Wadokona and Renk

- Resource remittance by the CABIHRD project to the implementing partners/agency.

**Lessons learned**

- Pre arrangement and planning of fellowships are necessary for the success exchange program as it involves search for the institutions, personnel identification to attend the fellow-up.

**Challenges**

- Fellowship programs so far facilitated by ILO are a drop in an ocean; as the labour officers in Southern Sudan witnessed civil war without work and capacity building. So there are high expectations of labour officers to benefit from such opportunities given resources.
- Criteria for the selection of the beneficiaries; most officers would prefer to attend the fellowships

**3.3. COMPONENTS 2A2**

**Setting up of Employment Service Centers in Juba, Malakal and Wau.**

The main demand for labour is reconstruction projects and service sector, the main employers apart from GoSS is the international community, contractors and supplies of goods and services and there was no system that links the employers to labour supply, information on labour market needs and skills availability was scanty, therefore, ILO established three ESCs in Wau, Malakal and Juba to cover the gap between job providers and job seekers.

A four months training on Employment Services management was undertaken for 4 (four) staff from each labour office in Juba, Wau and Malakal (a total of 12 staff).

*(Consultant’s full reports and training package are available upon request at ILO office)*

Numbers of ESC staff trained on Employment Services are shown below;

<b>TRAININGS</b>	<b>Dir of Labour GOSS</b>	<b>LO CENTRAL EQUATORIA</b>	<b>LO UPPER NILE</b>	<b>LO WESTERN BAHR EL GAZAL</b>
Establishing EMPLOYMENT SERVICES		4	4	4

As per the Employment Services component, the project set up databases for registering job seekers and job vacancies aiming at matching the two. This activity started completely from scratch.

Basic IT trainings were provided due to the complete absence of computers skills. Nowadays the three offices in Juba, Wau and Malakal are registering job seekers and job vacancies; nevertheless, even more then for the other services offered by the Labour offices, a lot of work is still required on informing the community on the availability of job centers and their role in facilitating job seekers and job providers finding jobs and skilled people respectively.



*Employment Service Centre (ESC) Staff attending training on the ESC database.*

ILO Employment Service expert was hired to conduct an assessment on employment service in March 2009 and conducted further training on the gaps identified and a self explanatory ESC manual was designed and handed over to the entire three ESC.

*(Consultants report circulated to various stakeholders and also available on request)*

When establishing employment services a prudent attitude is recommended in order to avoid creating too many expectations particularly on job seekers. Such attitude should remain until the capacities of the labour officers are good enough to handle more requests from the public; otherwise it is likely that job seekers and jobs providers will continue preferring searching jobs and workers using their informal ways. In the course of 2009 employment services performances are expected to substantially increase.

Hereunder are indicated the initial performance indicators of the Employment services in the three offices of Juba, Wau and Malakal. It is important to consider that labour offices started providing employment services in different periods, the dates are shown.

<b>EMPLOYMENT SERVICES</b>	<b>Labour Office CENTRAL EQUATORIA (from Jan 08)</b>	<b>Labour Office UPPER NILE (from Apr 08)</b>	<b>Labour Office WESTERN BAHR EL GAZAL (from Sep 08)</b>

	2007	2008	2007	2008	2007	2008
Job seekers registered	0	166	0	34	0	25
Job Vacancies registered	0	62	0	30	0	20
Job seekers placed	0	54	0	N/A	0	N/A

*Table 3: Employment services performances*

The ILO, the Ministry of Labour and Labour offices at state level have been discussing and they all agree on the main reasons for still limited performance of the employment services. Some of the causes are stated below:

- a) employment services is a very recent or new task for the Labour offices and staff are still practicing and getting accustomed to dealing with the electronic database management;
- b) The public is either not completely aware of the existence of the employment services or it does not completely trust its services because it somehow fear to be controlled by the state rather than being facilitated to get an employment. Therefore, at the moment, few job seekers go to register. Local campaigns in the course of 2009 will invite more job seekers to register;
- c) very few jobs are advertised because employers (apart from NGOs and INGOs) tend, at the moment, not to officially advertising vacancies; the employment services have to better offer their services to private entrepreneurs who sometime look a bit reluctant in asking for workers because they fear to be controlled by the labour office, rather than being supported by them;
- d) There are very few formal jobs in the area (valid for Wau and Malakal), and it is a common practice for enterprises to hire employees either directly using their informal networks or from elsewhere (Uganda or Juba for states other than Central Equatoria).

## **IT TRAINING**

For decades of time the labour officers have not been familiar with computer packages and operation therefore, since the project have provided all the three Los with one laptop and a desk tope all the staffs in Juba, Wau and Malakal were trained computer basics using a locally hired consultant within the states this has eased their day to day work which has been done using type writers

### 3.4 COMPONENTS 2A3

#### **Policy Development and support in tripartism.**

##### ➤ **Labour law revision**

The ILO has revised the Labour Law with the first draft in 2007 been done by ILO Dialogue expert in Geneva using the current legal framework for the Sudan Labour Code, 2007 Sudan being one of the Country that have rectified convention 138 and 183 on minimum age and worse forms of child labour respectively.

The process was punctuated with opportunities for stakeholders to give feedback to ILO, Over and above ongoing dialogue with the MoLPSHRD. The process was more consultative and participatory specifically stakeholder consultative workshops at World Bank and feedback by the MoLPSHRD. The process entailed revision of the law Act; exchange of drafts between the MoLPSHRD as way of enriching and domesticating the law to the Southern Sudan employment situations.<sup>3</sup>

There were three draft labour laws exchanged and reviewed by the GoSS since November 2007 to April 2009 in an effort to expose and enrich the revision of the labour laws, ILO managed to facilitate a ministry delegation, to attend an international labour conference in Geneva in June 2008.<sup>4</sup>

The Undersecretary MoLPSHRD also attended the training on “Participatory labour law-making” at ILO International training Centre [in Turin, Italy]. [October 22 to November 2, 2007].



*Group photo of participants during the final Southern Sudan Labour Act revision in Juba*

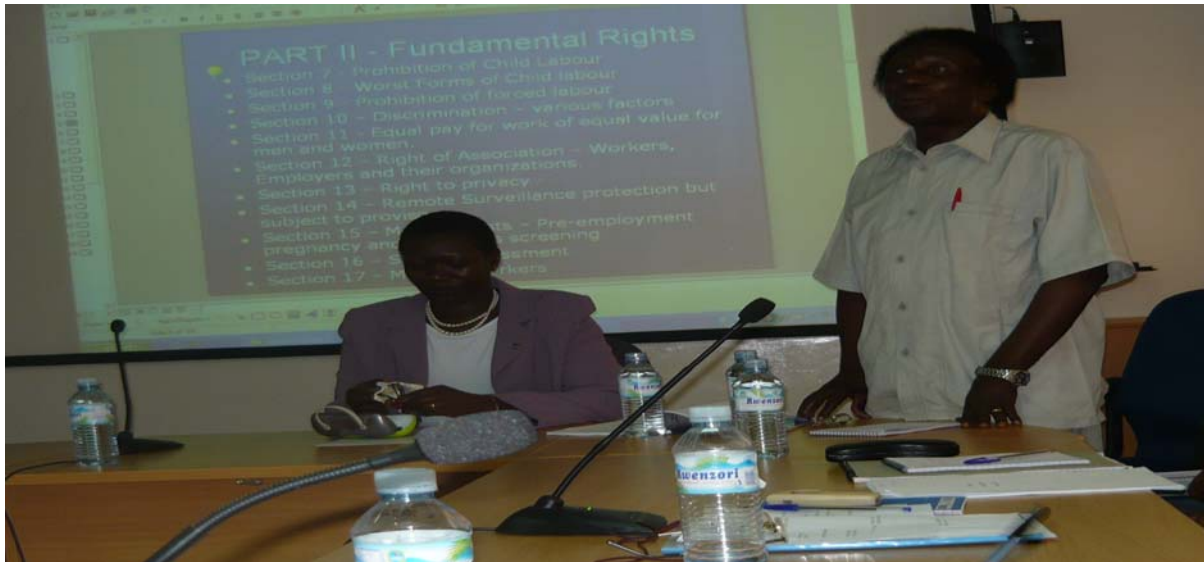
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<sup>3</sup> Performance review report by CABIHRD project M and E Specialist

<sup>4</sup> ILO Consultant report



The informal and formal discussion on the drafts (see stakeholders consultation participation in the table below) contributed in making social partners, the MLPSHRD and the state labour officers more aware about the existing Act, the Labour Code 1997, and the last and final draft was prepared by Sammy Nyambari awaiting Scrutiny with international standards to be handed over to the Ministry of Labour.  
(Consultants report attached in annex 4.)



*H.E Mrs. Awut Deng Acuil the Minister MLPSHRD officiating the last consultative workshops*

Consultative Workshop on Labour Law	Total	Private Sector	GoSS and labour officers	Social partners (workers' association)	NGOs, donors and UN agencies
No. of participants 1 <sup>st</sup> August 2008	36	4	9	3	20
No. of participants 26 <sup>th</sup> March 2009	53	9	18	3	23
No. of participants 24 <sup>th</sup> March 2009 (internal reading)	20		15	3	2

*Table 4: participation to consultative workshop on Labour Law revision*



*Stakeholders Consultative workshop on Southern Sudan Labour Act at the World Bank Conference Hall in Juba*

***Key Success factors for component 2A3***

- ILO leveraged on the pool of international labour experts at its disposal in revising the labour laws
- Willingness of GoSS staff in the Ministries and social partners to participate in collaborative review of the labour Act
- Systematic dialoguing with stakeholders i.e. MoLPSHRD, CABIHRD staff, World Bank Lead Persons and the State governments of Central Equatorial; Upper Nile and Western Bahr-El-Ghazal both formally and informally by the ILO project management team
- Consistent follow-up of activity implementation by the project team

***Lessons learned include but not limited to;***

- Hands on project management team were vital for project execution in the post conflict scenario.
- Leverage on the partnership – between the GoSS, State governments and the ILO offered opportunities for successful implementation.

***Challenges***

- Delays in reviewing of the Draft labour laws by the MoLPSHRD this has led to ILO’S delays in submitting the final draft. The draft is bound to go through legislative or parliamentary processes of passing the bill to Law or Act.

***Tripartism***

An Assessment mission was fielded by the ILO for supporting the workers’ movement to form the workers union federation for Southern Sudan. ILO will provide support to the on going process of forming the federation at GoSS and at the states as well.

### 3.5 COMPONENT 2B2

#### **Vocational Training Policy Development.**

The ILO has been engaged in the revision of the Southern Sudan Vocational Training Policy (SSVTP). The first draft vocational training policy was submitted to the MoLPSHRD in mid October 2008 for review. In April 2008, ILO consultant for vocational training conducted field visits to Wau; Malakal and Yei for an assessment on what should be included in the policy.

The development of the Vocational training policy; was facilitated by ILO. The revision process involved internal revisions of the draft vocational policy by the ministry through seminars. The consultative workshops or seminars exposed the stakeholders to the draft labour law in November 2008<sup>5</sup> (see photo below).The Vocational training policy developed focused on labour market oriented skills development and was handed over to the Ministry in January 2009.



*Stakeholder Consultative workshop on Vocational Training in Juba*

The Directorate of Labour and Industrial Relations and the Vocational Training Centres (VTCs) in Juba, Malakal and Wau have undergone capacity-building due to the approach taken to the development of the Southern Sudan Vocational Training Policy, the Background Analytical Report and the Policy Implementation Strategy.

Active participation of stakeholders including two Stakeholders' Consultative Forums and two internal Ministry reviews continuous ILO contact with Ministry officials and visits, field research and regular meetings with VTCs have engender an awareness and understanding of vocational training specifically, and also the circumstances in which fellow Sudanese operate.

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<sup>5</sup> ILO Performance Review by CABIHRD M and E Specialist. Stakeholders dialogued about the Draft labour policy.

<b>Workshop</b>	<b>Total No. of Participants</b>	<b>No. of MoLPSHRD of Participants</b>	<b>No. of VTC Participants</b>	<b>No. of Organizations Represented</b>
<b>1<sup>st</sup> Stakeholder's Forum</b>	36	2	5	21
<b>MoLPSHRD Internal Review of SSVTP</b>	15	11	3	3
<b>MoLPSHRD Internal Review of Policy Impl. Strategy</b>	18	6	9	5
<b>2<sup>nd</sup> stakeholder's Forum</b>	49	7	6	26

*(Table showing participation in the VTC consultative workshops)*

#### **4.0. BASELINE ASSESSMENT FOR PHASE TWO**

**Assessment of other state labour offices.**

##### **JONGLIE STATE (BOR)**

Bor labour office is located within the public service unit in a small corner at the governor's compound. The office is equipped with two desks and two chairs but the space is not convenient for a decent office as shown in the pictures below.



*The wing where the labour department is located in Jongolie State*

In total the office has five staff; Deputy Director, two Inspectors, Statistic Clerk and IT personnel whose capacities need to be built through trainings particularly in labour inspection since they at the moment are only engaged in inspections their capacity is still low.



*The assessment team posted with the Deputy Governor of Jongolie state with State labour officials.*

### **Eastern Equatoria state (Torit)**

The labour office is sharing with five other directorates a small two rooms at the Public Service Directorate in Torit. The furniture is very limited and not enough to accommodate all officials and consists in few scattered chairs and tables that are used on `who comes first sits` principle.



*The front view of the public service directed where labour department is sharing in Eastern equatorial State Torit*

In total the Labour office have five staff; The Director, the Deputy Director, two Inspectors and a Clerk. The capacities of all staff need to be built through trainings particularly in labour inspection and administration at the time of this assessment; none of the staff is performing their duties because issues of labour are covered by the SRRC.

One issue discovered is that the state tend to employ very many staff at the LO yet they are not qualified and none performing, this has let down the competence of the LOs in almost all the labour offices.

### **Warrap State (kwajok)**

In Kuajok we held a meeting chaired by the chairperson for Public Service Commission Mr. Thomas Lual and other senior staff of the State government

No L.O exists in Kuajok at the time of ILO field visit and meeting with the DG Public Service commission and his team. He mentioned that the staff who had attended the training in Cairo where taken from public service directorate.



*Meeting the Chairperson of Public Service, Acting Director General of Public Service and other state staffs in Kuajok*

### **Northern Bahr Ghazal State. (Awiel)**

The labour office in Awiel is sharing with the public service a small two rooms rented shop in the middle of the market with two tables dedicated to the labour staffs. (See picture below)

Two labour staffs present at the time of ILO field visit, the third person was said to have gone for studies in Khartoum.

The labor staff however, told me that there work is based on dispute settlements and vacancies advertisement for agencies who invites them. These have been possible with the knowledge gain from training in Cairo.

Awiel though have small size of the private sector with few establishments coming up it has a number of agencies operating there.



*The front view of Awiel rented Public Service Directorate in Awiel Market*

## **5.0 EVALUATION MISSION OF JUBA, WAU AND MALAKAL LOs**

The CABIHRD conducted an evaluation of ILO activities in collaboration with ILO staff in the field. The Monitoring and Evaluation specialist of CABIHRD and ILO National Coordinator covering the labour offices in Juba, Wau and Malakal and came up with ILO performance review report in which lessons learnt will guide ILO in the Phase 2 implementation (*M&E Specialist report have been circulated*)



*The ILO project performance review team with the labour staff of Wau in Western Bahr Ghazal State*

**Annex 1**

**ILO Financial report for phase 1 CABIHRD project till May 2009**

BL.Pos	Sub-Object	Description	2008		2009				
			Prior Years Alloc.\$	Prior Years Expend.\$	Current Year Alloc.\$	Current Year Commit.\$	Current Year Expend.\$	Current Year Commit Bal.\$	Current Year Alloc Bal.\$
11.001		INTERNATIONAL EXPERTS							
	1401	Recurring payroll costs		62,935.42		127.38	127.38	0.00	
	1402	Non-recurring costs		15,235.83					
	1406	External collaborators		-0.25					
	1409	Miscellaneous		174.00					
		Total 011.001	78,345.00	78,345.00	174.00	127.38	127.38	0.00	46.62
11.05		INTERNATIONAL EXPERTS							
	1406	External collaborators		134,404.00		24,839.69	24,839.69	0.00	
		Total 011.050	134,404.00	134,404.00	31,000.00	24,839.69	24,839.69	0.00	6,160.31
11.051		INTERNATIONAL EXPERTS							
		Total 011.051	0.00		0.00			0.00	0.00
		Total Budget Line 011	212,749.00	212,749.00	31,174.00	24,967.07	24,967.07	0.00	6,206.93
14.001		UN VOLUNTEERS							
	1901	Un volunteers all costs		11,238.00		1,140.00	1,139.99	0.01	
		Total 014.001	11,238.00	11,238.00	1,140.00	1,140.00	1,139.99	0.01	0.00
		Total Budget Line 014	11,238.00	11,238.00	1,140.00	1,140.00	1,139.99	0.01	0.00
15.001		TRAVEL COSTS							
	2304	Travel on off. business		20,091.00		9,392.00	4,889.63	4,502.37	
		Total 015.001	20,091.00	20,091.00	15,004.00	9,392.00	4,889.63	4,502.37	5,612.00
		Total Budget Line 015	20,091.00	20,091.00	15,004.00	9,392.00	4,889.63	4,502.37	5,612.00
16.001		MISSION COSTS							
	1611	Missions/ex.ag.consultant		-0.12					
	1612	Missions/ex.ag.prof.staff		1,192.12					
		Total 016.001	1,192.00	1,192.00	7,478.00			0.00	7,478.00
16.002		MISSION COSTS							
		Total 016.002	0.00					0.00	0.00
16.003		MISSION COSTS							
	1611	Missions/ex.ag.consultant		478.00					



		Total 016.003	0.00	478.00				0.00	0.00
16.004		MISSION COSTS							
		Total 016.004	0.00					0.00	0.00
		Total Budget Line 016	1,192.00	1,670.00	7,478.00			0.00	7,478.00
17.001		NATIONAL PROFESSIONAL PERSONNEL							
	1717	National consultants		4,327.00		5,803.50	5,796.71	6.79	
		Total 017.001	4,327.00	4,327.00	5,804.00	5,803.50	5,796.71	6.79	0.50
17.002		NATIONAL PROFESSIONAL PERSONNEL							
	1717	National consultants		11,987.00		1,683.00	402.00	1,281.00	
		Total 017.002	11,987.00	11,987.00	2,000.00	1,683.00	402.00	1,281.00	317.00
17.003		NATIONAL PROFESSIONAL PERSONNEL							
	1717	National consultants		3,157.00					
		Total 017.003	3,157.00	3,157.00	0.00			0.00	0.00
		Total Budget Line 017	19,471.00	19,471.00	7,804.00	7,486.50	6,198.71	1,287.79	317.50
21.001		SUB-CONTRACT							
	3501	Project subcontracts		113,866.00					
		Total 021.001	113,866.00	113,866.00	554.00			0.00	554.00
21.002		SUB-CONTRACT							
	3501	Project subcontracts		4,926.00					
		Total 021.002	4,926.00	4,926.00	74.00			0.00	74.00
		Total Budget Line 021	118,792.00	118,792.00	628.00			0.00	628.00
31.001		FELLOWSHIPS							
	8101	Fellowships		36,496.00					
		Total 031.001	36,496.00	36,496.00	18,614.00			0.00	18,614.00
31.002		FELLOWSHIPS							
		Total 031.002	0.00					0.00	0.00
31.003		FELLOWSHIPS							
	8101	Fellowships		7,173.00					
		Total 031.003	0.00	7,173.00				0.00	0.00
		Total Budget Line 031	36,496.00	43,669.00	18,614.00			0.00	18,614.00
32.001		SEMINARS							
	8201	Seminars		28,810.00		6,700.00	5,910.00	790.00	
		Total 032.001	28,810.00	28,810.00	16,207.00	6,700.00	5,910.00	790.00	9,507.00
32.002		SEMINARS							
		Total 032.002	0.00					0.00	0.00

32.003		SEMINARS							
		Total 032.003	0.00					0.00	0.00
		Total Budget Line 032	28,810.00	28,810.00	16,207.00	6,700.00	5,910.00	790.00	9,507.00
33.001		IN-SERVICE TRAINING							
		Total 033.001	0.00					0.00	0.00
33.002		IN-SERVICE TRAINING							
		Total 033.002	0.00					0.00	0.00
		Total Budget Line 033	0.00					0.00	0.00
41.001		EQUIPMENT							
	5501	Expendable equipment		0.25					
	6798	Other equipment		16,882.75					
		Total 041.001	16,883.00	16,883.00	2.00			0.00	2.00
41.002		EQUIPMENT							
	5501	Expendable equipment		29,038.27					
	6705	Vehicles		93,330.73					
		Total 041.002	122,369.00	122,369.00	1.00			0.00	1.00
41.003		EQUIPMENT							
	5501	Expendable equipment		0.02					
	6702	Data processing equipment		4,017.73					
	6798	Other equipment		2,583.25					
		Total 041.003	6,601.00	6,601.00	137.00			0.00	137.00
		Total Budget Line 041	145,853.00	145,853.00	140.00			0.00	140.00
52.001		REPORTING COSTS							
		Total 052.001	0.00		0.00			0.00	0.00
		Total Budget Line 052	0.00		0.00			0.00	0.00
53.001		SUNDRIES							
	4406	Postage - documents				428.00	427.96	0.04	
	4909	Miscellaneous		20,118.00		6,867.79	6,352.70	515.09	
		Total 053.001	20,118.00	20,118.00	15,001.00	7,295.79	6,780.66	515.13	7,705.21
		Total Budget Line 053	20,118.00	20,118.00	15,001.00	7,295.79	6,780.66	515.13	7,705.21
68.001		PROGRAMME SUPPORT AT 13%							
	9268	Programme sup.costs 13 %		80,919.00		0.12	6,485.19	- 6,485.07	
		Total 068.001	80,919.00	80,919.00	14,715.00	0.12	6,485.19	- 6,485.07	8,229.81
		Total Budget Line 068	80,919.00	80,919.00	14,715.00	0.12	6,485.19	- 6,485.07	8,229.81
71.001		PROV. FOR COST INCREASES							

	Total 071.001	0.00		0.00			0.00	0.00
	Total Budget Line 071	0.00		0.00			0.00	0.00
	T O T A L	695,729.00	703,380.00	127,905.00	56,981.48	56,371.25	610.23	64,438.45

## Annex 2

### INVENTORY LIST OF ITEMS HANDED OVER TO LABOUR OFFICES

ITEMS	JUBA	MALAKAL	WAU
<b>Transport Equipment</b>			
Motorbikes Suzuki 185	2	2	2
Toyota Land cruiser	1	1	1
<b>Furniture</b>			
Office Desk	10	8	7
Computer Desks	2	0	0
Executive Chairs	14	14	7
Visitor chairs	12	4	4
Cabins	4	1	2
<b>IT Equipments</b>			
Laptop Computer	1	1	1
Desktop Computer	1	1	1
3 in 1 Printer (scanner, photocopier, printer)	1	1	1
USB flash Disk	1	1	1
Spare Cartridge	2	2	2
UPS(Uninterrupted Power Supply)	1	1	1
Sudani Mobile phone	1	1	1
<b>Stationary</b>			
File box	20		
Papers (Rim)	7	1	1
Pens (Box)	3	1	1
White Board	1	1	0
Office Glue	4	2	0
Paper Clips	1	1	0
Staplers	3	3	1
Punch	3		1
Marker pens (Box)	1	1	0
Paper tape	1	1	0
<b>Generators</b>	1	1	0
<b>Others</b>			
Bamboo (Bundles)	40		
Poles	18		
Nails (Kg)	4		

NB: Items in brackets are in the pipe line to be delivered in short while.

### **Annex 3. Labour Act revision report.**

## **MISSION REPORT**

# **SOUTHERN SUDAN LABOUR ACT “BILL” THIRD READING**

### **1.0 Introduction**

The third and “final” Labour Act (here in referred to as Bill) reading mission was informed by the following terms of reference among others: -

- Undertake internal reading with the Ministry of Labour in the Government of Southern Sudan for the draft of the Labour Code elaborated within the framework of activities of CABHIRD Project.
- Run and facilitate the tripartite consultations of the labour code/bill.
- Provide a final report on key findings and make recommendations for follow-up

### **2.0 Internal Reading and Tripartite/Stakeholders Forum**

The Labour Bill reading was divided into two activities, which involved an internal reading where the ministry of Labour, Public Service and Human Resources Development officials and other related departments, quasi Governmental Organizations, for example Commissions met on 24<sup>th</sup> March 2009, before the tripartite and stakeholders meeting on 26<sup>th</sup> March 2009.

The two internal Forums were officially opened by Her Excellency the minister of Labour, Awut Deng Acuil and closed by the Under Secretary for Labour, Dr. Mark. The Directorate of Labour and Industrial Relations (led by the Director General Madam Hellen Achiro Lotara and her team), as well as Legal advisors and officials, drawn from various Government Departments and Commissions attended the first forum (See attached attendance list).

The Tripartite and stakeholders meeting drew participants from the Social partners and tripartite plus institutions like Non-Governmental Organizations (IGOS and NGOS) operating in the Sudan. Since “there are no formal employers and workers organizations operating”, there were representatives drawn from business and former trade Union activists. Various Human Resource Personnel were also present, as well as Labour officials from some the States (See attached attendance list).

The consultant facilitated the two forums and explained the spirit, principles and requirements of the various parts and sections of the bill. He underscored the need for the stakeholders, and especially the Social partners, to own and enrich the Labour bill so as to add value to the Labour Administration System and especially Social Dialogue and the operations of the labour Market generally, with a view to promote decent work in Southern Sudan.

### **3.0 The Report**

This report includes the following:-

- i) A compendium of comments that emanated from the two forums and the ensuing plenary discussion sessions which are highlighted as comments in the “last Drafts SS November 2008” (attached as “Last Draft LL Southern Sudan with comments March 2009). This includes all the comments made to specific sections and parts. It should be noted that most of the comments (which were varied and many) in the bill were addressed through explanations from the consultant.
- ii) The Recommendations and way-forward are to be found in “SS Final Draft Recommendations comments March 2009”. These include the general comments that need to be integrated in the new version bill and recommendations in terms of the way forward.
- iii) The Lists of attendance for the two Forums.

## Annex 4. Labour office mapping

### LABOUR OFFICES IN SOUTHERN SUDAN

State	location	for	Staff	Building			Equipment			Duration training, No of staff trained, training provider			
				Building	building status	power	furniture	IT hardware	transport means	LAB ADM	LAB INSP	EMPL SERV	
CE	Juba	state and county	14	L-shape 3 rooms, toilet and compound	renovated 2008	city power+ generator	fully equipped	1 printer all in 1 laptop 1 desktop	1 land cruiser 2 motorbikes	2 weeks, 13, ILO 2 weeks, 2, Gov of Egypt		1 month, 3, ILO	info from Dir Juba
EE	Torit	State	5	Sharing 2 rooms with Public Service Directorate.	For Public Service	Governors Generator	Not equipped.	N/A	N/A	2 Gov of Egypt			
WE	Yambio	State		L-shape 3 rooms, toilet and compound	to be renovated	N/A				2 weeks, 2, Gov of Egypt			
LAKES	Rumbek	state	3	1 room in council of ministers secretariat general		Power at the Council of Ministers	Not equipped.	N/A	N/A	2 weeks, 1, Gov of Egypt			info from D/dir rumbek
WBG	Wau	state	11	L-shape 3 rooms, toilet and compound	renovated 2008	City power	fully equipped	1 printer all in 1 laptop 1 desktop	1 land cruiser 2 motorbikes	2 weeks, 7, ILO 2 weeks, 2, Gov of Egypt		1 month, 3, ILO	info from D/Dir Wau
	Raja	county											no labour office
NBG	Aweil	State	5	1 Room in Public service		N/A	N/A	N/A	N/A	2 weeks, 2, Gov of Egypt			in public services
WARRAP	Kuajok	state	2	1 Room in Ministry of finance building	N/A	N/A	N/A	N/A	N/A	2 weeks, 2, Gov of Egypt			in public services

UNITY	Bentiu												
UN	Malakal	state	16	L-shape 3 rooms, toilet and compound	renovated 2008	generator	fully equipped	1 printer all in 1 laptop 1 desktop	1 land cruiser 2 motorbikes	2 weeks, 5, ILO 2 weeks, 2, Gov of Egypt		1 month, 3, ILO	info from Dir Malakal
	Renk	county	6	L-shape 3 rooms, toilet and compound	to be renovated		Not equipped.	N/A	N/A	2 weeks, 5, ILO 2 weeks, 1, Gov of Egypt			info from Dir renk
	Wadakona	county								2 weeks, 1, ILO			
JONGLEY	Bor	State	18	Corner at Governors Office.	No building	Governors Generator	N/A	N/A	N/A	2 weeks, 1, Gov of Egypt	2 weeks L&IR		
GOSS	Juba	SS	7	Ministry building	under renovation					2 weeks ILO, 3, Gov of Egypt			Dir LAB



