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International
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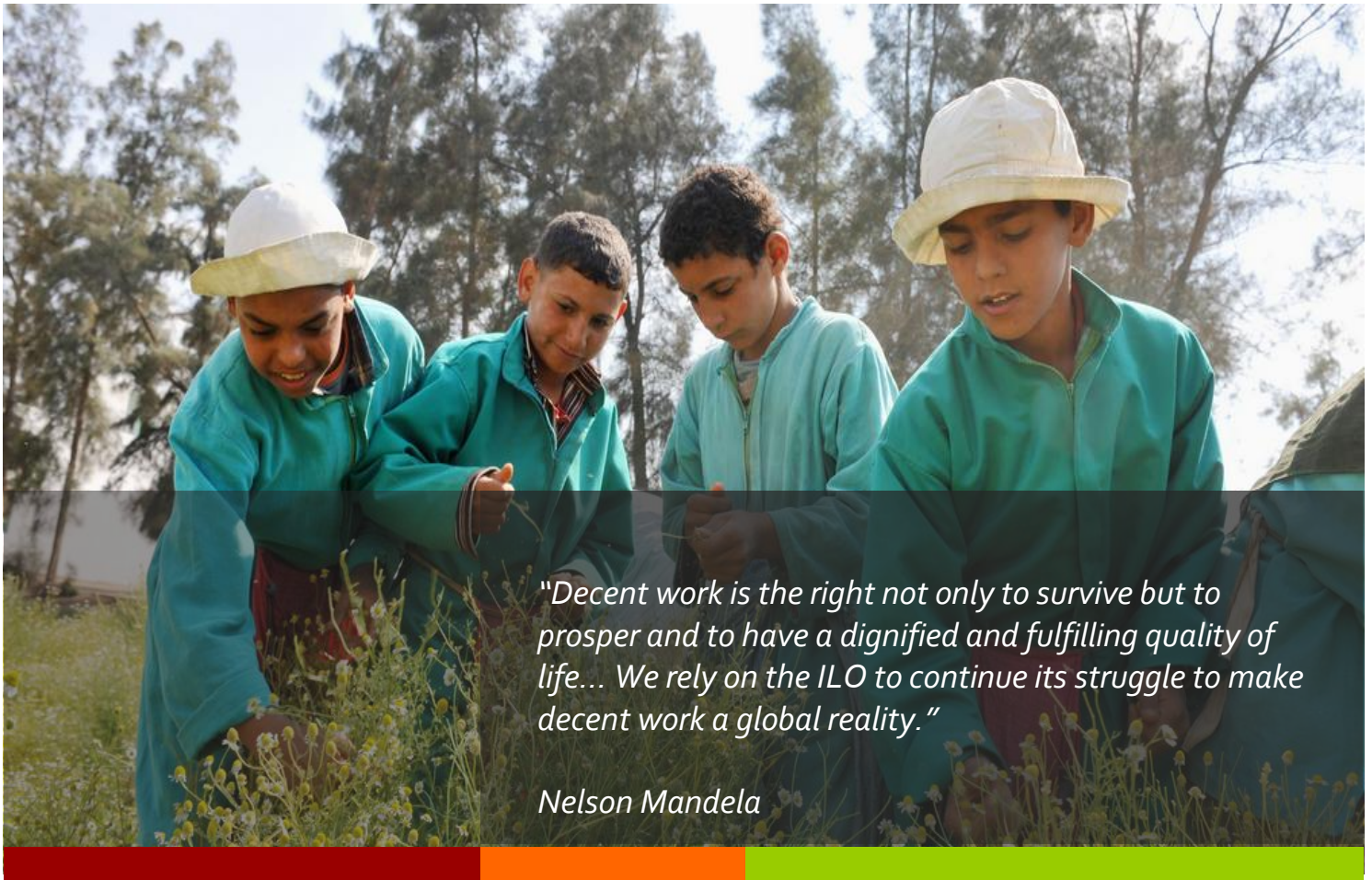
The Netherlands and the ILO



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Introduction

The ILO is a unique United Nations agency in that each of its 185 Member States is represented not only by its government but also by the national representative organizations of employers and workers. The ILO seeks to achieve full and productive employment, rights at work, extension of social protection and the promotion of social dialogue. This is embodied in the concept of "Decent Work."

The Netherlands is one of the Founder Member States of the ILO, a long-standing partner and generous donor to the ILO's development cooperation programme.

Between 2008 and 2012, the Netherlands provided over US\$ 33 million to the ILO's Regular Budget, in the form of assessed contribution, by virtue of its membership.

In addition, between 2008 and 2012, the Netherlands provided over US\$ 63 million in voluntary funding to the ILO's development cooperation programme. This included more than US\$ 38 million in fully un-earmarked voluntary resources, making the Netherlands the largest contributor to the Regular Budget Supplementary Account, and over US\$ 25 million in voluntary earmarked resources, together making the Netherlands the fifth largest Governmental donor over this time frame.

This paper provides an overview of the current partnership between the Netherlands and the ILO, specifically focusing on four Programme & Budget Outcomes selected for monitoring purposes, as detailed in the Partnership Programme 2010-13, as well as the currently active projects funded by the Netherlands outside of the Partnership.

Decent Work for sustainable and equitable growth

The ILO's role, mandate, and **added value** in promoting decent work capitalizes on three unique institutional advantages –

- Its **tripartite constituency** – consisting of governments and employers' and workers' organizations – allows the ILO to bring together key actors of the real economy: labour and social affairs ministries, the private sector, and trade unions.
- The ILO's body of **international labour standards** provides world recognized normative instruments for dealing with all areas of social policy. The ILO's supervisory system keeps track of the implementation of ratified Conventions and brings good practices and violations to the attention of Member States.
- The ILO works through the **workplace**, an effective location to deliver development assistance to both the formal and informal economy



The ILO development strategy is centered on the Decent Work Agenda's four strategic objectives, with gender as a cross-cutting theme –

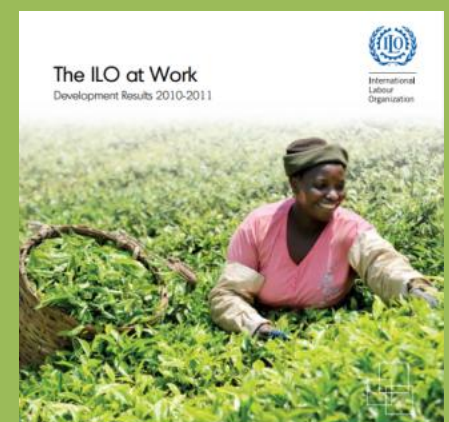
- ▶ **Creating jobs** – building economies that generate opportunities for investment, entrepreneurship, skills development, job creation and sustainable livelihoods
- ▶ **Extending social protection** – promoting both inclusion and productivity by ensuring that women and men enjoy working conditions that are safe, allow adequate free time and rest, take into account family and social values, provide for adequate compensation in case of lost or reduced income, and permit access to adequate social security
- ▶ **Promoting social dialogue** – building efficient labour market and social protection institutions and strong and independent employers' and workers' organizations, enabling engagement from all sides in increasing productivity, managing labour relations, and building cohesive societies.
- ▶ **Guaranteeing rights at work** – ensuring that economic development goes hand in hand with social development and respect for the rights of all working women and men, and in particular those who are disadvantaged or poor.

Among the direct beneficiaries of the ILO's work in 2010-11:

- **Half a million new students** took the Know About Business course as part of their education in 2010-11;
- **600,000 workers**, of whom 85 per cent were women, were reached by Better Work;
- **60,000 women** were reached by the Women's Entrepreneurship Development programme;
- **100,000 direct jobs were generated** by ILO-assisted public infrastructure investment programmes;
- **25,688 participants** attended courses provided by the International Training Centre of the ILO, Turin.

In May 2012 the ILO report *The ILO at Work* presented an overview of the results achieved during the biennium, with particular country examples, stories from the field, and voices of final beneficiaries.

(www.ilo.org/results)



Delivery of Decent Work

The ILO applies results-based management (RBM) in its operations and institutional practices. RBM applies to all stages of the ILO's programming cycle, including programme planning, implementation, reporting and evaluation, and provides feedback to subsequent programming cycles.

Country level

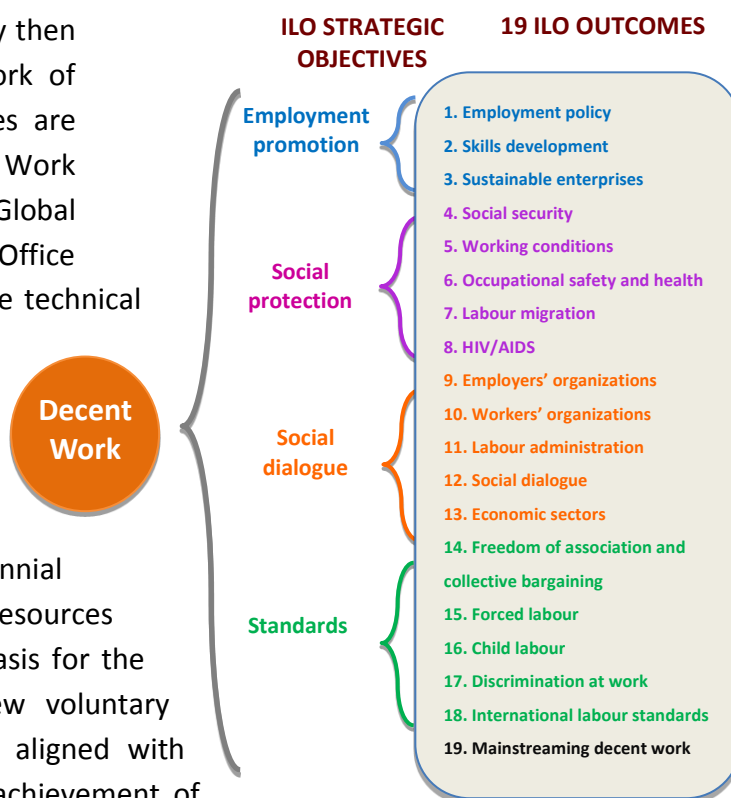
Decent Work Country Programmes are the main ILO instruments for setting priorities at the country level. They are underpinned by situation analysis and country-focused research drawing on ILO statistics, ILO standards and supervisory bodies, policy and legal analysis, and constituents' inputs. DWCPs are developed with the full participation of national governments and employers' and workers' organizations, ensuring that ILO action on the ground responds to defined needs. DWCPs form the key platform for the ILO contribution to an integrated UN approach to poverty reduction, through UN Development Assistance Frameworks (UNDAF).

Global level

The Decent Work Agenda is structured around four objectives: promotion of rights at work, employment, social protection and social dialogue. These have provided the basis for nineteen outcomes which are the foundation of the ILO's results architecture contained in the Strategic Policy Framework (SPF) 2010 – 15.

Based on this, every biennium, the ILO's Governing Body then sets the targets and approves an integrated framework of resources to achieve them. Individual DWCP outcomes are linked to the global ILO framework of 19 Decent Work Outcomes and their related indicators. A set of Global Products under each Decent Work Outcome allows the Office to develop global research and tools, and to consolidate technical expertise.

This programmatic framework forms a coherent basis for cooperation with ILO partners and for the design of ILO programmes. For this, the Office prepares Outcome-Based Workplans, taking into account the biennial priorities, existing resources, and estimated additional resources required to achieve stated results. This provides the basis for the ILO's resource mobilization and programming of new voluntary contributions to ensure that donors' funding is fully aligned with country-level priorities and that it contributes to the achievement of global ILO objectives.



Funding of ILO results

ILO resources are divided in three categories, designed to together support the delivery of ILO results:

**Development
Cooperation**

Earmarked voluntary contributions (XBTC)¹ support specific projects and programmes with clear timeline and a pre-defined geographic and thematic focus. The total amount of XBTC received by the ILO during 2010-11 amounted to US\$ 456 million.

RBSA

Un-earmarked voluntary contributions (RBSA)² provide flexible resources, allocated to strategic areas, emerging priorities or underfunded themes. During 2010-11, the ILO received a total of US\$ 53.8 million in the RBSA.

Regular Budget

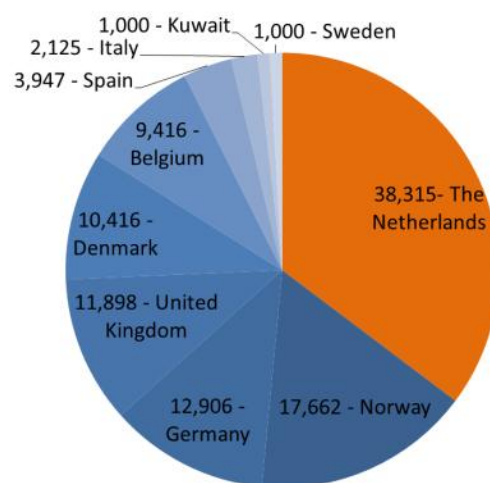
Regular budget contributions are provided by ILO Member States by virtue of their membership. Countries' contributions are based on the United Nations assessment scales. The regular budget in the biennium 2010-11 amounted to US\$ 726 million.

An increasing number of OECD/DAC donor countries are providing un-earmarked funding or very light earmarking resources at the level of selected Decent Work Outcomes. This represents important recognition of the progress made by the ILO in the implementation of results-based management and provides additional incentives for further improvements in the integrated programming and management of ILO interventions.

The Netherlands' contribution to ILO results

The Netherlands has been instrumental in advocating improvements of the ILO's governance and management. The Netherlands is also a generous donor to the ILO's development cooperation programme and the largest contributor to the RBSA.

Voluntary contributions: top 10 government partners 2008 – 2012 (XBTC+RBSA) US\$'000	
United States	USD235,238
Australia	USD88,924
Norway	USD74,303
Denmark	USD63,676
The Netherlands	USD63,532
Spain	USD56,945
Canada	USD43,161
United Kingdom	USD41,548
Sweden	USD34,446
Ireland	USD32,422



RBSA 2008 – 2012 (US\$'000)

¹XBTC - Extra-budgetary Resources for Technical Cooperation

² RBSA - Regular Budget Supplementary Account

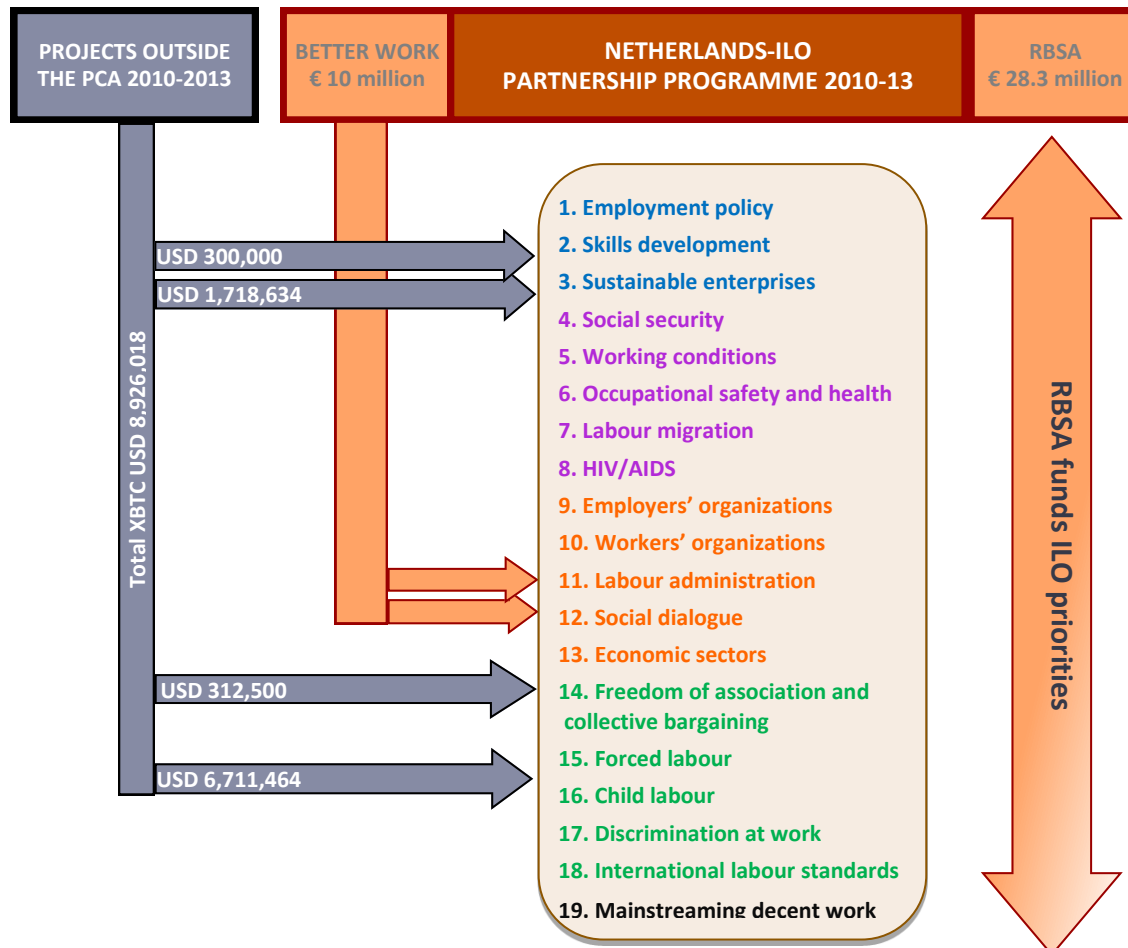
Cooperation between the Government of the Netherlands and the ILO is based on a Partnership Programme, currently covering the period 2010-13:

The Netherlands – ILO Partnership Programme 2010-13	
Regular Budget Supplementary Account (RBSA)	Euro 28,300,000
Better Work	Euro 10,000,000

In addition to the Partnership Programme, the Netherlands also fund stand-alone ILO projects:

Projects funded by the Netherlands outside of the Partnership Programme		
Georgia GEO/11/01/NET	Promoting Fundamental Principles and Rights at Work in Georgia	USD 312,500 (outcome 14)
Global INT/10/07/NET	Combating child labour through education	USD 6,594,884 (outcome 16)
Tunisia TUN/12/03/NET	Développement Economique et Plan d'action Régionale par la Création d'Emplois Décents pour les Jeunes en Tunis (DEPART)	USD 1,080,777 (outcome 3)
South Africa SAF/10/02/MUL	Promotion of Decent Work in the South African Transport Sector (Phase I)	USD 637,857 (outcome 3)
Jordan JOR/12/04/NET	Monitoring and evaluation for the ETVET system in Jordan	USD 300,000 (outcome 2)
Turkey TUR/12/02/NET	Elimination of Worst Forms of Child Labour in Seasonal Commercial Agriculture in Hazelnut Harvesting in Ordu	USD 116,580 (outcome 16)

Both the Partnership funding and the stand-alone projects provide a significant contribution to the ILO's efforts in advancing the overall biennial goals. The graph below illustrates the flow of Netherlands' funding to ILO priorities, captured in the framework of 19 Decent Work Outcomes.



Outcome 2: Skills Development

Skills development contributes to improving the employability of young persons entering the labour market and of workers throughout their careers, the productivity and competitiveness of enterprises, and the access to better training and employment for those who are disadvantaged.

The ILO provides policy advice and technical support to constituents so that they can better apply, taking into account their own circumstances, the policy guidance in the Human Resources Development Recommendation, 2004 (No. 195), the International Labour standards on employment services and on the rights of persons with disabilities, and the ILC resolutions concerning skills for improved productivity, employment growth and development (2008), youth employment (2005), and employment (2010).

Experience and lessons learned

A number of lessons can be retained. First, tripartite skills councils and other social dialogue institutions have proved to be effective in matching training to labour market needs and ensuring a fair distribution of the benefits of productivity gains. This experience has informed new ILO training and capacity-building services. Second, research findings have shown that failure to provide for training can be a bottleneck in realizing the job creation potential of environmental policies. This experience informs the application of cost-efficient quantitative and qualitative tools for early identification of skill needs. Third, employment strategies and programmes for young people are more effective when they include measures that connect youth to the labour market. The ILO continues pursuing an approach that combines skills development, work experience, employment services, and entrepreneurship awareness and training. Finally, measures that mainstream skills development into employment programmes have proved to be effective in improving the employability of persons with disabilities. Progress in including disability issues in employment, enterprise and training policies will be assessed by the end of 2013 against the benchmarking exercise underpinning the Disability Inclusion Support Service Project.

Linkages to other outcomes

Tools to identify skill needs and to assess the capacity of public employment services to implement labour market programmes are components of the ILO's support for national employment policies (outcome 1). Policy guidance on skills for green jobs is a component of the ILO's Green Jobs Initiative. Good practices to promote workplace learning contribute to sustainable enterprises (outcome 3). Tools to upgrade informal apprenticeships are used to combat child labour (outcome 16) and training on the regulation of private employment agencies is a tool against human trafficking (outcome 15). Promoting the inclusion of persons with disabilities contributes to the elimination of discrimination (outcome 17). Skills recognition programmes for migrant workers promote —brain gain (outcome 7). The strengthening of tripartite constituents, individually or jointly, is an integral part of all this work (outcomes 9, 10 and 12).

Knowledge development and sharing

Research on skills for green jobs, skills for technological advancement, school-to-work transitions, and the upgrading of informal apprenticeships inform new areas of policy guidance and technical cooperation. A guide on methods for the early identification of skill needs, including labour market information systems and social dialogue, will be tested and finalized in the current biennium. New research will be launched to respond to the 2010 Conference priority requests for information on good practices on skills and collective bargaining, skills

development in smaller enterprises, connecting employers and training providers within industrial sectors, youth employment funds, youth migration and the linkages between child labour and youth employment. This research and analysis feed into the Office-wide research on economic recovery with quality jobs. Building on knowledge-sharing efforts among constituents and other organizations to prepare the G20 training strategy, the Office will develop a knowledge-sharing platform on skills development and employability. The other existing knowledge sharing platforms on disability inclusion and on youth employment will be expanded. Regional networks of youth employment policy-makers, experts and practitioners will be established to foster peer review mechanisms, including through South–South cooperation.

Gender equality and non-discrimination

Gender issues and the promotion of gender equality feature prominently in work on apprenticeships, community-based training and disability inclusion. Capacity building for public and private employment services, particularly in francophone Africa and Central and Eastern Europe, will include training to overcome gender stereotyping and occupational segregation. Outreach to encourage lifelong and workplace learning will include practical advice on meeting the special needs of women in balancing work, training and home responsibilities.

Building the capacity of constituents

Practical information on good practices on inclusive training and employment will be disseminated through the Global Business and Disability Network. The ILO will offer, through the newly designed Academy on Skills Development, a combination of core and elective topics, primarily targeting policymakers and the social partners, which will be adaptable to emerging priorities. Specialized courses on employment services and private employment agencies, disability and the impact evaluation of youth employment policies will continue to be offered on demand.

Partnerships

Partnerships maintained through the Inter-Agency Working Group on Technical and Vocational Education and Training, which includes the OECD, the United Nations Educational, Scientific and Cultural Organization, and the World Bank, will have practical effects at the country level by using jointly developed tools (on skills indicators and statistics, policy good practices, and linking basic education to training and employment) in assessments and development frameworks by United Nations Country Teams (UNCTs) and in raising resources for capacity-building through One UN efforts. The promotion of youth employment will continue to build on partnerships through the Youth Employment Network and UN coordination.

Technical cooperation

Technical cooperation priorities to support DWCPs will include: youth employment (national policies, entrepreneurship, training and employment services in many regions), regional programmes on public employment services (Africa); expanding work on disability inclusion, training for rural economic empowerment (Africa and Asia), sector-specific skills development; skills and migration (Central and Eastern Europe and Asia and the Pacific), and national skills systems. All technical cooperation projects will pay increasing attention to monitoring and evaluation functions and to gender equality.

*Netherlands 15 priority countries

- | | | | |
|---------------|-------------|---------------------------|----------|
| • Afghanistan | • Ethiopia | • Mali | • Sudan |
| • Bangladesh | • Ghana | • Mozambique | • Uganda |
| • Benin | • Indonesia | • Palestinian Territories | • Yemen |
| • Burundi | • Kenya | • Rwanda | |

Outcome 2: Country Programme Outcomes

*Countries marked in **orange** represent Netherlands priority countries, and those in **red** have received RBSA.

2.1 Number of member States that, with ILO support, integrate skills development into sector or national development strategies		
1	Albania ALB130	Employment and training policies are formulated and implemented to address both efficiency and equity objectives and are aligned with provisions of ILS on employment policy and employment services.
<u>2</u>	<u>Argentina</u> <u>ARG126</u>	<u>Mejoran las acciones y políticas de empleo, educación y formación para el trabajo y se consolidan las redes de Servicios Públicos de Empleo y de Formación Continua, en consonancia con los requerimientos del sector productivo.</u>
3	Bangladesh BGD101	Skills development reforms for employability and livelihoods implemented
4	Cambodia KHM202	Enhance employability of men and women through improved skills development and public employment services
6	Cuba CUB102	Mandates consolidan Red Nacional SIMAPRO para mejorar productividad, competencias laborales y condiciones del trabajo en industria azucarera y turismo
7	India IND102	Improved employability through enhancements to the skills development system that improve responsiveness to current and future labour market needs
8	Malawi MWI105	Support to the development and implementation of an action plan on skills for employability
9	South Sudan SSD102	National skills development policy that promote access of men and women to skills opportunity, in the informal and formal economies, to increase employment, self-employment, raise productivity and boost development and growth, developed
10	Sudan SDN101	National skills development policy that raises productivity of men and women in the informal economy as well as provides skills to boost the growth of the formal economy and decent work is developed and implemented
11	Turkey TUR156	Promoting skills for green economy and green jobs
12	Tanzania TZA103	Improved skills development strategies for employability
13	South Africa ZWE102	Employment is central to all national development plans and poverty reduction strategies
2.2 Number of member States that, with ILO support, make relevant training more readily accessible in rural communities.		
1	Benin BEN102	Les capacités des structures en charge de la promotion de l'emploi et des partenaires sociaux sont renforcées, et des programmes de développement des compétences et de promotion d'emplois ruraux sont mis en œuvre
<u>2</u>	<u>Burkina Faso</u> <u>BFA102</u>	<u>Les capacités institutionnelles des Ministères en charge du Travail, de l'emploi et des partenaires sociaux sont renforcées, et des projets de développement des compétences et de promotion d'emplois ruraux sont mis en œuvre</u>
3	Liberia LBR105	Skills Training through the Training for Economic Empowerment (TREE) Piloted in Grand Bassa, Liberia
4	Sri Lanka LKA102	Enhanced access to more and better jobs in economically disadvantaged and crisis affected areas
5	Mongolia MNG177	Skills development increases the inclusiveness of growth by improving the employability of women and men in urban and rural communities
6	Sudan SDN102	Access to employment-relevant training expanded with emphasis on young women and men in urban and rural communities and disadvantaged groups including ex-combatants, returnees and PWD.
7	Timor Leste TLS103	Public and private skills training providers implement a competency-based training system

8	Zimbabwe ZWE101	Improved skills development for employability
2.3 Number of member States that, with ILO support, make relevant training more readily accessible to people with disabilities.		
1	Bermuda BMU101	Relevant training has been made more accessible to people with disabilities in Bermuda
2	China CHN252	Skills development increases employability of workers
3	Saint Lucia LCA126	Relevant training has been made more accessible to people with disabilities
4	Oman OMN103	Enhanced capacity of Government and social partners to integrate PWDs in the labour market
5	Zambia ZMB129	Enhanced employment and self-employment opportunities for people with disabilities through access to skills development
2.4 Number of member States that, with ILO support, strengthen employment services to deliver on employment policy objectives.		
1	Albania ALB102	The National Employment Service (NES) works effectively with vulnerable groups.
<u>2</u>	<u>Chile</u> <u>CHL128</u>	<u>Ministerio del Trabajo y otras agencias gubernamentales vinculadas al sistema de regulación del mercado del trabajo y de capacitación y formación profesional, habrán elaborado un programa conjunto de actividades y objetivos</u>
3	Kazakhstan KAZ158	Increased capacity of PES to provide services to job seekers and employers
4	Laos LAO177	Increased numbers of men, women and youth demonstrate skills in line with labour market demand
5	Lebanon LBN101	Improved access to more effective employment services, including labour market information and analysis
6	Peru PER127	Red de oficinas del servicio público de empleo fortalecida y su cobertura ampliada.
7	Turkey TUR153	Implementation of the National Youth Employment Action Plan
2.5 Number of member States that, with ILO support, develop and implement policies and programmes to promote productive employment and decent work for young women and men.		
<u>1</u>	<u>Argentina</u> <u>ARG128</u>	<u>Se analizan, evalúan y desarrollan políticas y programas destinados a promover el empleo decente y la iniciativa empresarial de los jóvenes, promoviendo la articulación entre actores e instituciones involucrados.</u>
2	Brazil BRA108	Políticas públicas para estimular el empleo y ampliar las oportunidades para los jóvenes son implementadas.
3	Comoros COM102	La formation professionnelle est valorisée pour une meilleure compétitivité de l'emploi.
4	Costa Rica CRI129	El país, con el apoyo de la OIT, ejecuta una política pública para que las personas jóvenes tengan mayores oportunidades para la vinculación laboral, la empleabilidad y la empresarialidad.
7	Honduras HND131	El país, con el apoyo de la OIT, implementa programas de promoción de la empleabilidad, inserción laboral y emprendedurismo para jóvenes desfavorecidos, en el marco del Plan de Acción de Empleo Juvenil.
8	Indonesia IDN128	Youth Employment policy and programme to better equip young people for school to work transition and enter the world of work
9	Jordan JOR104	Employability and job opportunities for young people in selected regions increased
<u>10</u>	<u>Kiribati</u> <u>KIR101</u>	<u>Improved decent employment opportunities for youth</u>
11	Macedonia MKD130	Improving decent work opportunities for youth through knowledge and action.
12	Malawi MWI102	Enhanced employment and self-employment opportunities for vulnerable groups, such as the Youth, Women and People with Disabilities

13	Nicaragua NIC127	El país, con el apoyo de la OIT, implementa programas de promoción de la empleabilidad, inserción laboral y emprendedurismo para jóvenes desfavorecidos, con énfasis en el Plan de Acción de Empleo Juvenil
14	Peru PER126	Plan de empleo juvenil 2013-16 formulado y en proceso de implementación.
15	Philippines PHL105	Increased employability and Decent Work opportunities for young women and men
16	Paraguay PRY126	Política de empleo juvenil (con particular atención a trabajadores migrantes) y mecanismos de coordinación interinstitucional para la implementación de políticas de empleo en proceso de implementación.
17	El Salvador SLV126	El país, con el apoyo de la OIT, mejora las oportunidades de formación vocacional y de inserción laboral de la población juvenil, incorporando las necesidades específicas de mujeres.
18	Somalia SOM104	Skills development increases the employability of workers and the competitiveness of enterprises.
19	Uganda UGA131	Employment opportunities for the young women and men increased
20	Western Samoa WSM126	Improved decent employment opportunities for youth through entrepreneurship development and support services and skill training, including School to Work Transition surveys and tools
21	Zambia ZMB127	Enhanced employment and self-employment opportunities for young people through access to skills development

Outcome 4: More people have access to better-managed and more gender-equitable social security benefits

Experience and lessons learned

Over the past decade, the importance of social security has been increasingly recognized at the national, regional and global levels as a key tool to combat poverty and social exclusion and as a means of reducing some of the negative impacts of economic restructuring efforts or of financial and economic crises. Based on the premise that social security is a human right, and a social and economic necessity, the strategy of the ILO for the extension of social security coverage is based on a two-dimensional approach to build coherent and comprehensive social security systems: a minimum level of income security and health care should be provided to everyone (horizontal dimension) and higher levels of protection should be provided progressively in line with up-to-date ILO standards (vertical dimension). This approach was endorsed internationally at the 101st Session of the International Labour Conference that adopted a new international social security standard, the Social Protection Floors Recommendation, 2012 (No. 202), which provides guidance to member States to implement this approach through effective national strategies for the extension of social security that aim at building Social Protection Floors within comprehensive social security systems tailored to national circumstances and levels of development. The ILO has a comparative advantage in the delivery of social security technical advisory services compared to other organizations based on its longstanding experience and lessons learnt:

- the ILO is the UN agency with the general mandate to guide countries in the development of their social security systems without any bias towards a specific group of beneficiaries or contingency;
- basing policy recommendations to constituents on a clear legal mandate and on a rights-based approach as defined in the ILO Constitution and on up-to-date social security instruments provides ILO advice with the necessary focus and credibility;
- technical assistance is most effective if sustained over a number of years and when delivered in the context of a comprehensive approach to development as defined in a DWCP or in UNDAFs;
- involving social partners in policy dialogues at the national and international levels greatly enhances the prospect of achieving lasting national and international consensus on social security development;
- capacity building, including specific programmes for social partners, in social security management and planning is a necessary investment in the quality of governance of social security in member States;
- building partnerships with other UN member organizations, regional organizations, social partners, the International Social Security Association, and NGOs enhances the effectiveness of country-based initiatives and international advocacy;
- maintaining an authoritative knowledge base is an indispensable underpinning of all policy and technical advisory work;
- credible policy advice can only be built on sound, professional, technical, legal, actuarial, financial and fiscal advisory services.

Linkages to other outcomes

Without investment in a Social Protection Floor, countries will fail to unlock the full productive potential of their workforce and hence will fail to exploit their full growth potential. Such investment is a launching pad for a virtuous cycle of effective employment policies, faster formalization of the workforce, and higher levels of sustainable and equitable growth, which in turn is the prerequisite for the financing of higher levels of social well-being. Work in this area will be pursued with outcome 1 (employment promotion) and outcome 3 (sustainable enterprises). Linkages with outcome 7 (labour migration) will include, among others, a focus on the social security coverage of migrant workers in the World Social Security Report for the biennium. In order to remain sustainable the development process must be based on credible principles as stipulated in ILO social security standards, which will be promoted in collaboration with outcome 18 (international labour standards). It must also be steered by social dialogue, which will contribute to outcomes 9 (employers' organizations) and 10 (workers' organizations).

The ILO strategy for technical advisory services to support countries in their efforts of improving their social security systems along the lines of the ILO two-dimensional strategies fall into 4 areas of activity: (i) knowledge development and information sharing; (ii) policy development and standards-related activities; (iii) capacity building; and (iv) Building and strengthening partnerships.

A key product of this and the next biennium will be the development of a good practice guide for the extension of social security and implementation of the Social Protection Floor Recommendation (No. 202).

Knowledge development and sharing

The Social Security Department has developed, continues to build-up, and maintains an online social security database (Social Security Inquiry, SSI) of social security provisions around the world. Until 2015, the SSI will be expanded to 20 additional countries and information on the countries already in the database will be enhanced. The World Social Security Report (second edition) will be issued. As in the previous edition, it will document coverage gaps and analyze policies that expand social security coverage to non-covered groups, in particular women living in rural areas. It will analyse the impact of expanded social security coverage on poverty and gender equality. This will feed cross-Office work on employment recovery with quality jobs through the monitoring of social security coverage. The report and analyses will be presented and discussed in various tripartite meetings regionally and globally, some organized with partner institutions.

To make the information and knowledge generated available to the largest audience possible, the ILO runs the knowledge sharing platform on the "Global Extension of Social Security" (GESS) that provides information on social security events, trainings, conferences, latest developments in countries in three languages as well as hosting a library with publications on social security that can be downloaded free of charge.

Policy Development

Building on the lessons learned from projects integrating labour-market and social security policies and after the adoption of the Social Protection Floors Recommendation, technical cooperation delivery on this outcome will be strengthened. It will cover policy advice based on the ILO's knowledge base and standards framework on social, institutional, legal, financial, economic, actuarial and fiscal diagnoses of existing national social security systems, their interaction with economic performance and labour markets, the identification of fiscal space for social

security benefits, as well as planning of social security measures to extend coverage to excluded groups and monitoring related impact and progress. Support will focus on selected countries to maximize results within the framework of priorities identified by constituents in DWCPs. ILO field structures will plan and manage national development and technical cooperation programmes, with headquarters focusing on the provision of highly specialized technical services that draw on global knowledge and expertise. Possible new sources for funding technical cooperation activities at the national and global levels will be sought.

Strengthening the capacity of constituents

Drawing on the major investments of the Office in capacity-building initiatives over the last few biennia, the activities of the Social Protection Programme of the Turin Centre will be the cornerstone of the capacity-building strategy, which relies on the development and maintenance of partnerships with universities in different regions. These activities may include annual large learning and knowledge-sharing events around the Social Protection Floor concept in order to enhance the capacity of constituents to plan, formulate, implement and manage the extension of social security. A special effort will be made to secure extra-budgetary funds to facilitate participation by less advanced countries in relevant capacity-building events organized by the Turin Centre. Furthermore, the Office will continue to provide support to constituents for the production and analysis of social security statistics as a basis for national social security policy development.

Partnerships

A coalition to promote social security as a means to foster economic development is emerging, bringing together governments, international agencies such as the UN Department of Economic and Social Affairs, the United Nations Children's Fund (UNICEF), the World Health Organization (WHO), the Providing for Health Initiative, the European Commission, the Bretton Woods institutions, donor agencies, social partners and major NGOs. This coalition will be strengthened through joint advocacy and technical advisory services, in particular to give effect to the UN Chief Executives Board for Coordination (CEB) initiatives on the Social Protection Floor, the Social Protection Inter-Agency Cooperation Board (SPIAC-B) and the Global Jobs Pact at the national level. In addition, partnerships with the Special Unit for South–South Cooperation of the UN and South–South cooperation agencies will be pursued in the follow-up to the 2010 Global South–South Development Expo and Conference hosted by the Office under the theme of —Social protection and Decent Work.

Gender equality and non-discrimination

Gender equality is mainstreamed into the strategy from the collection and dissemination of sex-disaggregated social security data to support policy advice to constituents that takes into account the specific social security needs and situations of women and men. Assistance to constituents in the collection, analysis and dissemination of sex-disaggregated data will continue to be provided with a view to upgrading the knowledge base for policy development. Building on the second edition of the World Social Security Report prepared in 2012–13, which has a special focus on ways to accelerate the extension of income security schemes and health protection to women in rural areas, the monitoring of the effectiveness of social security policies with regard to gender equality will continue. The implementation of Social Protection Floor policies will benefit, in particular, workers and their families in the informal economy as well as other vulnerable groups that often do not enjoy adequate social security coverage and often face discrimination, such as migrant women and men, pregnant women, people exposed to adverse external effects such as natural hazards, and women and men living with HIV/AIDS.

Communication

A major emphasis during the biennium will be on visibility and publicity initiatives on major analytical products, in particular the World Social Security Report, and global events related to the follow-up to the adoption of the Social Protection Floors Recommendation (No. 202) at the 101st session of the International Labour Conference in 2012.

Outcome 4: Story from the field

Indonesia

Between April 2011 and November 2012 the ILO, in close collaboration with relevant line ministries and the UNPDF sub-working group on the social protection floor (SPF) in Indonesia, engaged government stakeholders, UN agencies, the World Bank, social partners, civil society organizations, academia, and other relevant parties to assess existing levels of social protection, identify policy gaps and implementation issues, and draw appropriate policy recommendations for the achievement of a comprehensive SPF. For each of the SPF guarantees (comprising access to health care and income security for children, the working age population, people with disabilities, and the elderly), the report outlines a number of policy recommendations to complete the SPF and guarantee income security throughout an individual's life. The report estimates that the additional SPF provisions identified would cost between 0.74 per cent and 2.45 per cent of GDP by 2020. The recommendations and cost projections contained in the report were recognized by the government as useful tools to inform on-going policy discussions in the framework of the implementation of the new social security law (Sistem Jaminan Sosial Nasional, SJSN) as well as the further extension of anti-poverty programmes.



Outcome 4: Country Programme Outcomes

*Countries marked in **orange** represent Netherlands priority countries, those in **red** have received RBSA.

4.1 Number of member States that, with ILO support, improve the knowledge and information base on the coverage and performance of their social security systems		
1	Kazakhstan KAZ157	Improved knowledge and information on social security
2	Kenya KEN101	Improved governance, legal and management framework of comprehensive social security
3	Saint Lucia LCA152	Saint Lucia has improved the knowledge and information base on the coverage and performance of the social security system and extends coverage of the system to the self-employed
4	Morocco MAR127	Les capacités des institutions de la sécurité sociale sont renforcées pour améliorer et étendre la couverture sociale et les services fournis.
5	Rwanda RWA126	Reinforcing Social Security System and Implementation of National Policies
6	Trinidad & TTO201	Trinidad and Tobago has improved the knowledge and information base on the coverage and performance of its social security system
4.2 Number of member States that, with ILO support, develop policies improving social security coverage, notably of the Social Protection Floor		
1	Armenia ARM104	Social security legislation and mechanisms improved as a result of social security reforms based on the principles of the Social Protection Floor.
2	Benin BEN151	Un socle de Protection sociale est progressivement mis en œuvre à travers l'appui au régime d'Assurance maladie universelle (RAMU)
3	Burkina Faso BFA126	Le processus de construction du socle de protection sociale est lancé et intégré dans la SCADD, en lien avec le pacte mondial pour l'emploi
4	Cameroon CMR104	Le gouvernement et les partenaires sociaux développent et mettent en œuvre des politiques et des outils visant à améliorer et étendre le système de protection sociale
5	Dom. Rep. DOM128	El país, con el apoyo de la OIT, ejecuta acciones que amplían la cobertura y calidad de la seguridad social y para el desarrollo del piso básico de protección social con equidad de género
6	El Salvador SLV132	Adopta y ejecuta políticas para la unificación de los regímenes de pensiones existentes, desarrolla estrategias para la extensión de la cobertura de grupos excluidos y el PPS con énfase de género
<u>7</u>	<u>Ethiopia ETH154</u>	<u>National plans and strategies in place to extend social protection and basic social protection package</u>
8	Gambia/GMB127	Enhanced Social Security coverage in the formal and informal economies
9	Honduras HND127	El país, con el apoyo de la OIT, adopta y ejecuta políticas para la unificación de los regímenes de pensiones existentes, desarrolla estrategias para la extensión de la cobertura
<u>10</u>	<u>India / IND126</u>	<u>Social protection policies/programmes formulated and progressively extended</u>
<u>11</u>	<u>Jordan / JOR105</u>	<u>Improved capacity of constituents to implement and manage social security schemes</u>
12	Kenya KEN105	Gender equality issues integrated into Social Protection frameworks to enhance equal accessibility for both men and women in the rural economy
13	Lebanon LBN153	Strengthened national capacities to ensure adequate and sustainable social security benefits and to extend social security coverage
14	Lesotho LSO126	Improved capacity of constituents to promote the establishment of the comprehensive national social security scheme.
15	Moldova MDA151	Strengthened coverage and sustainability of the pension system.
16	Mongolia MNG128	Social protection working conditions and Implementation of national policies and programmes on OSH improved with application of ILO tools and products
17	Mozambique MOZ106	Social Protection policies and strategies implemented to ensure greater coverage both in the informal and formal economies, contributing to gradual implementation of the Social Protection Floor
18	Namibia NAM153	Strengthening and broadening of access regarding Social protection Floor in Namibia
19	Oman / OMN154	Improved knowledge and information base on the coverage and performance of social security
20	Peru	Los mandantes habrán fortalecido su capacidad institucional para la formulación de políticas

	PER181	públicas tendientes a extender la cobertura de seguridad social
21	Palestine PSE151	A comprehensive social security strategy to enhance coverage to Palestinian women and men is developed in line with international labour standards
22	Solomon Is. SLB151	Design of an expanded social protection system
23	Thailand THA252	Une politique de la protection sociale pour tous est formulée et les mandants et acteurs clés ont des capacités renforcées
24	Togo TGO126	Une politique de la protection sociale pour tous est formulée et les mandants et acteurs clés ont des capacités renforcées
25	Vanuatu VUT176	Extension of the scope of social protection
26	Vietnam VNM151	Strengthened national capacities and knowledge base for the effective implementation of social security policies and strategies.

4.3 Number of member States that, with ILO support, improve legal framework, general and financial management and/or tripartite governance of social security in line with labour standards.

1	Algeria DZA126	La capacité des institutions nationales et des partenaires sociaux sont renforcées pour la mise en place d'une structure de formation en sécurité sociale.
<u>2</u>	<u>Botswana</u> <u>BWA126</u>	<u>Government and social partners have developed and implement policies on improving management and effectiveness of the national social security system.</u>
3	Cambodia KHM226	Increased quality and coverage of social protection, particularly among vulnerable groups
<u>4</u>	<u>China</u> <u>CHN302</u>	<u>Social security policies and schemes to provide basic social security benefits for all are improved and become more gender-equitable</u>
5	Cape Verde CPV128	Le cadre institutionnel de gouvernance de la sécurité/protection sociale est renforcé, y compris la promotion et le renforcement de la SSTE sont assurés
6	Congo COG127	La réforme des institutions de sécurité sociale est engagée avec la participation des mandants tripartites
7	Colombia COL177	Fortalecimiento institucional de los mandantes para la promoción de un piso de protección social
8	Ghana GAH126	Rationalization of Social Protection Expenditure in Ghana
9	Indonesia IDN103	Improving social protection and access to employment for all, (including informal economy) without discrimination at the central and regional level
<u>10</u>	<u>Kazakhstan</u> <u>KAZ151</u>	<u>The financial viability of the national social security schemes is improved by reviewing the subsistence minimum calculation methodology.</u>
11	Laos LAO226	Social protection mechanisms strengthened and expanded, with a particular focus on the expansion of health insurance
12	Nicaragua NIC128	El país, con el apoyo de la OIT, adopta una reforma del sistema de pensiones del INSS
13	Nepal NPL101	Improved policies and legal framework on social security coverage for workers, notably of excluded groups
14	Peru / PER180	Se incrementa la capacidad institucional de ESSALUD
15	Swaziland SWZ151	More people have access to better managed and more equitable social security.
<u>16</u>	<u>Thailand/THA251</u>	<u>Improving the existing social security systems - bridging gaps of inequity</u>
17	Tanzania TZA903	Increased gender sensitive social protection coverage including those in the informal economy and vulnerable groups
18	Uruguay URY178	Recursos humanos de gobierno y actores sociales capacitados en seguridad social, incluyendo técnicas actuariales y de financiamiento, así como normas internacionales en la material
19	South Africa ZAF177	Improved access to better managed social security benefits

Outcome 12: Tripartism and strengthened labour market governance contribute to effective social dialogue and sound industrial relations

The aim of the strategy under this outcome is to assist ILO members to strengthen tripartism and promote sound and productive industrial relations so that these contribute to effective labour market governance and inclusive recovery and development. The creation of effective institutions for tripartite cooperation between government and the social partners at policy level on the one hand and for the negotiation of working conditions, terms of employment and employment relations at all levels, supported by effective dispute resolutions mechanisms, on the other, are critical for creating an environment conducive to sustainable enterprises, employment creation, improving the quality of jobs and enhancing social protection.

This outcome captures the results of the activities deployed by the Office meant to help member States to create and strengthen the social dialogue and industrial relations infrastructure needed for promoting a sound governance of the labour market. It is broken down into two indicators: indicator 12.1 focuses on national tripartite social dialogue while indicator 12.2 concerns collective bargaining and dispute resolution mechanisms.

In 2012-2013 42 country programme outcomes (CPOs) have been linked to outcome 12 covering countries from all 5 regions. 25 countries are targeted under outcome 12.1 and 17 under outcome 12.2 (see table). These figures illustrate the important needs and expectations of countries from all over the world in terms of assistance from the Office in order to build effective institutions for social dialogue, collective bargaining and disputes resolution.

Linkages to other outcomes

The ILO Declaration on Social Justice emphasizes the importance of social dialogue and tripartism as the most appropriate method for adapting the implementation of the four strategic objectives to the needs of each country. Consequently, linkages have been developed with a number of key outcomes including workers' (Outcome 10) and employers' organizations (Outcome 9), employment promotion (Outcome 2), social security (Outcome 4), working conditions and wages (Outcome 5), labour administration and inspection (Outcome 11), international labour standards (Outcome 18) and the mainstreaming of decent work (Outcome 19).

Capacity building of tripartite of tripartite constituents

The office seeks to provide a sound and well-targeted technical support and policy advice to constituents in the target countries, which respond to their needs and priorities, in line with the requirements of international labour standards and best international practice.

In order to provide such a technical support and policy advice to member countries the Office has been carrying out an extensive research and knowledge generation programme, developing training modules and formulating advocacy/policy tools. For instance, the Office has published several working papers and policy briefs on social dialogue and crisis recovery. The research findings have been widely disseminated in all regions as well as during ILO activities on social dialogue and industrial relations.

Training courses have been developed on negotiation skills in cooperation with the Turin Centre and are being used to build the capacity of workers and employers on negotiation techniques in various countries (Armenia, Cambodia, Saudi Arabia, Morocco, Tunisia, Egypt and South Africa among other countries).

At the same time, the office is developing a database on key social dialogue indicators namely: collective bargaining coverage and union density; tripartite institutions for social dialogue such as economic and social councils, labour advisory councils and similar institutions. This information and data have been used to underpin ILO policy advice and technical support as well as training and capacity building programmes deployed both at national level and in the international training Centre in Turin-Italy.

Partnerships

The ILO cooperates with EU bodies (EC, Eurofound and European Economic and Social Committee) in respect of joint research and the implementation of joint projects to build the capacity of tripartite constituents. The ILO also collaborates with AICESS in line with the stipulations of the cooperation agreement concluded on 8 May 2012 to help strengthen the capacity of tripartite institutions for social dialogue. Cooperation with academia and networks such as the International Employment and Labour Relations Association (ILERA) and the International Group of Dispute Resolution Agencies has also been enhanced to underpin both the research and technical advisory work.

Outcome 12: Stories from the field

The former Yugoslav Republic of Macedonia

RBSA plays a crucial role in achieving CPO targets in a number of countries. For example, in the former Yugoslav Republic of Macedonia, RBSA has been used in the 2012-13 biennium to provide technical support in the establishment of operational mechanisms for peaceful settlement of collective labour disputes, as well as to promote the ratification of ILO Conventions No. 151 and No. 154.

To meet this goal, the following activities have been undertaken in 2012:

- Two advisory missions on the amendments to the current Law on Peaceful Settlement of Labour Disputes (LPSD) so as to set up an operational mechanism for prevention and amicable resolution of labour disputes;
- Introductory training for members of the working group on amending existing law, representatives of the social partners, members of the Economic and Social Council, and mediators on practical requirements for an effective and efficient mechanism for peaceful settlement of labour disputes;
- Gap analysis of the compliance of current law and practice concerning the ILO Convention No. 151, which resulted in recommendations validated in a tripartite workshop; and
- Workshop on labour dispute resolution in the public sector using the *ILO Manual on Collective Bargaining and Dispute Resolution in the Public Service*

As a result, a number of amendments for cost-effective alternative labour dispute settlement (ALDS) mechanisms were submitted to the Ministry of Labour. In addition, based on a recommendation from the Economic and Social Council, the Government recommended the ratification of ILO Conventions No. 151 and No. 154 to Parliament. In 2013, the ILO continues to work towards the establishment of an operational mechanism of ALDS through technical advisory services using *the ILO Guidelines on Labour Dispute Systems* and on-the-job training for recruited mediators.

Tunisia

After several months of negotiations the Government and its social partners, with the technical support of the ILO, concluded a historical tripartite “Social Contract”. This was concluded in Tunis on 14 January 2013, on the second anniversary of the Revolution of 2011, in the presence of the ILO Director General, Mr Guy Ryder.

Tunisian tripartite partners have agreed to work together in the current context of political transition to realize important objectives in five areas, namely: (i) economic growth and balanced regional development; (ii) employment and vocation training; (iii) industrial relations and decent work; (iv) social protection; and (v) the institutionalization of social dialogue with the creation of a National Council for Social Dialogue.

Cambodia

ILO technical assistance and training play crucial roles in improving industrial relations in Cambodia, which have traditionally been characterized as conflictual. In 2010, a bipartite Memorandum of Understanding (MoU) was signed between the Garment Manufacturers of Cambodia (GMAC) and major union confederations through ILO support, which resulted in the lowest number of strikes on record. At the heart of the MoU was a commitment by employers to implement Arbitration Council decisions on rights disputes and by unions to refrain from wildcat strikes. However, in the first half of 2012 after the expiration of the MoU, tensions between the bipartite parties in the Garment sector re-emerged and over 40 strikes occurred. In October 2012, the ILO supported a bipartite meeting where the MoU was re-signed with a stronger bipartite commitment to oversee the implementation of the MoU.

Outcome 12: Country Programme Outcomes

*Countries marked in orange represent Netherlands priority countries, and those in red have received RBSA.

12.1 Number of member States that, with ILO support, strengthen social dialogue institutions and mechanisms in line with international labour standards.		
1	Argentina ARG803	Se fortalece la institucionalidad de los mecanismos existentes de diálogo social
2	Burundi BDI829	<u>Le cadre institutionnel de dialogue social est fonctionnel</u>
3	Colombia COL153	Instituciones de diálogo social a nivel nacional local y regional fortalecidas
4	Comoros COM151	<u>Les mandants tripartites et autres acteurs sont formés sur le dialogue social et autres thèmes pertinents.</u>
5	Costa Rica CRI152	El Consejo Superior del Trabajo (CST) y la Comisión Nacional de Salarios (CNS) adoptan más y mejores decisiones Tripartitas
6	Guinea GIN101	Les mandants tripartites participent activement aux différents mécanismes de gouvernance à travers le dialogue social et le renforcement de l'administration du travail
7	Guinea-Bissau	Les politiques et les actions mises en oeuvre intègrent les questions de genre et sont non discriminantes
8	Guatemala GTM151	Consejo Nacional de Salarios, con el apoyo de la OIT, adopta e implementa una política de ajuste del salario mínimo, a partir de un proceso de diálogo social.
9	Honduras HND152	<u>Los Constituyentes, con el apoyo de la OIT, adoptan medidas bipartitas o tripartitas, através del diálogo social, en el ámbito nacional, sectorial y de la empresa.</u>
10	Jordan JOR129	Social Dialogue mechanisms Strengthened
11	Kyrgyzstan KGZ803	Social dialogue at the national level further improved and expanded to the sectoral and primary levels
12	Madagascar MDG202	L'implication des mandants tripartites dans le renforcement du dialogue social et du système de représentativité connaît un progrès sensible.
13	Morocco	Des capacites renforces des institutions en charge du developpement du dialogue social.
14	Mozambique	Strengthened institutions for Social Dialogue

	MOZ126	
15	Panama PAN151	Mejorada la capacidad de diálogo nacional, sectorial y temática, que contribuya a un mejor marco de relaciones laborales.
16	Peru / PER803	Instituciones o mecanismos de diálogo social fortalecidos de conformidad con la NITS
<u>17</u>	<u>Rwanda</u> <u>RWA151</u>	<u>Strengthening social dialogue and sound industrial relations institutions</u>
18	Solomon Is SLB803	An effective tripartite social dialogue mechanism is established to make tangible progress in promoting Decent Work for both women and men
19	South Sudan SSD803	Strengthened capacities for social dialogue in Southern Sudan to address outstanding labour market challenges and to contribute to peace and nation building are established
20	Tajikistan TJK803	Increased capacities of employers and workers' organisations to participate effectively in the development of social and labour policy
21	Trinidad & T TTO226	Social dialogue institutions and mechanisms in Trinidad and Tobago have been strengthened
22	Uganda UGA804	The Labour Advisory Board strengthened for effective social dialogue on employment and labour policies
<u>23</u>	<u>Uruguay</u> <u>URY101</u>	<u>Generación de espacios de diálogo social para diseñar políticas y programas para fortalecer el respeto a los derechos laborales, con énfasis en trabajadores vulnerables y excluidos</u>
12.2 Number of member States that, with ILO support, strengthen machinery for collective bargaining and labour disputes settlement		
1	Afghanistan AFG178	Mechanisms for social dialogue and industrial relations strengthened
<u>2</u>	<u>Armenia</u> <u>ARM129</u>	<u>National mechanism for collective bargaining and labour disputes settlement is further strengthened in line with international labour standards</u>
<u>3</u>	<u>Bosnia and Herzegovina</u>	<u>Legal and institutional environment enabling the full realization of social dialogue.</u>
4	Botswana BWA176	Strengthened capacity of dispute resolution mechanisms.
<u>5</u>	<u>Cambodia</u> <u>KHM126</u>	<u>Improved mechanisms and processes for dispute resolution and social dialogue is both more effective and more widely employed, including collective bargaining agreements and their enforcement</u>
6	Cape Verde CPV803	Le mécanisme national pour le règlement des différends du travail et de négociation collective est renforcé conformément aux normes internationales du travail
7	China CHN156	Promotion of collective bargaining for harmony, equity and inclusive growth
8	Indonesia IDN152	Government, employers and workers have better capacity to engage in social dialogue and to monitor the application of labor regulations at the enterprise, and to prevent and handle labour disputes
<u>9</u>	<u>Macedonia</u> <u>MKD102</u>	<u>Establishment of an effective labour dispute settlement mechanism</u>
<u>10</u>	<u>Moldova</u> <u>MDA103</u>	<u>Legal and institutional environment enabling a functioning social dialogue.</u>
11	Saint Lucia LCA851	Strengthening the capacity for dispute prevention and resolution
<u>12</u>	<u>Niger/NER104</u>	<u>Les organes du dialogue social sont renforcés et fonctionnels</u>
13	Seychelles SYC154	An effective and efficient dispute resolution framework in place
<u>14</u>	<u>Tanzania</u> <u>TZA803</u>	<u>Social dialogue institutions and labour dispute resolution forums strengthened.</u>
15	Tunisia TUN803	Increased capacities of employers' and workers' organisations to participate effectively in the development of social and labour policy.
16	Ukraine/UKR101	Legal and institutional environment enabling a functioning social dialogue in place.
17	Vietnam VNM101	Effective social dialogue and sound industrial relations promoting better working conditions

Outcome 16: Child labour is eliminated, with priority given to the worst forms

Experience and lessons learned

The child labour estimates in the 2010 Global Report Accelerating action against child labour, the 2010 ILC discussion, and the outcome statement of the Hague Global Child Labour Conference all pointed to the need to improve the capacity of constituents to scale up national efforts in order to eliminate the worst forms of child labour by 2016. The Global Report highlighted changing patterns of child labour, with fewer girls and boys between the ages of five and 14 involved in child labour but significantly more boys between the ages of 15 and 17 involved in hazardous work. This requires the development of new tools to reach older children, especially boys, and to identify concrete linkages to safe and productive youth employment. As 60 per cent of child labour occurs in agriculture, emphasis on developing solutions that improve productivity in rural areas and the livelihoods of agricultural communities will be increased. Variations in the incidence of child labour in different regions and sub regions require the Office to develop appropriate regional strategies for the elimination of child labour. The root causes of child labour, such as poverty and inadequate education, are being addressed through action combining policy work, research and project interventions. Strategies that promote quality education, an effective social floor, improved labour markets and productivity, lifelong learning, and employment for parents and young people are being pursued.

Knowledge development and sharing

In response to constituents' demands, the ILO continued to build the capacity of member States to conduct national child labour surveys and integrate child labour modules into other existing survey tools. In 2012, the activities of IPEC's Statistical Information and Monitoring Programme on Child Labour (SIMPOC) focused on: (i) support to countries for implementing child labour surveys; (ii) capacity building through training of national partners; (iii) methodological developments in child labour statistics and data collection; and (iv) improved dissemination of its child labour data repository and easier access to information on its activities.

ILO supported 25 on-going national child labour surveys (NCLS) in Albania and Tajikistan in Central Europe; Cape Verde, Guinea Bissau, Kenya, Madagascar, Sierra Leone, Uganda and Zambia in Africa; Bangladesh, Cambodia, Lao PDR, Mongolia, Philippines and Vietnam in Asia; Egypt and Yemen in the Arab countries; and Chile, Costa Rica, Dominican Republic, Guatemala, Nicaragua, Panama, Paraguay and Uruguay in Latin America.

In line with ILO's strategy to build statistical capacities, each NCLS country benefits from a SIMPOC national training course on child labour data collection, and sometimes training on child labour data analysis and report writing is also provided. At the regional level, training courses on child labour data collection through baseline surveys and rapid assessments were organized for 8 Anglophone Africa countries in Nairobi in November 2011 and for 6 Middle East and North Africa countries in Amman in March 2012.

In terms of methodological developments, SIMPOC, jointly with ILO's Special Action Programme to Combat Forced Labour (SAP-FL), published "Hard to see, harder to count: Survey guidelines to estimate forced labour of adults and children." The ILO will publish new global estimates on child labour in October 2013.

Gender equality and non-discrimination

The emphasis on gender mainstreaming into all aspects of the Programme's work continued in 2012 with IPEC strengthening its focus on the protection of child domestic workers which has an overwhelming percentage of girl child labourers. Newly approved projects "PROMOTE", which seeks to build the capacity of domestic workers organizations, and the "Global Action Programme on Child Labour Issues", which includes work on the protection of child domestic workers, were designed with a strong gender component. Further efforts have also been made through IPEC's research work, by ensuring the availability of gender disaggregated data and that the gender dimension is mainstreamed into the analysis reflected in the forthcoming global estimates on child labour.

Building the capacity of constituents

The ILO strengthened the capacity of ILO constituents and other stakeholders at the international, regional, national and subnational levels to effectively combat child labour in a variety of ways. Through the Turin Centre, the Office provided training to 232 officials representing governments, employers' and workers' organizations, industry, NGOs, civil society, academia and training institutions as well as staff from the ILO and other UN agencies. Inter-regional training courses were also offered on legislative and policy responses to child labour, achieving Education For All and child labour elimination, and eliminating harmful child labour practices in agriculture (in collaboration with FAO for the second consecutive year). As in 2011, the course on legislative and policy responses to child labour constituted one among many other means deployed by the ILO to better support tripartite constituents as they take action to eliminate the worst forms of child labour by 2016.

Partnerships

Support to existing partnerships, such as the Global Task Force on Child Labour and Education for All, and the International Partnership for Cooperation on Child Labour in Agriculture continues, with the aim to extend their operational impact. Based on the desire to respond to the needs of the actors in the real economy, the ILO has been exploring opportunities to work more closely with industry as well as with workers' representatives to achieve concrete advances against child labour within the wider decent work framework.

The Child Labour Platform (CLP) was launched at a side event of the 2010 Child Labour Conference at The Hague by the Dutch Ministry of Social Welfare, the UN Global Compact (UNGC), and the Dutch NGO the Sustainable Trade Initiative (IDH). As of April 2012, ILO-IPEC assumed responsibility as the CLP's Secretariat, marking the beginning of the CLP as an official work-stream of the UN Global Compact Labour Working Group (LWG). The CLP's Steering Committee agreed on four over-arching objectives that will inform its activities moving forward. These are: a) To foster the exchange of business, government, workers' and employers' organisations and civil society experience in addressing child labour; b) To identify industry's obstacles to and exchange practical advice on implementing the ILO and UNGC child labour principles; c) to catalyse cooperative approaches to addressing child labour; and d) Contribute to building a knowledge base on child labour in supply chains through research.

As a follow up to the 2010 Hague Conference In October 2013 the government of Brazil will convene an international Conference October 8-10 2013 to review international progress on the target of eliminating the worst forms of child labour by 2016.

Communication

Building on previous work and achievements, the communication strategy focuses on: (i) advocacy at national level; (ii) the World Day against Child Labour; and (iii) the effective dissemination of information through the media, including radio, television, newspapers and social networking tools such as Facebook and Twitter.

From January to December 2012, the IPEC web site received over 1.1 million hits. For comparability purposes, the web site received 997,149 hits from September 2011 to August 2012, compared with 702,846 from September 2010 to August 2011. Hits continue to increase significantly in the build-up to the World Day Against Child Labour, reaching a new monthly high of 196,935 in June 2012. Regarding the re-designing of the IPEC web site, the “Sectors and topics” section was re-designed for easier access ; all publications from IPEC projects were migrated from the database into the website ; a new “countries dashboard” section as well as “News” and “Events” sections were created; and Projects pages are currently under development.

Technical cooperation

Work under this outcome has been largely implemented through technical cooperation projects. In line with the Roadmap for Achieving the Elimination of the Worst Forms of Child Labour by 2016, endorsed by the Governing Body in November 2010 as a strategy to implement the Global Action Plan agreed in 2006, emphasis has been placed on providing technical advice, guidance and assistance to constituents to develop effective policies and programmes that apply decent work approaches to address the root causes of child labour and focus on areas where systemic changes need to be made. For example, a new technical cooperation project in El Salvador links households at risk of child labour or already having children in child labour to job creation and skills-improvement services as a means of targeting the root causes of child labour.

Outcome 16: Stories from the field

Occupied Palestinian Territory

In the **Occupied Palestinian Territory**, RBSA funds are being used to enhance the knowledge and capacity of tripartite partners to address the worst forms of child labour. These outcomes will be achieved by:

- 1) conducting a targeted rapid assessment on child labour in the WGBS and a mapping study that will guide future actions
- 2) providing technical advice and facilitating the development of a list of hazardous work that will serve as the basis for identifying child labour and
- 3) building the capacities of the Ministry of Labour in the West Bank and works’ and employers’ organizations in the WGBS.

Mongolia

The RBSA funded project in **Mongolia** has supported the National Network against the worst forms of child labour in strengthening community child labour monitoring systems in two selected districts of Ulaanbaatar, and building the capacity of NGOs in providing services to working children, especially focusing on older children receiving career counselling. On youth employment related issues, the project is supporting the Mongolian Agricultural Extension Centre in developing training materials for youth to improve their skills in animal husbandry, thus promoting the productive employment for the poor and low-skilled rural youth.

Benin

On 30 July 2012, **Benin** adopted "Plan d'Action National pour l'Elimination des Pires Formes de Travail des Enfants au Bénin (2012-2015)". Through development cooperation funds, the ILO supported the development of the background studies necessary to identify areas with high prevalence of child labour and understand the main causes of child labour in those areas, as well as supporting the national consultations and workshops to validate the NAP.

Outcome 16: Country Programme Outcomes

*Countries marked in **orange** represent Netherlands priority countries, and those in **red** have received RBSA.

16.1 Number of member States in which constituents, with ILO support, take significant policy and programme actions to eliminate child labour in line with ILO Conventions & Recommendations.		
1	Argentina ARG151	Se contribuye a la efectiva ejecución de la II Declaración Presidencial sobre Prevención y Erradicación del Trabajo Infantil en Mercosur, promoviendo mayor articulación entre agencias gubernamentales, actores sociales y niveles de gobierno.
2	Burundi BDI827	Le travail des enfants est progressivement éliminé, particulièrement ses pires forms
3	Benin BEN103	Le gouvernement en concertation avec les partenaires sociaux adopte des mesures visant à éliminer le travail des enfants en ciblant les pires forms
4	Burkina Faso BFA901	Le gouvernement en concertation avec les partenaires sociaux adopte des mesures visant à éliminer le travail des enfants en ciblant les pires forms
5	Bolivia BOL139	El Estado boliviano cuenta con políticas y normas definidas en materia de prevención y erradicación del trabajo infantil, especialmente enfocadas en las peores formas.
6	Chile CHL102	Avances logrados en la integración de políticas, planes y programas nacionales para la prevención y erradicación del trabajo infantil
7	Colombia COL104	La capacidad de los mandantes y las instancias de coordinación interinstitucional nacional y territoriales en la aplicación de la Estrategia Nacional para la Prevención y Erradicación de las Peores Formas de Trabajo Infantil mejorada
8	Comoros COM127	La capacité des mandants tripartites pour éliminer les pires formes de travail des enfants est renforcée.
9	Costa Rica CRI102	El país, con el apoyo de la OIT, implementa y da seguimiento al cumplimiento de la hoja de ruta para hacer de Costa Rica un país libre de trabajo infantil.
10	Dominican Republic DOM103	El país, con el apoyo de la OIT, implementa y da seguimiento al cumplimiento de la hoja de ruta para hacer de República Dominicana un país libre de trabajo infantil.
11	Ecuador ECU135	El Estado ecuatoriano cuenta con políticas y herramientas definidas en materia de prevención y erradicación del trabajo infantil, especialmente enfocadas en las peores formas
12	Fiji FJI129	Effective progress is made towards the elimination of child labour
13	Ghana GHA901	The capacity of ILO constituents and key actors to address the worst forms of child labour is enhanced and the knowledge base on child labour is improved
14	Guatemala GTM102	El país, con el apoyo de la OIT, implementa y da seguimiento al cumplimiento de la hoja de ruta para hacer de Guatemala un país libre de trabajo infantil
15	Guyana GUY126	Significant policy and programme actions have been taken to eliminate child labour in line with ILO Conventions and Recommendations
16	Honduras HND103	El país, con el apoyo de la OIT, implementa y da seguimiento al cumplimiento de la hoja de ruta para hacer de Honduras un país libre de trabajo infantil
17	Haiti HTI105	El país, con el apoyo de la OIT, toma medidas para reducir el trabajo infantil, en particular en las actividades de reconstrucción, creando conciencia y bases de conocimiento sobre su importancia, incorporando la perspectiva de género.
18	Indonesia IDN101	Enabling environment for effective implementation of the National Action Plan for the elimination of the Worst Forms of Child Labor, especially in provinces and districts, is enhanced
19	India IND151	Policy frame-work is strengthened for elimination of child labour
20	Jordan JOR153	Child Labour eliminated through policy interventions for a child labour free Jordan
21	Kazakhstan KAZ126	Social partnership in eliminating the worst forms of child labour is strengthened
22	Kenya KEN104	Capacity of ILO constituents and partners strengthened to effectively address child labour
23	Kyrgyzstan	The capacity of the Government and social partners in Kyrgyzstan to address the worst forms of

	KGZ101	child labour strengthened and the general awareness of the population of the hazards of the worst forms of child labour issue increased.
24	Laos LAO204	The elimination of child labour receives stronger recognition as an integral part of national development policies, plans and programmes
25	Sri Lanka LKA109	Worst forms of child labour reduced through preventative measures for children at risk/vulnerable populations and the protection of survivors.
26	Lesotho LSO826	Improved capacity of the national constituents to effectively promote the elimination of the worst forms of child labour.
27	Morocco MAR827	Capacités renforcées des institutions nationales et des partenaires sociaux sur le travail des enfants, mise en oeuvre des politiques et programmes de lutte contre le travail des enfants
28	Madagascar MDG205	L'appropriation par les mandants tripartites de la lutte contre le travail des enfants est plus visible
29	Mexico MEX151	Mandantes adoptan e instrumentan Programa Nacional para Eliminación del Trabajo Infantil, comenzando por sus peores formas, particularmente en el sector agrícola.
30	Malawi MWI103	A conducive environment fostered for and steady progress made towards the elimination of the worst forms of child labour
31	Niger NER102	Les mandants tripartites prennent des mesures de lutte contre le travail des enfants en ciblant les pires formes
32	Nigeria NGA901	Enabling environment for effective implementation of the National Action Plan for the elimination of the Worst forms of child labour
33	Nepal NPL829	Constituents have implemented priority activities of National Master Plan on Child Labour, with specific emphasis on the elimination of worst forms of child labour by 2016
34	Pakistan PAK102	Constituents actively promoting and supporting the elimination of child labour, including its worst forms
35	Panama PAN103	El país, con el apoyo de la OIT, implementa y da seguimiento al cumplimiento de la hoja de ruta para hacer de Panamá un país libre de trabajo infantil.
36	Peru PER144	El estado peruano cuenta con políticas definidas de prevención y erradicación de trabajo infantil especialmente enfocadas en las peores formas.
37	Papua New Guinea PNG103	Effective progress is made towards the elimination of child labour.
38	Paraguay PRY153	Avances logrados en la integración de políticas, planes y programas nacionales para la prevención y erradicación del trabajo infantil
39	Senegal SEN104	Le gouvernement en concertation avec les partenaires sociaux adopte des mesures visant à éliminer le travail des enfants en ciblant les pires formes
40	El Salvador SLV103	El país, con el apoyo de la OIT, implementa el Plan Nacional de Acción contra el Trabajo Infantil en el marco de los programas anti-pobreza y educación, con énfasis en modelos de reducción del trabajo infantil a nivel local.
41	South Sudan SSD901	TEMP to link TC project INT/05/24/EEC
42	Swaziland SWZ826	Capacity of Government and social partners strengthened to address child labour in line with Conventions No. 138 and 182
43	Togo TGO103	Des stratégies, programmes et plans d'action visant à éliminer le travail des enfants en ciblant les pires formes sont élaborés et mis en oeuvre
44	Thailand THA153	RTG, Employers and Trade Unions capacity at the national, provincial and local levels to work towards elimination of child labour in particular in its worst forms Enhanced
45	Tajikistan TJK102	The capacity of the government and social partners to address the worst form of child labour is enhanced and the knowledge base on child labour becomes more solid
46	Uganda UGA151	National and district development plans and policies and programmes addressing and sustaining gender focused child labour concerns implemented
47	Uruguay URY901	Incrementada la sensibilidad social en relación al trabajo infantil y su erradicación, a través del apoyo técnico prestado, en cumplimiento con los convenios internacionales
48	Vietnam VNM104	National policies and legislations for child labour reviewed, improved and harmonized with international conventions
49	Zambia ZMB176	Support to the implementation of the Child Labour Policy and National Action Plan to combat Child Labour and a policy and Action Plan to combat trafficking.

16.2 Number of member States in which constituents, with ILO support, take action to adopt or modify their legislation or reinforce their knowledge base on child labour.		
<u>1</u>	<u>Bangladesh</u> <u>BGD302</u>	<u>Worst Forms of Child labour eliminated.</u>
2	Brazil BRA126	Strengthen the implementation of public policies and social actions to eliminate child labour, with special attention to its worst forms
3	Chile CHL106	Información y estadística sobre trabajo infantil generada y disponible en el país
4	Cote d'Ivoire CIV901	Les mandants tripartites disposent de capacités renforcées pour mettre en oeuvre un plan national d'action de lutte contre le travail et la traite des enfants
5	Colombia COL109	Gobierno y actores sociales fortalecidos para la aplicación de instrumentos nacionales de medición del trabajo infantil, así como para su análisis y divulgación de resultados
6	Ecuador ECU108	El Gobierno ecuatoriano cuenta con estadísticas actualizadas sobre Trabajo Infantil
7	Iraq IRQ179	Enhanced capacity of the government and social partners to tackle worst forms of child labour
8	Cambodia KHM228	Effective progress made toward the elimination of child labour, especially its worst forms
9	Lebanon LBN152	Effective mechanisms are put in place for improved monitoring of child labour, with special attention to its worst forms
10	Madagascar MDG206	La capacité du pays à disposer d'un système de suivi de travail des enfants est renforcée.
<u>11</u>	<u>Mongolia</u> <u>MNG12</u>	<u>Promotion of youth employment and the elimination of the worst forms of child labour are linked through area-based integrated approach.</u>
12	Philippines PHL103	Effective progress by Philippine national programme to eliminate worst forms of child labour
<u>13</u>	<u>Palestine</u> <u>PSE154</u>	<u>Enhanced knowledge and capacity of tripartite partners to address the worst forms of child labour in the oPt</u>
14	Sierra Leone SLE127	Capacity of constituents partners to implement policies on child labour enhanced
15	Somalia SOM129	Policy and legal framework established and implemented to progressively eliminate child labour
<u>16</u>	<u>Turkey</u> <u>TUR102</u>	<u>Addressing the problems of children involved in cultural and artistic activities</u>
17	Uganda UGA152	Knowledge base on child labour improved
18	Yemen YEM103	Enhanced capacity of the Ministry of Labour to monitor and address worst forms of child labour

Better Work

Better Work is primarily active in developing countries and has the aim of helping garment-sector stakeholders improve compliance with labour standards. In turn this greater compliance with labour standards improves workers' livelihoods, promotes decent work and unlocks business opportunities to facilitate job creation, while strengthening a country's industry competitiveness in the global supply chain. This characteristically involves independent factory assessments with advisory and training services.

Better Work is a partnership between the ILO and the International Finance Corporation. These two partners share their expertise for a more successful programme. The ILO provides expertise in social dialogue, labour standards, and the application of labour standards, and the IFC brings expertise in private-sector development.

The Better Work Programme is active in Cambodia, Haiti, Indonesia, Jordan, Lesotho, Nicaragua and Vietnam. The Netherlands provide funding to the programme in Indonesia, Vietnam.³

Projects funded by the Netherlands outside of the Partnership Programme

Georgia: Promoting Fundamental Principles and Rights at Work

Since 2008, the ILO has been assisting the Georgian government and the social partners in improving tripartite social dialogue and in reviewing the labour legislation to ensure compliance with international labour standards. The experience of the Tripartite Social Partnership Commission in dealing with high profile cases of collective labour disputes revealed the need and opportunity to develop an independent and impartial mediation mechanism for efficiently addressing collective labour disputes at the workplace level rather than having them escalating to higher levels.

To this end, in December 2010, the ILO launched the project "Freedom of Association and Collective Bargaining in Georgia". The project aims at: 1) building trust between the partners and strengthens their capacity to enter into collective bargaining and to prevent labour disputes; and 2) assisting the tripartite constituents in establishing a conciliation and mediation mechanism for resolving labour disputes.

Since December 2010, the project has significantly contributed to the design of a modern and effective labour mediation mechanisms. More particularly, project's technical assistance has to-date made possible the following results:

- An agreed framework stating the features of a labour mediation mechanism and the topics the three Georgian constituents shall agree upon.
- Statement of each constituent's views on the features of the mediation mechanism.
- A tripartite agreement on the main features of the envisioned mechanism.
- Information on the role and characteristics of labour mediation provided to workers and employers.
- 22 Human Resources and Legal staff from 21 companies trained on collective bargaining rights and skills.

Moreover, since the beginning of 2013, the project has been providing technical assistance to reinitiate work on labour law reform in accordance with the comments of the ILO's supervisory mechanisms.

³ http://betterwork.org/global/?page_id=331

Tunisia: Développement Economique et Plan d'action Régionale par la Création d'Emplois Décents pour les Jeunes en Tunis

Staggering youth unemployment rates across Tunisia have added a sense of economic urgency to the reform process. The project provides technical support and tools to implement the regional action plans for youth employment that have been formulated with earlier ILO support. It will focus on economic sectors with potential for youth employment, both in terms of supporting enterprise creation and expanding wage employment.

The project will build stronger public and private institutions, including youth organizations for the implementation of the regional action plans for youth employment. By working directly in four interior provinces (the governorates of Ariana, Kef, Gafsa, and a fourth yet to be selected) the approach will eventually guide actors at the national level for the implementation of decentralized youth employment and local development policies.

The distinct feature of the project is the provision of direct support to feasible employment initiatives generated in jointly with local organizations including youth. It adds value to other parallel technical assistance by focusing on implementation and tangible results. The first quarter of the project is focusing on prioritizing actions and seeking the best opportunities for local synergies in terms of staffing, institutional expertise and finance.

South Africa: Promotion of Decent Work in the Transport Sector

The ILO project “Promotion of Decent Work in the South African Transport Sector” (phase 1), funded by both the Dutch and Flemish Governments aims to boost competitiveness in the transport sector of a key industry player, Transnet Port Terminals and more specifically at Durban Container Terminal. The objectives include:

- Introducing a more conducive policy and regulatory framework for “doing business” in the Port of Durban (Durban Container Terminal) with emphasis on Human Resources Development (HRD);
- Assisting with capacitating local Business Development Service (BDS) providers, amongst them predominantly the School of Port Operations, to provide Port stakeholder groups with a range of workforce centered training and advisory services;
- Ensuring Port stakeholders fully unlocking the benefits of the HRD effort;

Project outreach (2011-12)

- Social dialogue and collective bargaining training of 35 labour and 29 management representatives;
- Study tour to Flemish and Netherlands ports for 10 labour and 8 management representatives to assess best practice of social dialogue and human resource development initiatives;
- Training provided to 49 operational staff on international best practices in Container Terminal Management;
- As part of the Directed Work Teams programme 825 front line (shop floor) employees at Durban Container Terminal trained on productivity improvement measurement techniques;
- Facilitators at the School of Port Operations trained as Chief Instructors (train-the trainer) in the Port worker Development programme with an outreach of 303 employees.



Jordan: Monitoring and evaluation for the ETVET system

The project provides capacity building through training, coaching and piloting to support the efforts of the the Employment, Technical and Vocational Education & Training (ETVET) sector to establish monitoring and evaluating system. This system would allow for:

- the ETVET Council, the ETVET Fund, the Center for Accreditation and Quality Assurance (CAQA) and trainer providers in ETVET sector to asses and improve their project performance;
- the Center for Accreditation and Quality Assurance to decide on sectoral standards for accreditation of training providers;
- the ETVET Fund to put in place some benchmarks for its funding – related to capacity and performance, and allocate its resources through an open tender system;
- the Ministries of Education, Higher Education and other TVET providers to reflect on the added value of ETVET monitoring and evaluation framework, for its adoption to the skills development programmes they oversee.

A user friendly M&E framework will be developed to:

- The standard data requirements in terms of baseline, monitoring, evaluation and impact evaluation;
- The tracking and reporting process of the projects' progress in terms of outputs delivery, progress towards stated objectives, progress against agreed indicators/targets, and their performance against other projects or agreed benchmarks (related to impact, effectiveness, efficiency, sustainability, relevance etc);
- The timely provision and dissemination of the results, and the linkages between this quality assurance system and other public monitoring and reporting processes.



Turkey: Combatting Child Labour in Hazelnut Agriculture in Ordu

The project was launched in November 2012 during the visit to Turkey by Ms. Lilianne Ploumen, the Netherlands Minister for Foreign Trade and Development Cooperation.

Implemented in partnership with the Ministry of Labour and Social Security, this initiative focusses on the Ordu Province in the Black Sea region. Its overall objective is to contribute to the elimination of worst forms of child labour in seasonal commercial agriculture in line with the Government's strategy.

The project aims to enhance local capacity for the removal of children from the worst forms of child labour and the prevention of at-risk children from entering such work. This is achieved through the capacity building of public institutions and local NGOs, and the development of monitoring models and partnerships. The project contributes to reaching the targets of the Time Bound Policy and Programme Framework 2005-2015 for the elimination of the worst forms of child labour in Turkey. The model will be sustained and scaled up in other sectors by ensuring active participation in project activities by the Government, social partners, civil society and the private sector.

Global: Combating child labour through Education

At the Hague Global Conference on Child Labour in 2010 the government of the Netherlands announced its intention to support an ILO-IPEC project that would build improved links between activity to tackle child labour and to promote Education for All. Under this project work has taken place in four countries: Bolivia, Indonesia, Mali and Uganda. Services have been provided to children in or at risk of child labour through a range of local initiatives including the provision of second chance education, improving school environments, and community initiatives to ensure children attend school and are not in child labour. To sustain impact the project is helping to improve coordination between Ministries of Labour and Education in order to increase attention to child labour in education sector policies.



It also includes an advocacy component aimed at raising attention to the problem of child labour and the need for an appropriate educational response. This has included work with social partners, media, and children themselves.

The adjacent photo shows Mr. Tjeerd de Zwaan, the Netherlands Ambassador in Indonesia, meeting children at an event in the Netherlands cultural centre in Jakarta on World Day against Child Labour 2012. The group he met were participants in an initiative that involved child labourers in five areas across Indonesia making films about their lives. The films attracted major interest.

At the international level, advocacy work also involved inputs to a new report on child labour and education issued by Gordon Brown, the recently appointed UN Special Envoy on Global Education. The report aims to increase the prominence of child labour on the policy agenda and it draws heavily on the ILO's research and data.

The project also supports work to follow up on the Roadmap on the Elimination of the Worst Forms of Child Labour adopted in The Hague. This has included support for development of a World Report on social protection and child labour which will be launched in April 2013. A training guide on "Implementing the Roadmap for achieving the elimination of the worst forms of child labour" has recently been finalised and is now being used in a number of countries.

