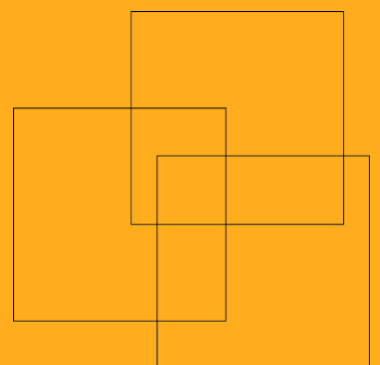




International
Labour
Organization

ILO Regular Budget Supplementary Account

October 2013 RBSA Information Note



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1. The added value of RBSA

The ILO established the **Regular Budget Supplementary Account (RBSA)** to support the Decent Work Agenda through flexible un-earmarked voluntary contributions to the ILO's technical cooperation programme.

RBSA is a key resource to deliver decent work results as it allows the ILO to allocate funds when and where they are most needed in an independent, flexible and fast manner, complementing other ILO resources. RBSA enables the Office to expand, accelerate, deepen and replicate existing technical cooperation programmes, allowing the ILO to serve those thematic areas and/or Member States that do not attract voluntary contributions as easily as others.

RBSA is an efficient modality that reduces transaction costs for the ILO, and therefore justifies a reduced administrative support cost of 7 per cent.

RBSA corresponds to international commitments on untying ODA for increased development effectiveness, as pointed out at the OECD/DAC High Level Meeting of December 2012:

“In line with the commitment set out in the Busan Partnership for Effective Development Co-operation, we welcome the diversity of development co-operation actors, and agree to work to reduce the proliferation of multilateral channels by using existing channels and frameworks for programme design, delivery and assessments, drawing on the following principles:

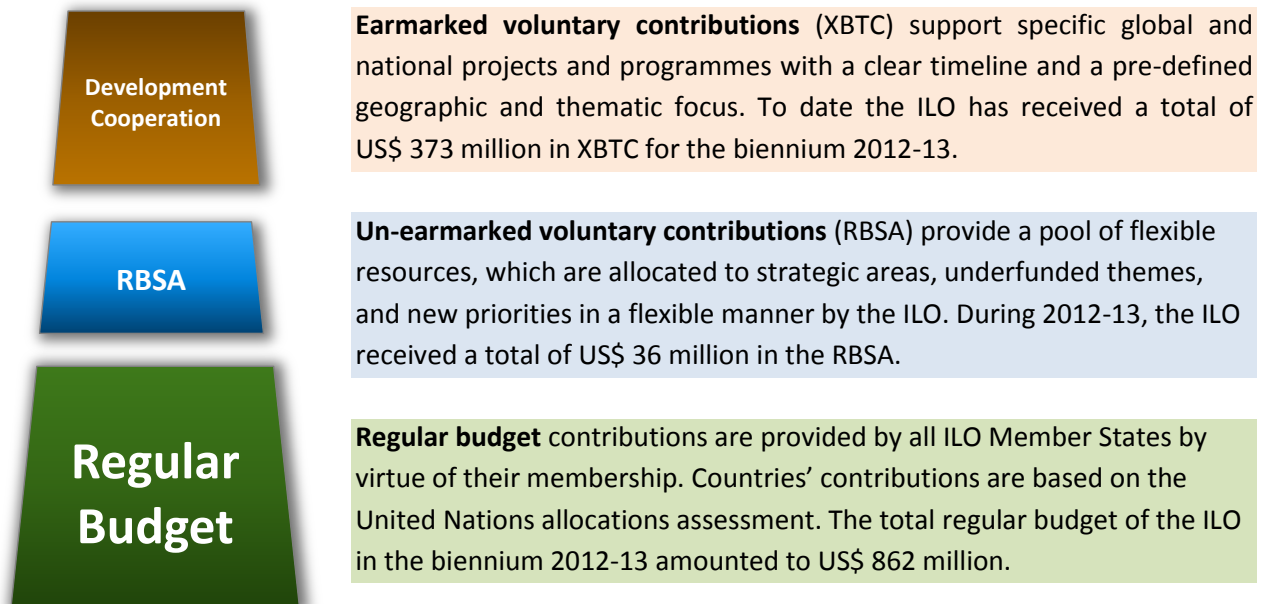
[...] 4: Provide core or un-earmarked contributions to multilateral organizations, where relevant and possible.”

Since the launch of RBSA in 2008-09 many development partners have appreciated the flexibility with which resources have been mobilized to support the ILO's capacity and respond to urgent priorities in the current global economic crisis. Allocated to official development assistance-eligible countries, RBSA has been instrumental in boosting DWCPs through the optimized use of resources. This timely funding has enabled the ILO to address high-priority issues. For example, it has helped the Office to –

- kick-start innovative programmes and activities (Green Jobs in Asia in 2008-09)
- respond rapidly to emerging needs (Myanmar)
- extend geographical outreach or upscale ongoing programmes (China)
- enhance the sustainability of ILO assistance through partnerships with other UN agencies in the context of UN reform (Malawi)
- develop the capacity of the social partners and enable them to participate more effectively in socio-economic policy development (Burundi, Papua New Guinea, Philippines, oPt)
- mainstream cross-cutting issues in labour policies and programmes (oPt, Philippines)
- serve thematic areas that do not attract easily voluntary contributions (Pakistan)
- provide a real incentive for joint work and effective results-based management, especially at country level, supporting the policy goals of the Organization and contributing to major changes in the ways in which the Office has been working
- leverage additional funding from other sources

2. Allocation and management of RBSA

The ILO funding base consists of three integrated components, designed to support the delivery of the overall ILO results. RBSA complements the ILO's Regular Budget of assessed contributions by Member States (**RB**) and voluntary contributions to ILO Extra-budgetary Technical Cooperation (**XBTC**).



RBSA is subject to the same governance and oversight as the Regular Budget, as well as to the established ILO evaluation framework and policies. The ILO reports on RBSA in the biennial Programme Implementation Report. For each biennium the Governing Body agrees on an RBSA expenditure target across the four strategic objectives and five regions.

- RBSA supports decent work priorities and outcomes in dialogue with constituents in countries in the framework of United Nations reform and inter-agency cooperation. The funds constitute official development assistance (ODA) and can only be used in direct support of ODA-eligible Member States.
- Outcome-based workplans (OBWs) provide the framework for allocations. RBSA funds are only allocated for Decent Work Country Programme (DWCP) outcomes and Global Products that are supported by a results framework. In selecting DWCP outcomes, the following criteria apply:
 - the achievement of targets established in the programme and budget
 - tripartite support and involvement
 - the contribution to national development objectives and United Nations Country Programme goals
 - Office-wide collaboration.
- The Programme and Budget for 2014-15 proposes to concentrate RBSA funding primarily on the eight newly established Areas of Critical Importance (ACIs), with an emphasis on countries less endowed by ILO extra-budgetary resources. At least three-quarters of RBSA allocations to ACIs will be for direct country level support linked to the Country Programme Outcomes (CPOs).
- The planning and monitoring of RBSA allocations is based on information in the Implementation Planning module of the Integrated Resource Information System (IRIS) Strategic Management Module.

3. RBSA and results-based management

RBSA contributes to strengthening results-based management (RBM) for development results and forms part of the ILO's RBM road map. The availability of these flexible resources has provided a strong incentive for more focused, results-based Decent Work Country Programmes (DWCPs), agreed with the ILO's constituents and forming part of ILO's contribution to national development efforts through United Nations Development Assistance Frameworks (UNDAFs).

The allocation of RBSA, as part of an integrated resource framework for all the ILO's resources, has enhanced collaboration between ILO field offices and technical units in order to jointly plan and deliver the ILO outcomes. To further strengthen the need for prioritization, focus, critical mass and greater impact, the Programme and Budget for 2014-15 established the ACIs. Together with changes under way through the reform process, the ACIs will allow for greater teamwork across established structures and promote multidisciplinary inputs on key issues.







Evaluation policies on RBSA adhere to the overall ILO policy on evaluation, which is aligned with UN-wide practice and OECD/DAC guidelines. Regional offices are responsible for developing evaluation plans in consultation with the ILO's Evaluation Unit, which also assesses the quality of these RBSA evaluations and reports to the ILO's Governing Body through its Annual Evaluation Report.

Contributions and expenditure under the RBSA, as well as results achieved, are reported to the Governing Body through the standard financial reports and the biennial Programme Implementation Report.

4. RBSA: some figures

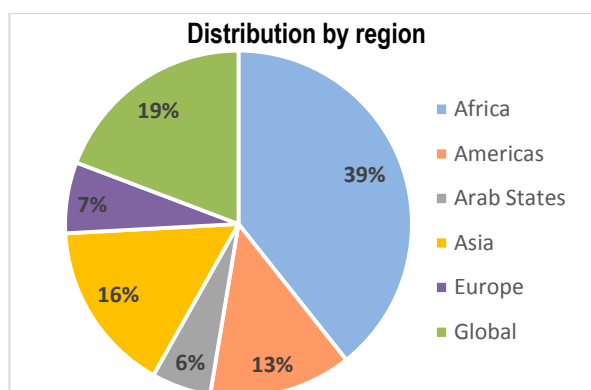
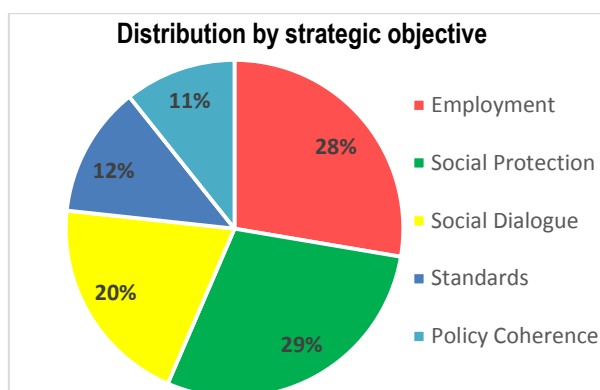
RBSA contribution in 2010-11 and 2012-13

The ILO received over USD 53 million in RBSA contribution in 2010-11. During the biennium 2012-13 the Organization has recorded over USD 36 million in new RBSA contributions. Six development partners (Belgium, Denmark, Germany, Italy, Netherlands and Norway) provided fully un-earmarked resources. Part of Italy's contribution was subject to special earmarking.

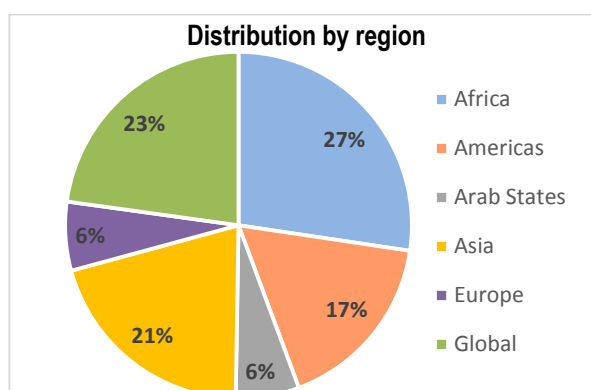
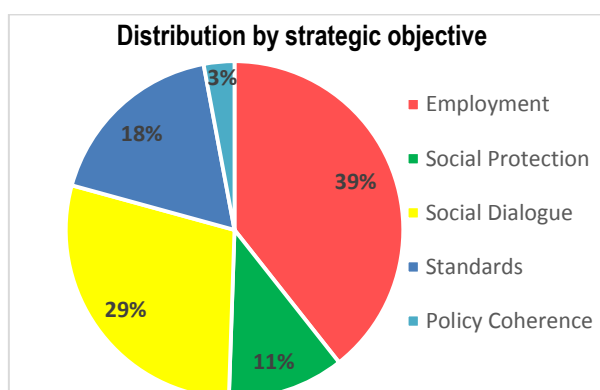
Donor	2010-11 in thousands of US dollars	2012-13 in thousands of US dollars ¹
Belgium 	8,814	5,606
Denmark 	6,932	7,015
Germany 	4,049	815
Italy 	300	611
Netherlands 	26,970	11,650
Norway 	6,787	10,334
Total	53,852	36,031

¹ As of October 2013

RBSA expenditures in 2010-11



RBSA allocations in 2012-13



Distribution by strategic outcomes ²

Strategic Objective	Strategic Policy Framework 2010-15 Outcome	Total
Employment	Outcome 1: Employment promotion	3,182
	Outcome 2: Skills development	780
	Outcome 3: Sustainable enterprises	1,470
	Outcome 4: Social security	2,097
Social Protection	Outcome 5: Working conditions	260
	Outcome 6: Occupational safety & health	700
	Outcome 7: Labour migration	427
	Outcome 8: HIV/AIDS	750
Social Dialogue	Outcome 9: Employers' organizations	990
	Outcome 10: Workers' organizations	1,290
	Outcome 11: Labour administration and labour law	1,525
	Outcome 12: Social dialogue and industrial relations	1,001
	Outcome 13: Decent work in economic sectors	687
Standards	Outcome 14: Freedom of association & collective bargaining	380
	Outcome 15: Forced labour	258
	Outcome 16: Child labour	1,003
	Outcome 17: Discrimination at work	490
	Outcome 18: International labour standards	1,272
Integration	Outcome 19: Mainstreaming decent work	563
Total		19,126

² In thousands of US dollars, ongoing programmes as at October 2013.

5. Outlook

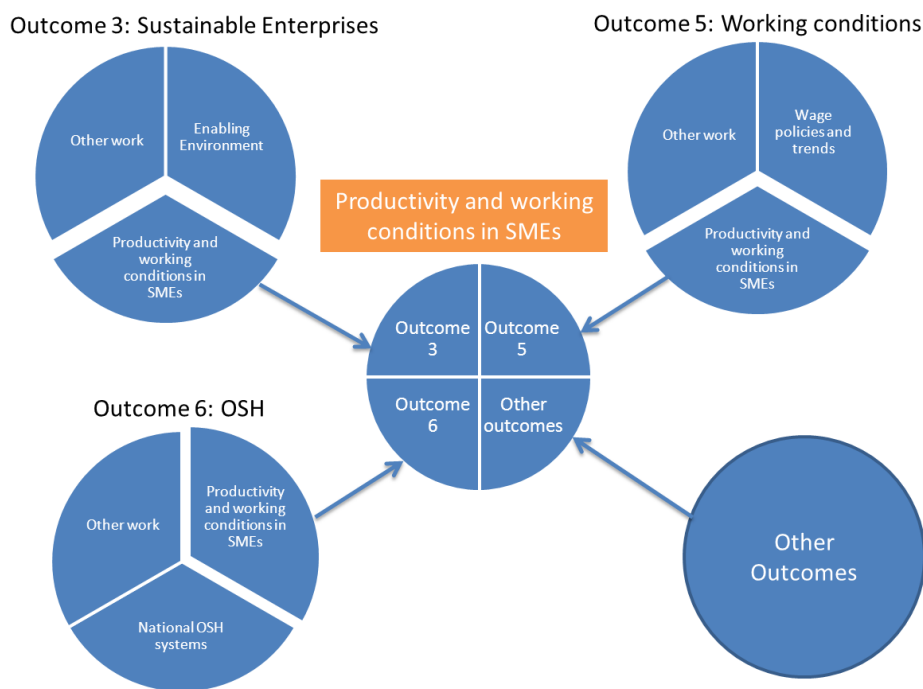
The vision of the ILO's Director-General and the debate in the Governing Body around the ILO's ACIs will influence the strategic use of RBSA in the coming years.

The eight ACIs are: Promoting more and better jobs for inclusive growth; Jobs and skills for youth; Creating and extending social protection floors; Productivity and working conditions in SMEs; Promoting decent work in the rural economy; Formalization of the informal economy; Strengthening workplace compliance through labour inspection; and Protecting workers from unacceptable forms of work.

The ACIs have been established in the Programme and Budget 2014-15 with the aim of achieving greater focus and collaborative action on key issues in the world of work. The ACIs are vehicles to bring together specialist inputs from different disciplines and structures across the Office, both in Geneva and in the field, to address issues that matter most to Member States. They will elaborate a common work plan and results framework.

RBSA will be used primarily for the funding of the ACIs. At least three-quarters of RBSA allocations to ACIs will be for direct country level support linked to CPOs. RBSA could also be allocated to work not falling within the ACIs, for instance to respond to emerging country level priorities which in accordance with the outcome strategies defined in the Programme and Budget.

The eight ACIs do not stand outside or in addition to the 19 Strategic Outcomes. Rather, each draws on and integrates several outcomes and interacts with them.



The ILO will continue to engage new development partners in supporting RBSA and other forms of flexible funding. The Office is aware of the need to give appropriate visibility and recognition to development partners who support RBSA. The Office will ensure that development partners supporting RBSA have the necessary elements to report back to their own oversight structures about how the ILO uses their taxpayers' money, and what results have been achieved.

A SELECTION OF STORIES

AFRICA

Africa: Regional Programme on Child Labour

(CPO: RAF108) SPF 2010-15 – Outcome 16: Child Labour - Child labour is eliminated, with priority being given to the worst forms



The challenge

According to the latest ILO publication³, Africa lags behind other regions in progress towards the elimination of child labour. Although the decline in the number of children in employment during 2008-2012 offers some ground for optimism, sub-Saharan Africa is the area where progress has been slowest and least consistent, with more than one in five children in child labour (more than 59 million children).

ILO support with RBSA funding

RBSA funding has enabled the ILO to develop the Regional Programme on Child Labour, which supports the effective development and implementation of National Action Plans (NAP) for the elimination of child labour in sub-Saharan Africa. The programme, which seeks to strengthen efforts towards the achievement of the Focus on Africa Strategy, has allowed the ILO to respond to the needs of constituents more efficiently and with a particular focus on capacity building in order to tackle child labour.

The programme provides the necessary tools and technical assistance for child labour units and for the National Steering Committees on Child Labour in order to implement the NAPs. RBSA funds were also used to provide technical and financial support to establish a new National Steering Committee in Cape Verde in March 2013. Over the years, the regional programme has supported the implementation of capacity building activities in countries such as Burkina Faso, Ethiopia and Lesotho. This has created the conditions for developing a strategic approach aimed at mainstreaming the eradication of child labour into different national agendas through both the enhancement of constituents' capacities and the strengthening of partnerships and collaborative work on a tripartite basis.

The RBSA project facilitated a sub-regional workshop in Johannesburg in June 2013 with the aim of creating a network for sharing experiences and best practises in the formulation and implementation of NAP strategies, which should involve constituents from countries such as Benin, Botswana, Burkina Faso, Cape Verde, Cote d'Ivoire, DRC, Ethiopia, Lesotho, Namibia, Niger, South Africa, Swaziland, Tanzania and Togo.

One of the remarkable outputs of the Regional Programme on Child Labour was the creation in November 2012 of a "virtual" Integrated Regional Child Labour Resource Centre (CLIC-Africa). CLIC-Africa is designed to contribute to the achievement of ILO's regional child labour agenda, including the Focus on Africa strategy and the Decent Work Agenda in Africa (DWAA). As a regional knowledge hub, CLIC-Africa has made it possible to share child labour data, good practices, lessons learned and training tools in order to support NAP implementation in the region.

³ [Marking progress against child labour: Global estimates and trends 2000-2012](#) (2013).

The challenge

Decent work is the principal way out of poverty and hunger. The inclusion in 2005 of decent work for all as a target Millennium Development Goal 1 (MDG-1) underscored the fundamental role of decent and productive employment in addressing poverty in a sustainable manner.

The situation is particularly serious in Malawi, a rural and agrarian country where poverty and food insecurity are widespread, and where eight out of six-teen million people live below the national poverty line, and four million must cope with extreme poverty.⁴

Malawi's agricultural sector employs 85 per cent of households and accounts for 35 per cent of GDP and 80 per cent of all exports. Actions aimed at improving working conditions and creating decent employment opportunities for young women and men are of utmost relevance and importance.

ILO support with RBSA funding

In response to the Government's request for technical assistance within the framework of the 'Decent Work for Food Security' (DW4FS) programme, and building on their extensive experience and expertise in implementing employment, income generating, hunger and poverty reduction projects, the ILO and FAO proposed to implement a joint three-year programme on DW4FS in Malawi.

The ILO allocated RBSA to promote sustainable livelihoods of small-scale producers, agricultural workers and their families through decent work in agro-food value chains with high employment, income generation and productivity potential, so as to enhance their impact on food security.

The use of RBSA funds will enable the ILO to leverage additional resources for the Decent Work for Food Security programme in Malawi. Specific interventions, developed in collaboration with the Country Office in Lusaka, will support the training of local district-level labour inspectors and agricultural extension staff to support the implementation of decent work standards, mainstreaming them within selected chains and addressing issues of occupational safety and health, child labour, and youth and women's employment.

Further activities will involve the implementation of a diagnostic assessment of two value chains, with focus on production, processing, marketing and value-addition by applying the decent work lens, and their potential impact on food security.

⁴ Third Integrated Household Survey, 2010-2011 (<http://www.nsomalawi.mw/index.php/publications/integrated-household-survey/third-integrated-household-survey-ihs3.html>)



The challenge

Since the Arusha Peace Agreement and the subsequent reconciliation arrangements of August 2000, which brought an end to two decades of conflict and civil strife, Burundi has been making modest progress towards political stability, good governance and inclusive economic growth. Within this process of stabilization, the social partners have played a crucial role in promoting the

reinforcement of social dialogue institutions as a priority in areas such as health and public education. This has set the scene for a mechanism aimed at preventing and settling collective labour conflicts. For this reason, through its programme on social dialogue in French-speaking African countries the ILO has continuously provided support to the strengthening of the negotiation capacities of Burundian social partners.

Along these lines, in 2009 the ILO organized the first National Forum on Social Dialogue, whose conclusions stressed the importance of developing a National Charter for Social Dialogue, which was finally adopted in 2011 with support from ILO and UNDP. Building on these achievements, ILO's constituents promoted the establishment of a programme of better governance in the labour sector, which became a part of the Burundi DWCP for the period from 2013 to 2016.

ILO support with RBSA funding

RBSA funding was allocated in the biennium 2012-13 with the aim of making the National Council of Social Dialogue fully operational and ensuring wide awareness of the National Charter of Social Dialogue at the provincial level and in a variety of economic sectors. The body, officially established in February 2012, is composed of 21 members representing the President's Office, the Ministry of Labour, and employers' and workers' organizations.

The RBSA also enabled the ILO to support the formulation of a national action plan for the implementation of the Charter and its dissemination through national and provincial workshops.

Bolivia: Promoting Decent Work through supporting the Cooperative Law Reform

(CPO: BOL106) SPF 2010-15 – Outcome 3: Sustainable enterprises create productive and decent jobs



The challenge

The new Constitution of the Plurinational State of Bolivia (2009) recognized the great potential of cooperatives in the country for socio-economic development. The cooperative movement, consisting of more than 1,400 cooperatives with 2.3 million members (22 per cent of the population) has expanded rapidly in recent years, in particular in the mining, service and financial sectors. These developments, along with the principles of solidarity, equality, reciprocity

and not-for-profit enshrined in the 2009 Constitution, called for an update of the Cooperative Societies Act dating back to 1958. A reform of the regulatory framework for the cooperative sector was thought necessary to align it with the universal principle of cooperation, the provision of ILO Recommendation 193, and the Article 55 of the Constitution, which explicitly states that “the Government shall promote and regulate the organization of cooperatives through a legal framework”.

ILO support with RBSA funding

Between 2011 and 2013, the ILO allocated RBSA funding with the aim of assisting the Government, the cooperative sector and civil society stakeholders in improving the legal framework for cooperatives.

In collaboration with the Ministry of Labour, Employment and Social Protection, the ILO conducted an assessment of the state of cooperative development in the country, making recommendations that were reflected in the new General Cooperative Act, promulgated by the Government in April 2013. During the drafting of the Act, the ILO facilitated consultations between cooperative stakeholders in the mining and non-mining sectors, the Government and the Bolivian Senate. The new law provides a comprehensive and coherent regulatory framework for the sector and defines the identity, values and principles of cooperatives.

The ILO helped the Bolivian Senate to elaborate the Cooperative Promotion Act (*Ley de Fomento Cooperativo*), which aims to promote the development and growth of the sector and makes explicit reference to the ILO’s Promotion of Cooperatives Recommendation, 2002 (No. 193).

RBSA funding enabled Bolivia to carry on a study on a sector that accounts for 3.6 per cent of direct employment and 10.8 per cent of indirect employment in the country; it also provided the basis for a new regional initiative developed to promote the International Year of Cooperatives in 2012. The study, entitled “*El Cooperativismo en América Latina, Una diversidad de contribuciones al desarrollo sostenible*”⁵ covered the case studies of Bolivia, Costa Rica, Guatemala, Paraguay and Peru, offering policy recommendations for developing a more sustainable regional framework for cooperative work.

⁵ http://www.ilo.org/wcmsp5/groups/public/---americas/---ro-lima/documents/publication/wcms_188087.pdf

Myanmar: Promotion of a National Labour Force Survey

(CPO: MMR126) SPF 2010-15 – Outcome 1: More Women and Men have access to productive employment, decent work and income opportunities



The challenge

Following the lifting of restrictions on Myanmar by the International Labour Conference in 2012, the ILO is expanding its assistance to the country through various initiatives to support the elimination of forced labour and promote related ILO activities.

Myanmar has not yet developed a comprehensive national employment policy and will soon start discussions on its first Decent Work Country Programme. The last labour force survey in the country was conducted in 1990 by the Ministry of Labour. Since then, only scant projections of labour statistics indicators from this survey have been and are still used, complemented by estimates from other surveys. The last national population census is even more out-dated, as it was

carried out in 1983. There is therefore no reliable sample base, and the national statistical system is based on old practices that do not reflect the existence of a consistent survey master plan. As a result, any available information on labour is inadequate to formulate evidence-based labour and social policies and efficiently monitor their implementation.

ILO support with RBSA funding

The Office has allocated RBSA to improve Myanmar's labour statistics system and capacity to collect reliable, sex-disaggregated labour market statistics through labour force surveys. This effort will supply data to formulate policies on issues of critical importance to the country, including the development and implementation of a national employment policy and addressing youth unemployment, child labour, forced labour and social security. This initiative will further help in the identification of national priorities for a future Decent Work Country Programme.

The RBSA project will support the Government's commitment to ratify ILO's Worst Forms of Child Labour Convention, 1999 (No. 182) and to eliminate all forms of forced labour by 2015 by identifying areas where these practices are most prevalent. In addition, the use of ILO's school-to-work methodology will facilitate the transition of young people from school or training to decent work. The survey will promote gender equality at the workplace by identifying factors that impede women's access to and progress in the labour market.

The project, implemented by the ILO in collaboration with the Ministry of Labour, the Central Statistical Organization, and other major stakeholders in Myanmar, shows the benefits of the flexibility that RBSA provides to the Office; Labour statistics are commonly seen as crucial for the design of labour market policies, but traditional Technical Cooperation funding is difficult to mobilize for such a purpose.

Philippines: Building disaster-resilient communities

(CPO: PHL101) SPF 2010-15 – Outcome 1: More Women and Men have access to productive employment, decent work and income opportunities



The challenge

Natural disasters in the Philippines damage livelihoods, destroy infrastructure and put people's lives at risk. Urgent action is needed to rebuild communities and to assist affected families. Over the years, the ILO has developed labour-based methods that help people rebuilding their lives, repairing damage, restoring livelihoods and alleviating poverty resulting from natural disasters.

Creating jobs at the community level and adopting labour-intensive methods, especially among those affected by natural disasters, remains a great challenge, given the lack of skills, equipment and funds.

Emergency employment and cash-for-work schemes have been implemented in several disaster-risks areas in the Philippines to create jobs and to help survivors cope with the crisis. Repairing damage, creating decent work and restoring access to economic and social services is also seen by the national government as an area for joint efforts with local government.

The ILO co-convenes the Livelihoods Cluster in the Philippines with the Department of Social Welfare and Development, in coordination with the Department of Labor and Employment and the Department of the Interior and Local Government.

ILO support with RBSA funding

The ILO allocated RBSA following a request by the national government to provide technical assistance in order to use local resource-based methods and implement 'Community Participation in Road Maintenance: Emergency Restoration of Provincial Roads Affected by Typhoon Bopha', covering the provinces of Davao Oriental, Compostela Valley, Agusan del Sur and Surigao del Sur. The project trained survivors and people affected by disasters and provided mentoring on construction; participants received starter kits and tools for construction, as well as personal protective and safety equipment. People benefitting from this programme learned new skills which helped them earn an income, rebuild their lives, and restore their communities.



The funding provided by RBSA has been instrumental in helping research aimed at identifying employment strategies, guidelines and tools developed with a local resource-based approach, whose adoption will be promoted in both infrastructure and non-infrastructure development projects.

The challenge

Papua New Guinea's occupational health and safety legislation was promulgated over 50 years ago (*the Industrial Safety, Health and Welfare Act of 1961*) and does not take into account the changes in occupational health and safety that have occurred in the country, particularly over the last decade. The Government of Papua New Guinea is currently undertaking a reform of the legislation with the aim of strengthening its OSH institutional capacity.

The increasing importance of OSH in Papua New Guinea should be seen in the context of the rapid social and economic development of the country, with annual growth rates around 6 to 8 per cent. Much of this growth is triggered by the boom in industries such as natural resource extraction, forestry and timber, which entail significant safety and health risks if not properly managed. Low awareness, lack of capacity and limited resources, which are crucial in addressing OSH needs in small scale-businesses and the informal economy, constitute the other main challenges in the country.

ILO support with RBSA funding

A national tripartite workshop held in 2011 recommended that the ILO assist in the harmonisation of labour inspectorate functions through current legislation, train inspectors in ILO standards, and provide further support to the inspectorate in anticipation of the legislative reform. The Minister then directly approached the ILO requesting support to the Department of Labour and Industrial Relations to strengthen labour inspection services and OSH training.

RBSA funds financed an ILO mission to Papua New Guinea in order to assess the institutional capacity and the existing gaps in the OSH programme and to investigate the scope for further collaboration between the inspectorates. In collaboration with the International Training Centre in Turin, the ILO then designed a tailor-made five-day Training Workshop on Occupational Safety and Health Inspection for OSH and labour inspectors, plus officials from the Ministry of Petroleum and Energy and the Ministry of Mines. Social partners were invited to participate in panel discussions on how joint-tripartite collaboration could make workplaces in the country safer.

Participants found the training to be successful. The workshop imparted skills on planning, execution and follow-up on inspections, and reached out to a variety of workplaces and provided information on how to comply with ILO standards. The training event offered an opportunity for dialogue between inspectors based in the capital and those in the provinces, as well as with social partners.

In collaboration with the Republic of Korea–ILO Partnership Programme to promote a National Framework for OSH, RBSA co-funding has also enabled some OSH inspectors and a social partner representative to attend training events in the Republic of Korea, which has provided much needed exposure to a modern approach to OSH management, and prepared participants for the introduction of a new OSH Act.



China: Reducing HIV-related stigma and discrimination in healthcare settings

(CPO: CHN178) SPF 2010-15 – Outcome 8: The world of work responds effectively to the HIV/AIDS epidemic

The challenge

Joint research carried out by the ILO and the China Centre for Disease Control (CDC) in 2010 on HIV related discrimination in healthcare settings found that HIV related rights violations were pervasive in China. One of the key reasons for such discrimination was that health care workers were concerned about occupational exposure to HIV during the course of medical practice. Further ILO research on HIV and Standard Precautions in 2012 among 2,000 health care workers found, alarmingly, that Standard Precautions were poorly implemented and health care workers were at extremely high risk of occupational exposure to blood borne diseases, including HIV.

Speaking on World AIDS Day in December 2012, Chinese Premier Li Keqiang⁶ spoke strongly against discrimination in health care settings, and instructed health authorities to take measures to ensure the occupational safety and health of healthcare workers providing treatment to people living with HIV.

ILO support with RBSA funding

The ILO, as the lead UN agency addressing HIV-related rights issue in workplaces, in 2013 identified challenges and gaps, and established programmes to tackle HIV-related discrimination and strengthen standard precautions in Henan and Anhui Provinces.

The project used RBSA funding to identify HIV and OSH related vulnerabilities of healthcare workers in the four major general hospitals of these two provinces and formulate recommendations to address the exposures. Based on the key findings of the assessment, a training manual on HIV and OSH was developed and training workshops for health care workers were carried out to build hospitals' capacity and to strengthen and enforce the implementation of standard precautions at hospitals and clinics for health workers.

People living with HIV have been engaged in the project to advocate with health workers and management. Training was also provided for team leaders of HIV-positive people. The project established a hotline to provide legal counselling and support for people living with HIV and refer them to public interest lawyers for individual assistance with legal service.

The project, in addition, carried out training workshops for public interest lawyers on HIV and laws thus enhanced their capacity to address HIV related rights violations in China. Currently, a policy is under review by the government for integrating HIV and AIDS into the occupational diseases list.

This intervention was emblematic in the region, and particularly in the two provinces targeted, where the HIV epidemic is more advanced and the influx of migrants is particularly high, as it paved the way for institutional recognition of HIV and AIDS as occupational illness and for the protection of related discrimination issues at the workplace. This programme was used as a pilot and results as well as best practices established to advocate to the Ministry of Human Resources and Social Security and the national health authorities to scale up activities across the country.

⁶ Vice Premier at the time.

Pakistan: Strengthening capacity of domestic institutions to apply International Labour Standards and fulfil reporting obligations

(CPO: PAK826) SPF 2010-15 – Outcome 18: International labour standards are ratified and applied

The challenge

Pakistan has an extensive labour administration system whose role is to enforce labour law and ratified ILO Conventions. However, the 18th Constitutional amendment and the subsequent devolution of labour issues from the Federal to the Provincial Governments temporarily disrupted the entire system in charge of applying labour law and reporting on conventions. In particular, the newly established Federal Ministry of Overseas Pakistanis and Human Resource Development lacked institutional memory and the necessary capacity to respond to comments by the ILO Committee of Experts on the Application of Conventions and Recommendations' (CEACR) on ten ratified Conventions.

Given the weak coordination that is in place between provincial labour administration and field offices, which is still based on slow manual documentation systems, major constraints have hindered the capacity of labour inspectors to apply national legislation and regulations and international labour standards.

ILO support with RBSA funding

Responding to the request from the Ministry of Human Resource Development of Pakistan, the ILO allocated RBSA in 2012-13 and provided technical assistance for the application of International Labour standards and the establishment of a reporting mechanism for both provincial and federal institutions.

RBSA funding in support of the establishment of a new ILS Application and Reporting Coordination function for the federal and provincial governments has made it possible to carry out the following activities:

- Tripartite consultation and support to national stakeholders on the development of ILS application and reporting mechanism.
- Technical advisory services from the ILO headquarters helped four provincial governments develop a targeted plan of action for the application of and reporting on international labour Conventions on child and forced labour.
- The deployment of IT equipment and software in the provinces for information collection on the application of and reporting on international labour Conventions across the four provinces.
- Capacity building of the labour inspection field staff on the application of the ILO's fundamental Conventions, and mapping studies of labour administration at the provincial level are in progress.

As a result, the RBSA-funded project has helped Pakistan meet the deadline for submitting its input to the work of the CEACR for 2013, collecting inputs from tripartite and endorsement by provincial governments. In addition, a reporting mechanism for connecting districts, provinces and the federal ministry has been developed. Finally, a computerised fast-track Labour Inspection Reporting System will be put in place by the end of 2013.

ARAB STATES

Occupied Palestinian territory: Mainstreaming gender equality concerns in cooperatives

(CPO: PSE101) SPF 2010-15 – Outcome 1: More Women and Men have access to productive employment, decent work and income opportunities



The challenge

Cooperatives have great potential to create jobs and contribute to socio-economic development, but their role in the occupied Palestinian territory (oPt) is constrained by low membership, lack of capacity, insufficient financial resources, poor management, and prevailing political restrictions. These challenges have prevented investments in cooperatives, and have reduced their ability to improve value chains and generate economies of scale, which would foster job creation and enhance local production.

ILO support with RBSA funding

During the period 2009-12 the ILO provided financial support to a programme aimed at promoting women's participation in Palestinian cooperatives, working together with the Ministry of Labour's (MoL) Cooperative Department to foster its capacity and equip women engaged in cooperatives with management, leadership and business development skills.

Between October 2012 and October 2013, the ILO allocated RBSA funding to assess the cooperatives' performances. Under the supervision of national consultants and the ILO team, the MoL's cooperative workers gained the necessary skills to assess the performance of operating cooperatives, and to analyse feasibility plans and business opportunities for newly established cooperatives. After a series of capacity building's activities, MoL employees began to advise cooperatives on matters related to work plans and feasibility studies, with the aim of increasing their membership and improving their economic activities.

The RBSA-funded programme is currently focusing on agricultural cooperatives, given the importance of the sector for the socio-economic development of rural areas. The newly trained MoL's cooperatives employees are assessing more than 220 agricultural cooperatives based on their membership and their management and financial performance. The assessment will be concluded by November 2013, when the specialists will make their first proposals to improve cooperatives' business management and women's active participation.



The use of RBSA has been instrumental in strengthening the capacity of the MoL's Cooperatives Department, which is now compiling extensive data on several aspects of agricultural cooperatives, including issues of gender mainstreaming. Cooperative experts will also extend the outreach of their activities to other cooperative sectors such as housing, savings and credit, and services.

A CROSS-COUNTRY PERSPECTIVE

Global Product: Improving working conditions and safety, skills and productivity in Small and Medium Enterprises (SMEs)

(CPO: GLO154) SPF 2010-15 – Outcome 2: Skills development increases the employability of workers, the competitiveness of enterprises, and the inclusiveness of growth. Outcome 3: Sustainable enterprises create productive and decent jobs. Outcome 5: Women and men have better and more equitable working conditions.

The challenge

An Ethiopian proverb captures vividly the power of team work: “When spider webs unite, they can tie up a lion.” We all know that we are more innovative, more knowledgeable, and more effective when we work together. But making this happen is a challenge in any organization. It requires the recognition of common interests, and a willingness to devote time to building partnerships and creating an organizational space for joint work.

Global Products were introduced for this reason in 2012. RBSA funds provide the means and an incentive to build cross-departmental teams to address cross-cutting issues. The work done through this programme is exemplary as it shows how collaboration between outcomes – those addressing skills, OSH, working conditions, and enterprises – can produce joint outputs aimed at improving working conditions and safety, skills and productivity in small and medium enterprises (SMEs).

The ambition of GLO 154 and its implementation

The team working on GLO 154 represents not only the four immediate institutional perspectives, but also many other areas of professional interest and expertise, including apprenticeships, management theory, macroeconomics, occupational health, cooperation and social dialogue. Through a process of discussion, information sharing and frequent compromise, the central driver of the operation has moved from achieving individual departments’ goals to working effectively together.

By the end of 2013, GLO 154 will have produced more than 20 outputs that shed new light on the link between working conditions, skills, safety and health and SME productivity. The majority are research-based outputs, but the focus of the Global Product is to provide a new body of insights into SME realities at the national level. The aim is to provide results that reflect constituent realities and can be used by them to strengthen the work they do and the arguments they present.

Early GLO outputs were focused on delivering work already begun by individual departments, such as a paper on apprenticeships prepared for a G20 summit in 2012, or establishing a baseline to answer such questions as: “What tools does ILO already use and do they meet national needs? What do we know and what do we need to find out?” This quickly led to work to fill knowledge and evidence gaps and improve the available tools and interventions.

The national level work supported through the GLO has focused on a range of sectors, countries and themes, including social marketing and working time in Indonesia, worker voice in Ghana and India, tourism in Jamaica, Brazil, and Kenya, and OSH in China. In addition, other outputs take a cross-country/global perspective, such as that focusing on the influence of the policy environment on productivity. The overall aim is to increase the effectiveness of the ILO and its constituents in tackling deficits and promoting SME competitiveness in their countries.

Some actions could be taken swiftly, such as the review of the OSH content of ILO training packages which is now under way with the aim of strengthening the delivery of training on OSH across the board. In many other cases, further national-level research was essential, and existing ILO projects working with SMEs provided the contacts, access to enterprises, informants, and enterprise-level data, to facilitate this work.