

Outcome 1: More women and men have access to productive employment, decent work and income opportunities

Table 1: Summary of results by indicator and by typology

Indicators	Target	Results					
		Total No.	Policies and strategies	Programmes	Regulatory/ Legal framework	Capacity development	
						<i>Institutional capacity</i>	<i>Data collection and analysis</i>
1.1 : Number of member States that, with ILO support, integrate national, sectoral or local employment policies and programmes in their development frameworks	14 member States, of which 6 in Africa, 3 in the Americas, 1 in Arab States, 2 in Asia, 2 in Europe	12 member States, of which 6 in Africa, 2 in the Americas, 2 in Asia, 2 in Europe	Burkina Faso, Comoros, Democratic Republic of the Congo, Ghana, Namibia, Togo, Indonesia, Sri Lanka, Kyrgyzstan, Russian Federation, El Salvador, Chile				
1.2 : Number of member States in which, with ILO support, national public authorities adopt social finance policies that encourage decent jobs and services to the working poor through local financial institutions	9 member States, of which 5 in Africa, 1 in the Americas, 1 in Arab States, 1 in Asia, 1 in Europe	11 member States, of which 4 in Africa, 6 in the Americas, 1 in Asia	Ethiopia, Madagascar Indonesia Brazil	Madagascar, Nigeria, Peru	Indonesia, Colombia	Burkina Faso, Ethiopia, Madagascar, Nigeria Indonesia Colombia, Peru, El Salvador, Guatemala, Haiti	Burkina Faso Indonesia Brazil, Haiti, Peru, El Salvador, Guatemala
1.3 : Number of member States that, with ILO support, put in place or strengthen labour market information and analysis systems and disseminate information on national labour market trends	10 member States, of which 3 in Africa, 2 in the Americas, 1 in Arab States, 4 in Asia	15 member States, of which 6 in Africa, 3 in the Americas, 6 in Asia				Egypt, Namibia, Sudan , United Republic of Tanzania Peru, St Lucia, St Vincent and the Grenadines Fiji, Philippines Mongolia, Timor Leste	Egypt, Madagascar, Mozambique, Namibia, Sudan, United Republic of Tanzania, Zambia Peru, St Lucia, St Vincent and the Grenadines, Afghanistan Fiji, Mongolia, Philippines, Samoa (west), Timor Leste

1.4 : Number of member States that, with ILO support, include the promotion of productive employment, decent work and income opportunities, in their disaster risk reduction/recovery measures and in their conflict prevention, reconstruction and recovery programmes	7 member States, of which 3 in Africa, 1 in the Americas, 2 in Arab States, 1 in Asia	6 member States, of which 1 in Africa, 1 in the Americas, 1 in Arab States, 3 in Asia	Haiti	Somalia Palestinian Territory, Occupied Indonesia Solomon Islands Sri Lanka Haiti		Somalia Palestinian Territory, Occupied Indonesia Solomon Islands Sri Lanka Haiti	
1.5 : Number of member States that, with ILO support, show an increasing employment content of investments in employment-intensive infrastructure programmes for local development	7 member States, of which 2 in Africa, 2 in Asia, 1 in Europe	7 member States, of which 3 in Africa, 2 in the Americas, 2 in Asia, 0 in Europe	Ethiopia, Ghana, Kenya Indonesia Timor Leste El Salvador, Paraguay	Ethiopia, Ghana, Kenya Indonesia Timor Leste El Salvador, Paraguay	Ghana, Kenya Indonesia Timor Leste El Salvador, Paraguay	Ethiopia, Ghana, Kenya Indonesia, Timor Leste El Salvador, Paraguay	Kenya, Indonesia El Salvador, Paraguay
1.6 : Number of member States where, with ILO support, governments, employers' and/or workers' organizations have taken initiatives in policy areas that facilitate transition of informal activities to formality	4 member States, of which 2 in Africa, 1 in the Americas, 1 in Asia	5 member States, of which 1 in Africa, 3 in the Americas, 1 in Asia	Namibia, Mongolia, Honduras, El Salvador, Costa Rica				

Table 2: ILO results chain: Country examples (4 cases spread across indicators and regions)

Country	ILO contribution (outputs delivered by the Office)	Results (action taken by the country)	Gender-specific
<i>Namibia (indicator 1.1)</i>	<ul style="list-style-type: none"> The ILO invited tripartite representatives to the National Employment Policy training course at the ILO Training Centre in Turin in order to build and strengthen their capacity in formulating NEP. The ILO built the capacity of the inter-ministerial, tripartite plus task force through workshops. Technical assistance was provided by ILO to policy formulation process. 	<p>The National Employment Policy was formulated in a participatory manner and was launched by the President of the Republic of Namibia at a National Labour and Employment Conference in October 2013.</p>	*
<i>Brazil (indicator 1.2)</i>	<ul style="list-style-type: none"> Through the Access to Insurance Initiative (A2ii), which provides a platform for south-south dialogue among policy makers, the ILO provided advice to the Brazilian regulators about specific content issues and the process for securing stakeholder buy-in for the regulations. The ILO provided technical backstopping to the implementation partners in piloting innovative microinsurance distribution channels targeting vulnerable populations The ILO facilitated participation of the 2 partners of the above mentioned pilots in knowledge sharing events in the region and internationally Through the Microinsurance Innovation Facility's knowledge dissemination platform, the ILO has provided research documents and cases studies from similar situations and countries. 	<p>By end of 2012, new microinsurance legislation was adopted by the Brazilian Microinsurance regulators and published with the support of the Access to Insurance Initiative (A2ii). The adopted policy enables the use of a diverse range of distribution channels to reach the low-income market, and creates a new tier for a microinsurance company, with lower capital requirements, to ease entry and promote the formalization of informal insurance schemes (e.g. operated by funeral parlours). Through ILO direct facilitation, 2 partners of the Microinsurance Facility started operating under the new regulation in order to deliver services adapted to the vulnerable population. Bradesco and Zurich are providing microinsurance services through new distribution channels newly defined under the regulation, adapting their services to the low income, financially excluded people, with the aim to reduce their vulnerability. This was based on the backstopping provided by the ILO.</p>	
<i>Peru (indicator 1.3)</i>	<ul style="list-style-type: none"> The office prepared a 50 pages report on employment projections and trends for Peru (2013-2020), using different assumptions regarding the baseline and policy scenarios. As background, the office prepared a set of statistical routines to carry out employment projections by occupation and sector at the national and sub-national level in Peru The office also carried out a technical seminar to train country officials to be able to use the model and the projection routines independently. 	<p>The Peruvian authorities provided in-depth technical input into the statistical database that was used for setting up the employment projections.</p>	
<i>Indonesia (indicator 1.5)</i>	<ul style="list-style-type: none"> Support Indonesian constituents and other partners to optimize the employment outcomes of public and community investments in infrastructure and other works, including green works for green jobs Technical assistance provided for the development of a national tool for analysis of macro-economic issues, the Dynamic SAM (DySAM), and the strengthening of skills for updating and adjusting this tool at the national level Technical assistance provided to the Ministry of Manpower and Transmigration's national programme "Padat Karya" on employment-intensive infrastructure investments Strengthening targeting, monitoring and evaluation of Indonesia's national programme Padat Karya. A joint study and ongoing technical assistance is required to support quality improvements in M&E systems Capacity building for local resource-based 	<ul style="list-style-type: none"> The Bank of Indonesia has trialled a methodology for updating their Financial Social Accounting Matrix (F-SAM)) model. This new methodology is based on the DySAM. Indonesia's national programme on employment-intensive investments, implemented through the Ministry of Manpower and Transmigration, has adopted elements of the Local Resource-Based approach which integrates rights, skills, entrepreneurship, social protection and social dialogue aspects of the Decent Work Agenda The Padat Karya manual for 2014 has allocated 15% of its Padat Karya Programme budget in 2014 to strengthen implementation through better targeting, monitoring and evaluation of its national programme on employment-intensive investments 2 provinces and 7 districts have adopted employment-intensive methodologies and local resource-based approaches through the 	

	<p>infrastructure works in Aceh and Nias afforded technical assistance to 2 provinces and 7 districts for strengthening skills on the implementation of employment-intensive methodologies and local resource-based approaches through demonstration projects and application of ILO technical tools</p> <ul style="list-style-type: none"> • Technical assistance for supporting the demonstration of local resource-based approaches in the context of climate change was provided 	<p>application of ILO technical tools, technical assistance and demonstration projects. These included construction of road and foot suspension bridges, roads and trails, water supplies and sanitation facilities for 10,000 inhabitants as well as rehabilitation of traditional villages, houses and megaliths</p> <ul style="list-style-type: none"> • The sizeable REDD+ programme has demonstrated local resource-based approaches in Kalimantan that integrate employment and social protection through technology choice, skills and entrepreneurship, rights and social dialogue in the context of mitigation and adaptation to climate change. The project created over 10,000 days of work, trained over 250 people in new skills and entrepreneurship, improved farmers' access to the value chain, rehabilitated 179 ha. • Gender dimension addressed both in the provision of local level planning and contracting modalities, and in the operation of projects in the different provinces and districts 	
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Lessons learned (word limit: 200)

Good performance was achieved in most cases in meeting or exceeding targets in the wake of a global environment which witnessed increased demand and policy attention on widespread employment challenges. Political commitment by member states, key donor support and partnerships with other international and regional institutions proved critical in the effective and timely delivery of services to constituents under Outcome 1. Greater synergy and coherence in the cycle of research and knowledge, production of new accessible and customized tools, policy advisory services and capacity building initiatives, on themes such as on macroeconomic and sectoral strategies, transitions to formality, labour market information systems, methodological innovations in employment impact assessments of investment in infrastructure, facilitated informed dialogue amongst key actors and provided tangible results in the development of national employment policies and action plans. The production and extensive use of a Resource Guide that provides a holistic template on employment policy formulation and implementation, the introduction of a systematic capacity building course on the same with ITC multiplied the impact and outreach. In the next biennium, a similar approach will be extended to the newly published Resource Guide on multiple pathways to transitions to formality. Furthermore, the need for systematic assessment of effective approaches to employment and crisis response and deeper dissemination strategies in all regions through the ACIs has been clearly identified.

Table 3a GLOBAL: Summary of most significant outputs by typology

<p>Knowledge generation and dissemination</p>	<ul style="list-style-type: none"> • <i>Global Employment Trends</i> (2012 and 2013) • <i>The informal economy and decent work: A policy resource guide, supporting transitions to formality</i> (Geneva, 2013) published in English and French, Spanish, Arabic • A book (forthcoming), published by ILO and Palgrave MacMillan, on <i>Beyond macroeconomic stability: structural transformation and inclusive development</i>. The book offers an elaboration of the limits of conventional macroeconomic policies and enunciates alternative pathways that facilitate structural transformation for promoting more and better jobs. • A book (forthcoming) on <i>Capabilities for productive transformation and development: a new perspective on industrial policies</i> is presenting findings of a research project. The project elaborated a framework for analysis of structural transformation that lead to growth, more and better jobs, and sustained development paths. The conceptual framework and empirical findings identify collective capabilities as major drivers of rapid, sustained and job-creating catching up processes and suggest strategies to shape high performing productive transformation processes. They have contributed to the international policy debate on structural transformation, economic development and industrial policies, and influenced flagship publications such as the UNECA's 2013 Report on "Making the Most of Africa's Commodities: Industrializing for Growth, Jobs and Economic Transformation", and UNIDO's Industrial Development Report 2013.
<p>Policy advice and technical services</p>	<ul style="list-style-type: none"> • The new ILO-UN-DESA Global Policy Model that resulted from the global product "Using macro-models to assess potential employment growth" was used to provide input for high-level technical G20 Sherpa meetings. In particular, it was used to simulate the effect of global coordinated fiscal and wage policies and their implications for macroeconomic stability. With the help of the model, input was provided showing that a coordinated macroeconomic and wage policy approach among G20 countries would produce sensibly higher GDP and employment growth rates over the medium term in comparison to a continuation of current austerity measures.
<p>Capacity building</p>	<ul style="list-style-type: none"> • Employment Policy course held annually in ITC Turin designed to build capacities among government officials, social partners and other relevant stakeholders on the design, implementation, monitoring and evaluation of effective National Employment Policies. Course delivered to 98 participants (69 men, 29 women) from 29 member States in 2012-2013.
<p>Policy dialogue and advocacy</p>	

Table 3b REGIONS: Summary of most significant outputs by typology

<p>Knowledge generation and dissemination</p>	<ul style="list-style-type: none"> • Informe regional "Panorama Laboral" • Informe "Trabajo asalariado de temporada en la agricultura" (dos volúmenes, publicados en 2012 y 2013) • Informe "Perfil del Trabajo Decente en Brasil" • ILO-UNDP Regional report " Rethinking Economic growth: towards productive and inclusive Arab Societies" • ILO research of labour market trends and issues in Indonesia, and workshops to disseminate research methodologies and findings, including the "Labour and Social Trends in Indonesia 2012" and the "Labour and Social Trends in Indonesia 2013" and on foreign direct investment. • Country studies have been carried out on India, Bangladesh, Sri Lanka and Cambodia, along with thematic papers on women's economic empowerment. Selected key outputs under this RBSA project include: <ul style="list-style-type: none"> - Gunatilaka, R. 2013. 'To work or not to work? Factors holding women back from market work in Sri Lanka', ILO Asia-Pacific Working Paper. - Institute of Applied Manpower Research (IAMR). 2013. Declining Female Employment in an Era of High Growth: A Study based on a Primary Survey in Uttar Pradesh & Gujarat. IAMR: Delhi. - Kelkar, G. 2013. 'At the threshold of economic empowerment: women, work and gender regimes in Asia', ILO Asia-Pacific Working Paper. - Rahman, R. I.; Islam, R. 2013. 'Female labour force participation in Bangladesh: trends, drivers and barriers', ILO Asia-Pacific Working Paper.
<p>Policy advice and technical services</p>	<ul style="list-style-type: none"> • Botswana: Technical support to the Ministry of Finance and Development Planning to undertake a detailed employment diagnostic report; develop a comprehensive national employment policy and strategy and develop macroeconomic chapter for the Mid-Term Review of the National Development Plan. • Kenya: Technical assistance was provided towards the development of the national action/strategic plan on using labour intensive methodologies by preparing comparative analysis on good practices and by providing insight into modern methods of labour intensive approaches. • Seychelles: Assistance technique pour la formulation de la politique nationale de l'emploi • Cambodia: Background research papers for National Employment Policy in the areas of: pro-employment macroeconomic policy framework, rural development and employment, identification of skills shortages and gaps from employers' perspective, female employment, and migration. • Technical assistance was provided to the Ministry of Labour, Family and Social Protection of the Republic of Moldova and to the members of the working group appointed to develop the new Law on Employment Promotion. • Technical assistance has been provided for the formulation of the National Employment Strategy in the Republic of Albania
<p>Capacity building</p>	<ul style="list-style-type: none"> • Workshops on national employment policies (NEP) for Algeria, Mauritania, Morocco and Tunisia (Rabat, 10-23 July) and a sub-regional course on NEP for French-speaking African countries (Burundi, Burkina Faso, Togo, Benin, Comoros, CAR, DRC, Tchad and Senegal), Dakar, 15-29 April 2013. • Tailor-made training courses on NEP have also been organized in several countries such as Fiji, Morocco, Mali and Mozambique. The courses are developed based on the annual NEP course at ITC, reflecting the country specific circumstances.
<p>Policy dialogue and advocacy</p>	<ul style="list-style-type: none"> • A High-Level International Conference on Decent Work was conducted in Moscow on 11-12 December 2012, jointly organised with the Russian Government.