

Outcome 5: Women and men have better and more equitable working conditions

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>
5.1 Number of member States in which tripartite constituents, with ILO support, adopt policies or implement strategies to promote improved or more equitable working conditions, especially for the most vulnerable workers.	6 member States, of which 2 in Africa, 2 in the Americas, 1 in Arab States, 1 in Europe	12 member States, of which 2 in Africa, 6 in the Americas, 1 in Arab States, 3 in Asia	United Republic of Tanzania, Zambia Bolivia, Chile, Costa Rica, Paraguay, Uruguay, Lebanon, China India, Philippines,		Bolivia, Brazil, Chile, Costa Rica, Paraguay, Uruguay China, India, Philippines,	Zambia Bolivia, Brazil, Paraguay, Uruguay, Lebanon, China, Philippines,	
5.2 Number of member States that, with ILO support, strengthen their institutional capacity to implement sound wage policies.	5 member States, of which 1 in Africa, 2 in Asia, 2 in Europe	9 member States, of which 4 in Africa, 1 in the Americas, 3 in Asia, 1 in Europe	Burundi, Viet Nam, Albania		Cape Verde, Lesotho, Namibia, Costa Rica, Viet Nam	Lesotho, Namibia, China, Philippines ,Viet Nam	Lesotho, Namibia, China, Viet Nam

Table 2: ILO results chain: Country examples

Country	ILO contribution (outputs delivered by the Office)	Results (action taken by the country)	Gender-specific
<i>China</i>	<ul style="list-style-type: none"> Policy recommendations prepared on improving national legislation on protection for women workers and the legislation's implementation. 	In April 2012, the Government adopted the new National Provisions on Labour Protection for Women Workers which: extended maternity leave from 90 to 98 days, provided a one hour breastfeeding break for women returning from maternity leave, allowed for a cash benefit paid by maternity insurance or enterprise, required enterprises with a large percentage of female employees to establish a breastfeeding room, prohibited salary reduction or termination during pregnancy, maternity leave, or the breastfeeding period. The social partners widely applied the ILO recommendations in their comments submitted to the Government regarding the revision of the National Provisions. Tripartite constituents are working to develop implementation guidelines for the National Provisions on Labour Protection for Women Workers.	*
<i>Uruguay</i>	<ul style="list-style-type: none"> A study conducted on domestic work and the relevant legislation in Uruguay (law and practice study) Technical comments about C189 provided during parliamentary committee meetings. Production and distribution of information on various aspects of domestic work in Latin America and a Q&A on domestic work. 	In April 2012, Uruguay ratified C189; the first member State to do so. The results of the law and practice study informed the decision-making process used to ratify the Convention; it was shared in tripartite meetings, including the Tripartite Committee on Equal Opportunities, as well as with Workers and Employers separately.	*

Viet Nam	<ul style="list-style-type: none"> • Five studies conducted on: minimum living needs, wage trends, the wage structure, the piece rate system and the hourly minimum wage, and the impact of the minimum wage on employment and the average wage. • Legal and technical advice provided to constituents relating to: wage surveys, data sources, public sector pay, the structure and principles of minimum wage laws, and good practice from other countries. • Training provided to members of the newly established tripartite National Wage Council. 	<p>In August 2013, Viet Nam launched its newly established tripartite National Wage Council; the creation of the Council transformed the system from a Government-led minimum wage fixing mechanism to a tripartite body. The studies, technical comments and legal advice provided by the ILO helped shape the establishment and new laws governing the wage council. At the same time, ILO involvement with training the Council's members and in the data collection process helped to ensure its future capacity to make evidence based well-informed policy decisions.</p>	
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Lessons learned

The interrelationship between products developed at the global level and country-level work proved integral to the branch's achievements. The products developed at the global level not only facilitate the transfer of knowledge between regions and countries, but also stimulate the demand for country assistance, contribute to on-going policy debates, and encourage partnerships and dialogue with other international organisations.

One overarching lesson learned relates to the need to continue systematizing the methodological approach for providing country assistance related to wage policies. Based on years of practical experience, such increased systematization will generate efficiency gains in delivery, facilitate cumulative methodological improvement over time, and improve the ability to transfer knowledge to constituents. This lesson will be taken into account in implementing the strategy for 2014-15.

The adoption and coordination of an Office wide strategy related to domestic work has been pivotal in promoting cross-departmental synergies and in increasing the Office's overall delivery effectiveness. At the same time, country-level work revealed that the impact of the Domestic Workers' Convention extends beyond ratification. In this regard, it was important to include support in the strategy for both: (1) countries that aimed to ratify Convention No. 189 and (2) others presently not envisaging ratification in the short-term, but undertaking reforms to improve working and living conditions of domestic workers.

Access to supplementary and extra-budgetary resources, notably outcome-based RBSA, combined with efforts to improve the effectiveness of delivery, such as those mentioned above, allowed for the initial targets set for this outcome to be substantially surpassed.

Table 3: Summary of most significant outputs by typology

Knowledge generation and dissemination	<ul style="list-style-type: none"> • <i>Global Wage Report 2012-13</i> (2012) launched in all regions through media and policy events and used to guide technical services strengthening member States' capacities in the realm of wage policies, the collection of wage-related data, and training activities. The report used the ILO Global Wage Database which was further expanded (data available for 129 member States) and used to support research and policy development work, for instance on minimum-wage fixing. The Global Wage Report has established the ILO as a credible source of information on wage trends and policies (i.e. recommended reading in the <i>Journal of Economic Perspectives</i> (2013) and cited by Nobel Prize-winning economist Paul Krugman). • A series of about 18 studies commissioned in order to guide ILO policy aimed at increasing constituent capacity to implement sound wage policies (i.e. minimum wages, collective bargaining) using appropriately defined and measured indicators on labour productivity. • 5 empirical studies undertaken on the relationship between working conditions (including wages) and productivity in SMEs in order to establish a solid empirical basis for ILO policy intervention strategies and country-level policy advice, especially in developing countries. • Knowledge sharing forums and policy tools on domestic work including: 1) <i>Domestic Workers Across the World</i> (2012) launched and widely disseminated and used by constituents to better understand the size and legal coverage of the domestic work sector at global and regional levels; 2) <i>Extending Effective Legal Protections</i> (2012) presented legal provisions protecting domestic workers in a wide range of countries (like the Philippines and Thailand) and served as a tool for countries reviewing their labour laws or considering reforms to improve protection for domestic workers; 3) policy resources for constituents produced on working time and remuneration, compliance and enforcement with national legislation related to domestic work, and organizing domestic workers, and 4) 6 regional tripartite knowledge sharing forums organized on key policy areas related to domestic work, namely: working time and minimum wages, organizing workers, legal protection, compliance and labour inspection, and
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	<p>social security.</p> <ul style="list-style-type: none"> • ILO Database of Conditions of Work and Employment Laws further expanded (information available for about 170 member States) and serving as a one-stop access point to legislative information on minimum wages, working time, and maternity protection; the <i>Working Conditions Laws Report 2012</i> (2013) exploited the database to provide constituents with a global and regional overview of the legislative framework in these areas of work. • An international conference on "Adjustments in the public sector: scope, effects and policy" provided a forum for tripartite constituents to discuss findings from research conducted on public sector adjustments across Europe. The Conference and its corresponding book, <i>Public Sector Shock: the Impact of Policy Retrenchment in Europe</i> (2012), enabled policy dialogue across tripartite constituents and countries and strengthened member state capacity surrounding public sector policy reform. The Conference and the book influenced the ILO's approach to on-going technical assistance to crisis-stricken countries, like Greece, by considering public sector reform as part of its strategy. • As follow-up to the tripartite meeting of experts on working time, a series of outputs from the <i>Global Product on Working Time in the Twenty-first Century</i> completed and disseminated: 1) A study on barriers to mutually agreed and freely chosen part-time work and access to equivalent employment conditions for part-timers; 2) A study on <i>Working time crisis-response measures</i>; 3) two reports on the contemporary organization of working time and its effects on firms' performance and work-life balance and 4) one book, <i>Work Sharing during the Great Recession</i> (2013).
Policy advice and technical services	<ul style="list-style-type: none"> • Advisory services on design, management, legislative and financial aspects of wage setting and minimum wages provided to 16 Member States with direct beneficiaries totalling at least 47 institutions among employers' organisations, workers' organisations, and government entities. • Advisory services on design, management, legislative and implementation aspects of domestic work provided to 15 member States and on maternity protection and work-family balance to 12 member States. Direct beneficiaries among employers' organizations, workers' organizations and government entities amounted to 45 on domestic work and at least 36 on maternity protection and work-family balance. • Advisory services on C189 provided to 10 member States.
Capacity building	<ul style="list-style-type: none"> • Training on wage policies delivered to about 400 participants from about 44 Member states in collaboration with constituents, TURIN, ACTRAV and ACTEMP. • Institutional capacity of tripartite constituents strengthened in 13 Member states in relation to domestic work and trainings on domestic work and C189 provided for at least 140 participants, in collaboration with constituents and TURIN. • Institutional capacity strengthened in 5 Member States in relation to maternity protection and training on maternity protection provided to 40 participants from 10 Member states in Southern Africa in collaboration with representatives of global unions (IndutriALL) and ACTRAV. Training on maternity protection also provided to about 78 participants through 2 country-based and long-distance courses (Zambia, Ghana) and in collaboration with TURIN.
Policy dialogue and advocacy	<ul style="list-style-type: none"> • Facilitated policy dialogue and supported advocacy activities and campaigns related to domestic work in 13 Member States and in 15 member States on maternity protection and work-family balance. • Maternity Protection Sub-regional Conference (December 2013) brought together at least 50 participants from Southern African countries to discuss how to improve and extend maternity protection as part of the establishment of national social protection floors.