

Outcome 05 - Working Conditions: Women and men have better and more equitable working conditions

RESULTS BY INDICATOR

Indicator - 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.

Measurement

To be counted as reportable, results must meet at least two of the following criteria:

1. A national plan of action is adopted by the tripartite constituents covering key priorities on working conditions, including for the most vulnerable workers.
2. New or modified legislation, regulations, or policies, or national or sectoral programmes, are adopted to improve working conditions, including for the most vulnerable workers, in one or more specific areas: maternity protection, work family reconciliation, domestic work, working time and work organization.
3. An information dissemination or awareness-raising campaign on improving working conditions is implemented by one or more of the tripartite constituents in one or more specific areas: maternity protection, work family reconciliation, domestic work, working time and work organization.
4. A training strategy for improving working conditions is implemented by one or more of the tripartite constituents in one or more specific areas: maternity protection, work family reconciliation, domestic work, working time and work organization.

Country/Country Programme Outcome (CPO)	Measurement Criteria	Result Achieved	ILO Contribution
Africa			
United Republic of Tanzania/TZA104 Improved and equitable working conditions, particularly for vulnerable groups and informal economy	1	Zanzibar tripartite action plan on domestic work adopted in 2015.	ILO facilitated meetings of the tripartite technical group. It also provided technical advice on a possible template for the action plan based on previous experience drawn from mainland Tanzania. Additional information provided was also drawn from national studies and a gap analysis.
	3	Awareness raised through a campaign on domestic work and C189 launched by CHODAWU-Z in urban west and south	ILO supported the organisation and delivery of a training workshop in November 2014 and a gender advocacy trainer for CHODAWU-Z

	<p>regions of Unguja in May and June 2015, and in the north and south regions of Pemba in June 2015. It consisted of symposia on domestic workers rights and C189, street drama, and dissemination of leaflets.</p> <p>Awareness raised among the general public, which included employers of domestic workers, about the rights of domestic workers on Domestic Workers Day in June 2015 in Zanzibar (also organized by CHODAWU-Z).</p>	<p>leaders on how to design, plan and carry out strategic media and advocacy campaigns.</p> <p>ILO helped organize the attendance of stakeholders (MSPOLPS, ZANEMA, Police Force, Local Government shehas, district commissioners, ZLSC) in the symposia and for launching the advocacy campaign.</p> <p>ILO provided technical support (from SIDA and UNDAP Tanzania), to CHODAWU-Z to organize Domestic Workers Day in 2015.</p>
4	<p>The Ministry of Labour and the Ministry of State President Office Labour and Public Service (MSPOLPS) supported a training course provided by the ILO to improve labour inspection and dispute resolution in the domestic work sector. 31 labour officers and inspectors from Ministry of Labour (Mainland) and MSPOPLPS (Zanzibar) were trained in labour inspection in the domestic work sector in January 2015; and 40 mediators and arbitrators trained in dispute prevention and resolution in the domestic work sector in October 2015. These were achieved in accordance with Tanzania-Mainlands Tripartite Action Plan to improve working conditions and promote decent work for domestic workers.</p>	<p>Upon request of the Ministry of Labour (Mainland) and the MSPOPLPS (Zanzibar), in support of the Tripartite Action Plan adopted by the national partners in 2013, the ILO facilitated and supported the organization and delivery of training courses, using the ILO training module on Labour Inspection in Domestic Work and the recently developed ILO Training module on Dispute Prevention and Resolution in the Domestic Work Sector. Funding support was provided by the Government of Sweden.</p>

Additional CPO Information (This information should only be added when relevant and necessary and should not repeat information already entered under results or ILO contribution)

a) Gender equality and non-discrimination

Unequal and discriminatory treatment of domestic workers in law and practice (including a high incidence of unpaid employment) in Tanzania is related to (i) inequality between households and women, between urban and well-off women who can outsource their unpaid care work to poor women

b) Partnerships (external)

ILO collaborated with non-governmental organizations (NGOs) to raise awareness about C189 and also with UNDAP to deliver the activities and outputs.

and “housegirls” and (ii) dominance of a paternalistic-maternalistic view of the treatment of “housegirls” (studies on domestic work in Tanzania). ILO engaged gender experts in advocacy training and highlighted gender dimensions in all training workshops on domestic work.

Egypt/EGY151

Promotion of improved and more equitable conditions of work

3	<p>Awareness campaigns on women's employment rights at work launched by employers' organisations, namely the Federation of Egyptian Industries (FEI), and 5 trade unions in the first part of 2014. Following the campaign, a unit to support women in business within the FEI was created in November 2014. The FEI women in business support unit has the mandate to develop FEI action on the gender aspects of work organisation and on women's participation in the corporate and associations boards, including through provision of training. A joint committee on gender issues was also created within the trade unions in February 2015.</p>	<p>The ILO supported the creation of the trade unions' joint committee on gender issues through: (i) sensitization of the trade unions leaders on the role of trade unions in promoting gender equality; (ii) coordination and follow-up with 5 independent trade unions for the creation of the joint committee, (iii) assistance in the drafting of the committee TORs and (iv) in the development of a training plan. The creation of this committee was announced in a conference that included 60 senior trade union representatives from the five independent trade unions in Egypt (3 national and 2 sectoral). The ILO recommended the establishment of the women in business support unit to the FEI. It further assisted the FEI in the identification of focal points in each FEI chamber of industry. A High-level Conference on Women in Business was also jointly organized when the creation of the Women in Business (WIB) unit was announced.</p>
4	<p>The FEI women in business support unit organised training for business women on women's access to finance, a key factor the unit identified as hindering women's participation in the labour market through entrepreneurship. Two workshops were organized in Alexandria and Cairo in September 2015 for 45 businesswomen.</p> <p>FEI contributed to the development of the National Assessment of Women's Entrepreneurship Development (WED)</p>	<p>Upon its creation, the ILO provided additional technical assistance to the FEI businesswomen support unit to support its development.</p> <p>Members (15) of the trade unions' joint committee on gender issues trained by the ILO on gender and trade unions issues, which included: maternity protection, work-family reconciliation, domestic work, working time and work organization held in February 2015. The training was reproduced in a cycle of 5 workshops in Upper Egypt, including Fayoum,</p>

		<p>Development Framework Conditions from July 2015 to December 2015. This Assessment provides recommendations to remove barriers to the development of women's entrepreneurship, which included strengthening women's access to management and ownership of enterprises.</p>	<p>Souhag, and Aswan.</p> <p>The ILO engaged the Industrial Modernization Centre to coordinate the process and facilitate the development of the National Assessment of Women's Entrepreneurship Development (WED) Development Framework Conditions. This involved a participatory identification and analysis of issues (through a desk review, interviews with key informants, focus group discussions and a survey among women-entrepreneurs) and recommendations along the WED's six framework areas defined with the ILO.</p> <p>The ILO delivered a Training of Trainers Workshop for the National Participatory Gender Audit (PGA) Team in May 2015 which took place in Cairo for 30 participants from different ministries including: Ministry of Manpower and Migration; Ministry of Social Solidarity; Ministry of Planning; Ministry of Technical and Vocational Educational; Ministry of International Cooperation; National Council for Women; the Social Fund for Development; Central Agency for Public Mobilization and Statistics (CAPMAS).</p>
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Senegal/SEN130

Les conditions de travail pour les hommes et les femmes de l'économie informelle et pour les travailleuses domestiques sont améliorées

1

Un plan d'action sur la protection de la maternité a été adopté en décembre 2014, par les mandants tripartites et les partenaires, pour la ratification et l'application de la Convention n°183 sur la protection de la maternité au travail.

Le comité national pour la protection de la maternité au travail officiellement mis en place en décembre 2014.

Un plan d'action sur la promotion du travail domestique (C189) a été adopté en juillet 2015, par les mandants tripartites et les partenaires.

Le BIT a formé 80 représentants-tes des mandants et partenaires lors de deux ateliers de formation (Janvier 2014 - Avril 2014) sur la protection de la maternité au travail.

Le BIT a réalisé une étude (Juin 2014) comparative des dispositions de la Convention N° 183 et la recommandation n°191 de l'OIT (2000), de la législation et de la pratique en matière de protection de la maternité au Sénégal. Le BIT a ensuite appuyé techniquement un atelier (Septembre 2014) où les mandants et partenaires ont validé cette étude qui leur a permis de formuler une proposition de plan d'action national pour la protection de la maternité au travail.

Le BIT a soutenu (techniquement) diverses rencontres périodiques du Comité National pour la finalisation du plan d'action sur la protection de la maternité au travail ainsi que l'organisation de la rencontre de validation du plan d'actions (décembre 2014) qui a regroupé 40 représentants-tes des mandants et partenaires.

Le BIT a réalisé une étude (Janvier - Mars 2015) sur les discriminations et les inégalités de genre dans le travail domestique au Sénégal ; et une étude (avril 2015) comparative des dispositions de la Convention N° 189 et la recommandation n°201 de l'OIT, de la législation et de la pratique sur le travail domestique au Sénégal.

		<p>Le BIT a aussi appuyé techniquement l'organisation d'un atelier national de restitution des études sur le travail domestique et de formulation d'un plan d'action pour la promotion du travail domestique (mai 2015). Cet atelier a regroupé 36 participants-tes des mandants et partenaires.</p> <p>Le BIT a soutenu techniquement la formulation du plan d'action pour la ratification et l'application de la Convention n°189 sur le travail domestique par les mandants et les partenaires, en mai 2015. Les missions du Comité National pour la protection de la maternité sont élargies. Suite aux recommandations de l'atelier du 19-21 mai 2015, elles englobent la valorisation du travail domestique.</p>
3	<p>Une stratégie de sensibilisation et de communication (tels que des plaidoyers et des conférences publiques menées par les mandants) pour la ratification et l'application de C183 sur la protection de la maternité a été élaborée et mise en œuvre par le Comité National en Janvier 2015.</p>	<p>Le BIT a fourni des conseils au Comité National pour la protection de la maternité pour développer sa stratégie de sensibilisation pour la ratification et l'application de la C183 de l'OIT.</p> <p>Le BIT a fourni des conseils au Comité national pour réaliser des plaidoyers auprès : de l'Assemblée Nationale, du Conseil Economique, Social et Environnemental, des Structures ministérielles et exécutives (notamment les ministères en charge des affaires étrangère, de la famille et la femme, de l'économie et des finances).</p> <p>Le BIT a aussi appuyé les leaders syndicaux féminins de la Coalisation des Centrales Syndicales pour la tenue d'une conférence</p>

publique sur la protection de la maternité au travail en mai 2015.

Additional CPO Information (This information should only be added when relevant and necessary and should not repeat information already entered under results or ILO contribution)

a) Gender equality and non-discrimination

Les résultats obtenus par le CPO Sen 130 ont permis d'améliorer l'égalité de genre et la non-discrimination au Sénégal. Les études réalisées, les formations et les partages d'expériences ont fortement concourus à l'atteinte des résultats du CPO SEN 827 « Elimination de la discrimination dans l'emploi et la profession ». En outre, les mandants et partenaires ont eu leurs compétences renforcées sur les Conventions 100 et 111.

b) Partnerships (external)

En sus des mandants tripartites, les actions ont associées le Groupe genre des Nations Unies au Sénégal, Le Centre Genre de la CEDEAO et la Société Civile.

Zambia/ZMB134

Improved working conditions,
particularly for vulnerable groups

1	<p>A National Plan of Action for the domestic work sector was developed and adopted in March 2015 by the Tripartite Plus Technical Working Group (TP-TWG). The TP-TWG developed the plan through consultative workshops held from November 2014 to February 2015.</p> <p>Members of the TP-TWG developed strategies for the implementation of specific interventions of the National Plan of Action (NPA):</p> <p>Ministry of Labour and Social Security (MLSS) a strategy towards the ratification of Convention 189;</p> <p>Zambia Federation of Employers (ZFE) towards the development of a standard employment contract for the domestic work sector; and</p> <p>Zambia Congress of Trade Unions (ZCTU) - for capacity development of the sector union.</p>	<p>With the support of the Government of Sweden, ILO provided technical assistance towards the establishment of the TPTWG and its development by ensuring that it incorporated provisions of C189 and related international labour standards.</p> <p>The ILO provided technical comments on proposed strategies and concept notes through bilateral meetings and in the national workshops.</p>
3	<p>An advocacy and communication strategy was adopted to support domestic workers by the TP-TWG in February 2015. Within this framework, awareness was raised about domestic work through 12 radio programmes aired over a 12 week period from July to October 2015. TP-TWG members participated in 13 radio programmes as panellists which focused on domestic work and the provisions of Statutory Instrument No. 45 on Minimum Wages and Conditions of</p>	<p>ILO provided technical inputs on the development of a communication strategy as well as on the content for the awareness raising radio programmes.</p> <p>The ILO provided advisory support to ensure accuracy of responses to public inquiry on the radio programmes and contributed to the radio programmes by providing the ILO perspective on domestic work.</p>

	<p>Employment (Domestic Workers) (Amendment) Order of 2012.</p> <p>Creation of a compendium of national laws relevant to the domestic work sector developed by labour consultants and the Employment Agencies Association of Zambia to facilitate information dissemination on legal provisions for domestic workers and enhance compliance.</p>	
<p>Additional CPO Information (This information should only be added when relevant and necessary and should not repeat information already entered under results or ILO contribution)</p>		
<p>a) Gender equality and non-discrimination</p>	<p>b) Partnerships (external)</p>	
<p>Mindful of the gender inequalities underlying the poor working conditions of domestic workers, these aspects have received attention in the gap analysis and action planning by national partners. The capacity building for the domestic workers union focuses on strengthening local union leaders especially among women domestic workers. In all project workshops conducted (NPA development, communication strategy development and national domestic work sector), the ILO ensured a participation rate of 50% and above for women.</p>	<p>ILO has partnered with the Ministry of Health to assess the feasibility of extending social protection coverage to the domestic workers within the framework of the Social Health Insurance.</p> <p>ILO partnered with national media houses to raise awareness on domestic work.</p>	

Arab States

Lebanon/LBN151

Rights at work protected for all workers including vulnerable groups (migrant workers, Palestinian refugees) protected through the development and enforcement of a legislative and policy framework in line with ILS

3	<p>Hotline services created at the Ministry of Labour and tailored to respond to migrant domestic workers' complaints. Awareness raised about these hotlines through a nation-wide media campaign, initiated in October 2014, by the Ministry of Labour (MoL) in close collaboration with Caritas (an NGO) The Caritas and MoL collaboration strengthened the MoL's capacity to respond to complaints.</p> <p>In May 2015, NGOs and the newly created Domestic Workers Union (DWU) joined efforts in a set of activities which celebrated Workers Day with the slogan "recognizing the DWU". The Domestic Workers union - the first of its kind in the Arab world – was created in January 2015 (although it has yet to be recognized by the government).</p>	<p>With funding from the European Union, ILO supported the hotline and campaign and provided equipment for the hotline's upgrade, capacity building for social workers, and assistance for the design of the media campaign. Implementation was done in collaboration with Caritas (NGO).</p> <p>ILO provided technical support to the DWU, from its inception to official announcement made during its first congress. This was done through different ILO projects (Action Programme on promoting Rights of Women Migrant Domestic Workers (PROWD), Global Action Programme on Migrant Domestic Workers (GAP), and Work in Freedom Program (WIF)).</p>
4	<p>A gender equality capacity building programme designed and implemented by the Migrant Community Centre (MCC), in collaboration with the DWU, in the second semester of 2015. The MCC acted as a service provided supported by the ITUC. 20 domestic workers from different nationalities were trained.</p>	<p>The ILO provided technical inputs into the design of the capacity building programme.</p>

Asia and the Pacific

Philippines/PHL132

[ACI6] Mechanisms to implement national legal framework for domestic workers strengthened and capacities of government and social partners enhanced

2	<p>The National Wages and Productivity Commission (NWPC) issued Guidelines no. 1 series of 2014 Rules of procedure on minimum wage fixing for domestic workers, as an amendment of Resolution no. 2 issued in November 2014, which brought the domestic worker minimum wage review and adjustment process within the national minimum wage adjustment system for all other workers.</p> <p>Competency-based wage advisory issued by the NWPC for domestic workers on 24 February 2015. The advisory aimed to compensate domestic workers for any additional qualifications they might earn.</p>	<p>ILO provided technical inputs on domestic work and minimum wage setting for domestic workers. This included: (i) comments to NWPC on the draft policy guidelines and advisory on minimum wage fixing for domestic workers; (ii) provision of presentations on C189 during consultations and (iii) capacity building initiatives conducted by NWPC for tripartite wage board members on the national domestic workers law and its implementing guidelines in February 2015; and (iv) a multi-stakeholder workshop organised in collaboration with the domestic work tripartite working group, to assess the domestic workers situation in April 2015.</p> <p>RBSA funding has contributed to supporting this work and to the achievement of the reported results.</p>
4	<p>The Domestic Workers Empowerment Program (DWEPP) - a key training strategy on rights awareness and basic financial literacy for domestic workers – was adopted and implemented, between October 2014 and June 2015, by member trade unions (SENTRO, FFW, TUCP national union affiliates, ALLWIES, Coalition of Migrant Workers) and organisations of the all workers subgroup of the domestic work tripartite working group. 73 facilitators, from the participating trade unions and civil service organisations were trained by the ILO, in collaboration with trade unions, on DWEPP in 2014. 424 domestic workers were then</p>	<p>While the ILO developed DWEPP prior to 2014, it adapted the programme to the domestic work sector in the Philippines and translated it into the national languages in 2014 in consultation with the all workers subgroup of the domestic work tripartite working group.</p> <p>The ILO conducted trainings in 2014 for DWEPP facilitators from the participating trade unions, and gathered lessons learned by the participating organizations.</p> <p>RBSA funding has contributed to supporting this work and to the achievement of the reported results.</p>

trained by DWEP facilitators in the National Capital Region, Visayas and Mindanao from July 2014 to January 2015.

Additional CPO Information (This information should only be added when relevant and necessary and should not repeat information already entered under results or ILO contribution)

a) Gender equality and non-discrimination

Low wages, excessive working hours and resistance to improve working conditions in spite of C189 ratification and new domestic workers law are related to the undervaluation of women's unpaid work, income inequality and class discrimination, paternalistic-maternalistic norms, and lack of more remunerative options for young low-educated women. The ILO raised these issues in all tripartite discussions and communication resources.

b) Partnerships (external)

All initiatives related on DWEP were supported under the Japan Social Safety Net Fund on Domestic Workers Empowerment Program. While all training components related to orientation on ILO Convention 189, understanding the Domestic Workers law and capacity building for trade unions to organize domestic workers are supported under RBSA.

The ILO engaged national policy research institutions.

Bangladesh/BGD104
Working conditions improved.

3	<p>Outreach campaigns launched by the Bangladesh Frozen Food Exporters' Association, in collaboration with selected civil society groups, during 2015 on labour law (i.e. working hours, leave, wages, women's rights, freedom of association, collective bargaining and occupational safety and health). The campaigns targeted factory workers and employers in the shrimp industry.</p>	<p>ILO organized consultations with employers, workers' organisations, shrimp activists, and civil society in order to inform and help develop the campaign message. Consultations highlighted salient features of ILO Conventions 87, 98, 111 and 029.</p> <p>ILO supported the development of pot songs (local folk drama with paintings) which raised awareness about labour rights.</p> <p>ILO launched labour rights radio show for workers.</p>
4	<p>Based on a comprehensive training strategy, the Bangladesh Frozen Food Exporters Association (BFFEA) trained master trainers from shrimp processing factories in 2015 on the 2006 Labour Law, its 2013 amendment, occupational safety and health, and maternity protection.</p> <p>At the end of 2015, the Bangladesh Employers Federation (BEF), through its members, provided training on Essentials of Occupational Safety and Health (EOSH) in the readymade garment (RMG) factories in order to help create a culture of workplace safety and implement practical measures to reduce the risk of accidents.</p> <p>Under the auspices of the National Coordination Committee for Workers Education (NCCWE), trade union trainers</p>	<p>ILO provided BFFEA with technical material to conduct three Training Needs Assessments (TNA) for workers and employers in the shrimp processing factories and develop training and education materials in conformity with ILO conventions 87, 98, 111 and 029.</p> <p>ILO, jointly with BFFEA, conducted three training of trainers based on the designed training modules.</p> <p>ILO, with the support of ITC Turin, assisted BEF to create a core group of 114 master trainers from the Bangladesh Garment Manufacturers & Exporters Association (BGMEA), Bangladesh Knitwear Manufacturers & Exporters Association (BKMEA), and the private sector to provide OSH training in RMG factories.</p>

and women trade leaders/organizers groups formed to promote effective participation of workers in Safety Committees and to enhance women's participation in OSH actions at the factory level.

ILO, with the support of ITC Turin, provided training to members of the NCCWE relating to OSH issues.

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a) Gender equality and non-discrimination

A gender strategy has been developed and used for implementation of the Improving Working Conditions project in the ready-made garment sector.

b) Partnerships (external)

Partnerships with NGOs Rupantor and Shusilon have been formed relating to the outreach campaign for shrimp workers.
Partnership with BEF formed for delivery of OSH training programme in RMH sector
Partnership with NCCWE formed for training of union members and institutional strengthening.
Partnership with IBC formed for training of union members and institutional strengthening.

India/IND127

[ACI6] More women and men, both in the formal and informal economy, have access to social protection and improved working conditions

3	<p>Five Central Trade Unions, (AITUC, BMS, CITU, HMS and INTUC) in Maharashtra and two Domestic Workers Unions designed and implemented an awareness-raising and information dissemination campaign from September to November 2015.</p> <p>Awareness increased, among 30,000 domestic workers, about the minimum working conditions to which domestic workers should be entitled.</p>	<p>The ILO organized and provided technical and logistical support for a participatory workshop which assessed domestic workers issues and trade union services to domestic workers. During this workshop, the trade unions and domestic worker unions created a joint action plan.</p> <p>ILO also provided technical support and cost shared with the trade unions for the implementation of the campaigns activities.</p> <p>RBSA funding has contributed to supporting this work and to the achievement of the reported results.</p>
4	<p>Domestic workers trained using a training strategy, which used a community life competence approach for organizing and empowering domestic workers. It was adopted and implemented by the trade unions (SEWA, CITU, BMS, AITUC, TUCC, HMS) in New Delhi in June 2015. The trade unions piloted the strategy in three large residential areas in New Delhi with large concentrations of domestic workers. Using this approach, the unions, with support from local experts, helped develop participatory tools which enabled domestic workers to define their vision at the local level, assess their current situation, develop action plans that addressed specific issues concerning their living and working conditions, and assess this action plan at a later stage. Using this Community Life Competency</p>	<p>The ILO engaged with a local institute, competent in participatory action-learning approaches, to develop and test the participatory methods and tools. The tools will be made available to trade unions in Delhi and other states.</p> <p>The ILO also provided technical and financial support to trade union initiatives in New Delhi to build their capacity to apply the community approach.</p> <p>RBSA funding has contributed to supporting this work and to the achievement of the reported results.</p>

methodology, 23 domestic workers were trained in New Delhi in June and July 2015 and 17 domestic workers in Chennai in October 2015.

Additional CPO Information (This information should only be added when relevant and necessary and should not repeat information already entered under results or ILO contribution)

a) Gender equality and non-discrimination

The overwhelming majority of domestic workers in India are women, especially from lower castes. Exclusion of domestic workers from labour and social protection and inequalities in working conditions are due not only to gaps in law but also in discrimination based on gender, caste and ethnicity.

b) Partnerships (external)

ILO collaborated closely with central trade unions, domestic workers organizations, central and state-level governments and research/academic institutions.

Europe and Central Asia

Former Yugoslav Republic of Macedonia/MKD154

Improved capacity of social partners regarding minimum wage setting and arrangements for working time

2	<p>Amendments to the Labour Relations Law were adopted in March 2015 in relation to the organization of working time (i.e. clarifying the provisions regarding the redistribution or averaging of working hours over three months) and the payment of annual leave may be used. These also concern the extension maternity protection for workers with fixed-term contracts.</p>	<p>The ILO conducted both an analysis of working time legislation and an assessment of legislation, policies and practice on maternity and paternity at work in the country on the basis of which two tripartite technical workshops were organized, respectively in November and July 2014 to present results, validate findings and put forward recommendations in the two areas of work.</p>
3	<p>A national campaign was conducted by the Organisation of Employers of Macedonia (ORM) in autumn 2015 to raise awareness of the benefits of decent working time arrangements to both workers and employers, which included identifying existing good practices from different sectors regarding innovative or flexible working time arrangements.</p> <p>The Government launched an information campaign on existing rights and entitlements on maternity protection during the last few months of 2015.</p>	<p>In July 2014, the ILO conducted a tripartite technical workshop on Promoting Decent Working Time: Balancing Workers Needs with Business Requirements to discuss how to develop balanced forms of innovative or flexible working time arrangements that can benefit both workers and employers. Based on agreement made during this workshop, the Organisation of Employers of Macedonia (ORM) launched a national campaign to promote awareness of the benefits of decent working time and identify good existing practices in enterprises from different sectors.</p> <p>The workshop on maternity protection informed the Government's decision to launch an information campaign.</p>

Additional CPO Information (This information should only be added when relevant and necessary and should not repeat information already entered under results or ILO contribution)

a) Gender equality and non-discrimination

The amendments to the labour law improve maternity protection for workers whose fixed-term contracts expire while using salary compensation for pregnancy, childbirth or parental leave, who now continue to be able to

b) Partnerships (external)

exercise the right to compensation until the end of the leave on the burden of the body responsible for the mandatory health insurance.

The ILO supported an assessment of legislation, policies and practice on maternity and paternity at work in the country and conducted a tripartite workshop in 8-9 July 2014 on “Promoting a family-friendly environment with improved maternity protection” to validate the findings of the report and suggest recommendations. The presentations and discussions, combined with group work facilitated by the ILO, contributed to assess the current status of maternity and paternity protection in the country and identify tripartite priorities for action to promote a family-friendly environment with improved maternity protection, notably on addressing coverage gaps for women on fixed term contracts.

Republic of Moldova/MDA127
Improved policy environment for maternity protection and work-family reconciliation including for the most vulnerable workers.

1	A proposal for a national Action Plan for Work-Life Reconciliation adopted by the national tripartite constituents in June 2014.	In June 2014, the ILO convened a tripartite validation workshop with the national constituents, Work and family reconciliation in the Republic of Moldova: the way forward for action, to help them to develop a national Plan of Action for Work-Life Reconciliation.
2	<p>Amendments to the National Collective Convention No. 2 on Working and Leisure Time were adopted in June 2014, which included:</p> <ul style="list-style-type: none"> - An entitlement for pregnant women to have time off for regular prenatal medical check-ups, to be counted as working time. - Spouses working in the same unit have the right to concurrent paid annual leave. - The father of a new-born child is entitled to paid paternity leave up to 3 days. - An additional one-day paid leave for family reasons is granted to both parents (previously it was only to mothers) at the beginning and end of the school year. 	The ILO commissioned an analysis of law and practice on work and family reconciliation in Moldova; its findings and recommendations were discussed during the workshop and informed the agreed points for action.

Additional CPO Information (This information should only be added when relevant and necessary and should not repeat information already entered under results or ILO contribution)

a) Gender equality and non-discrimination

The amendments to the National Collective Convention No. 2 help to promote gender equality and non-discrimination, e.g. by giving fathers more opportunities to spend time with their families.

b) Partnerships (external)

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Latin America and the Caribbean

Bolivia/BOL201

[ACI8] Apoyo a los mandantes para adoptar e implementar normas o estrategias para promover condiciones de trabajo mejores o más equitativas, en particular para las trabajadoras del hogar

1	<p>La Federación Nacional de Trabajadoras Asalariadas del Hogar de Bolivia (FENATRAHOB), la Liga Boliviana de Amas de Casa y el Ministerio de Trabajo implementaron en agosto de 2014 un plan de acción resultado de tres mesas tripartitas del sector doméstico en Bolivia. Este plan ha permitido la elaboración de: (i) un documento publicado de diagnóstico sobre la libertad sindical y los derechos de negociación colectiva (con la participación de 744 trabajadoras del hogar, 89 empleadores y 35 representantes del Ministerio de Trabajo), (ii) un estudio publicado sobre el perfil socio demográfico y Económico de las trabajadoras y empleadoras del hogar en Bolivia, con énfasis en la cobertura de seguridad social, (iii) Documento sobre el proceso de diálogo social y negociación colectiva en el Uruguay como un modelo a seguir, y (iv) una propuesta de decreto supremo para la inclusión de las trabajadoras domésticas al seguro de salud.</p> <p>30 afiliadas a la Federación Nacional de Trabajadoras Asalariadas del Hogar de Bolivia (FENATRAHOB) y 20 afiliadas a la Liga Boliviana de Amas de Casa se formaron en diálogo social, negociación y resolución de conflictos.</p>	<p>La OIT ha facilitado el proceso de diálogo tripartito entre el Ministerio de Trabajo, la Federación Nacional de Trabajadoras Asalariadas del Hogar de Bolivia y La Liga Boliviana de Amas de Casa a través de la mediación de tres encuentros tripartitos (abril 2013, Santa Cruz, noviembre 2013, Cochabamba, y octubre 2014 en Buenos Aires).</p> <p>La OIT apoyó la realización del diagnóstico sobre la libertad sindical, los derechos de negociación colectiva, y en la elaboración del documento sobre el perfil socio demográfico y Económico de las trabajadoras y empleadoras del hogar en Bolivia, con énfasis en la cobertura de seguridad social.</p> <p>La OIT apoyó la realización del estudio sobre el proceso de negociación colectiva de Uruguay en el sector del trabajo doméstico y el curso sobre dialogo social, negociación y resolución de conflictos.</p> <p>RBSA funding has contributed to supporting this work and to the achievement of the reported results.</p>
2	<p>El Ministerio de Trabajo aprobó un contrato individual de trabajo y una libreta salarial mediante Resolución Ministerial No 218/14, el 28 de marzo de 2014. Todo ello en el</p>	<p>La OIT apoyó técnicamente la elaboración de la norma que incluye un modelo de contrato y de libreta salarial.</p>

		marco de un programa de acción tripartita para promover la dignificación del trabajo decente del sector.	<p>La OIT apoyo la realización de un taller de discusión técnica con los mandantes tripartitos sobre la implementación del C189.</p> <p>La OIT apoyó en la elaboración del documento sobre el perfil socio demográfico y Económico de las trabajadoras y empleadoras del hogar en Bolivia, con énfasis en la cobertura de seguridad social.</p> <p>RBSA funding has contributed to supporting this work and to the achievement of the reported results.</p>
	3	La Federación Nacional de Trabajadoras Asalariadas del Hogar de Bolivia (FENATRAHOB), la Liga Boliviana de Amas de Casa y el Ministerio de Trabajo realizaron seis ferias de socialización del contrato individual y de la libreta salarial en las ciudades de La Paz, Santa Cruz, Sucre y Cochabamba.	<p>La OIT apoyó en el diseño y organización logística de las 6 ferias de socialización de una manera tripartita. Además la OIT ha brindado apoyo con material de difusión.</p> <p>La OIT ha apoyado la organización logística y la realización de los 11 talleres. Además la OIT ha brindado apoyo técnico a través de formadores, como material de formación y difusión.</p> <p>RBSA funding has contributed to supporting this work and to the achievement of the reported results.</p>
	4	La Central Obrera Boliviana (COB) a través de su Sindicato Afiliado, la Federación Nacional de Trabajadoras del Hogar en Bolivia (FENTRAHOB), desarrolló doce talleres de sensibilización sobre los derechos de las trabajadoras, negociación colectiva, resolución de conflictos y acceso a la	<p>La OIT ha apoyado la organización logística y la realización de los 17 talleres. Además la OIT ha brindado apoyo técnico a través de formadores, como material de formación y difusión.</p> <p>RBSA funding has contributed to supporting</p>

	<p>seguridad social en las siguientes 7 ciudades: La Paz, Potosí, Sucre, Tarija, Cochabamba, Trinidad y Santa Cruz. En estos talleres participaron 450 afiliadas a la (FENATRAHOB). Por otro lado, la Liga Boliviana de Amas de Casa desarrolló 4 talleres de formación en las mismas temáticas en las ciudades de Santa Cruz, La Paz, Sucre y Tarija con 94 afiliadas. Finalmente, el Ministerio de Trabajo realizó un taller nacional con todos los inspectores de trabajo (93 funcionarios) para mejorar el servicio en el sector.</p>	<p>this work and to the achievement of the reported results.</p>
<p>Additional CPO Information (This information should only be added when relevant and necessary and should not repeat information already entered under results or ILO contribution)</p>		
<p>a) Gender equality and non-discrimination</p>	<p>b) Partnerships (external)</p>	
<p>La OIT se ha dirigido a un sector que está compuesto por un 95% de trabajadoras mujeres, sin embargo en el desarrollo de los talleres de formación y ferias se ha impulsado la participación de los hombres trabajadores que forman parte del sector.</p>	<p>La OIT ha trabajado de manera coordinada con ONG que ha permitido amplificar todas las acciones y actividades de capacitación y definición del diálogo para el sector doméstico en Bolivia durante el bienio reportado. Entre las ONG y Fundaciones más importantes se encuentra Care Bolivia, Lucha Social Mundial (FOS), Solidar Suiza, Friedrich Ebert Stiftung (FES).</p>	

Ecuador/ECU131

Apoyo a los mandantes para adoptar e implementar normas o estrategias para promover condiciones de trabajo mejores y más equitativas, en particular las trabajadoras del hogar

1	<p>Se instaló y desarrolló el Comité Interministerial el cual cuenta con participación del Ministerio de Trabajo, el Instituto Ecuatoriano de Seguridad Social y el Ministerio Coordinador de Desarrollo Social, FOS y la Asociación de Trabajadoras Remuneradas del Hogar con el fin de promover una agenda de trabajo para la adecuación normativa con el C. 189.</p>	<p>Se brindó asistencia técnica a la Asociación de Trabajadoras Remuneradas del Hogar (ATRH) para la conformación de la mesa bipartita y para la elaboración de la agenda de diálogo de dicho espacio. Se promovió una alianza estratégica con FOS, organización que contribuye también brindando asistencia técnica para el fortalecimiento y empoderamiento de las organizaciones de trabajadoras del hogar en Ecuador. Se apoyó técnicamente la propuesta acompañó el proceso de elaboración de las observaciones y el desarrollo de la estrategia para el diálogo con el gobierno.</p>
3	<p>La Asociación de Trabajadoras Remuneradas del Hogar (ATRH) desarrolló campañas de sensibilización y de divulgación de información y el desarrollo de materiales impresos respecto a la importancia de las condiciones mínimas de trabajo decente en el sector.</p> <p>Se logró un incremento de afiliación en 6%, fortaleciendo la base de lo que será el sindicato nacional de trabajadoras remuneradas del hogar, proceso de institucionalización que la ATRH ha decidido emprender.</p>	<p>La OIT brindó asistencia técnica para la puesta en marcha de las campañas de sensibilización y acompañó algunas de las actividades emprendidas en el marco de los acuerdos suscritos para la promoción de mejores condiciones de trabajo para las trabajadoras remuneradas del hogar.</p> <p>La OIT brindó apoyo técnico a las trabajadoras domésticas para ayudarles a organizarse y presentar propuestas al gobierno y a la comisión inter-ministerial.</p> <p>La OIT brindó apoyo técnico a las asociaciones de trabajadoras domésticas en 3 ciudades. En particular, la OIT brindó una formación sobre los requisitos para formar un sindicato en lugar de una asociación.</p>

Peru/PER201

El Estado peruano adopta medidas para la promover la equidad y mejorar las condiciones de los y las trabajadoras mas vulnerables en particular las trabajadoras domésticas.

3	<p>La Federación Nacional de Trabajadores y Trabajadoras del Hogar del Perú (FENATRAHOP) a través del SINTTRAHOL desarrolló entre febrero y mayo 2015 una campaña integral de sensibilización en las provincias de Tumbes, Piura, Lambayeque logrando la afiliación de más de 100 trabajadoras y la sensibilización de más de 250 con apoyo de las Direcciones Regionales del Ministerio del Trabajo, la Defensoría del Pueblo.</p> <p>La Federación Nacional de Trabajadoras y Trabajadores del Hogar Remunerados del Perú (FENTRAHOGARP) y la FENATRAHOP el 1 de septiembre 2015 pusieron han puesto en marcha la "Campaña piloto de registro de trabajadoras del hogar en un distrito de Lima Metropolitana". Esta campaña es producto del trabajo de múltiples mesas y reuniones de trabajo realizadas entre marzo y agosto. El propósito de dicha campaña es validar un mecanismo para el incremento del registro de trabajadoras del hogar en SUNAT y el consecuente cumplimiento del pago de EsSalud y Fondo de Pensiones. Esta campaña surge de la mano de una Mesa Multisectorial integrada por ambas Federaciones, las organizaciones mencionadas anteriormente, el Ministerio de Trabajo, SUNAT, EsSalud, ONP, SUNAFIL, el Ministerio de la Mujer, la Defensoría del Pueblo, PLADES, CARE Perñu y Aurora Vivar.</p>	<p>La OIT, junto con FENATRAHOP, se organizaron reuniones para identificar las prioridades de trabajo y los lugares en los que se implementaría la campaña. Además, se brindó apoyo para el diseño de los planes de trabajo específicos para cada ciudad. La OIT brindó asistencia técnica para la puesta en marcha de las campañas de sensibilización emprendidas en el marco de los acuerdos suscritos para la promoción de mejores condiciones de trabajo para las trabajadoras remuneradas del hogar.</p> <p>La OIT junto con el apoyo de la Fundación Friedrich Ebert Stiftung y Wiego ha brindado asistencia técnica para la articulación de esfuerzos, la organización y la puesta en marcha de la campaña promoviendo la sensibilización en materia de derechos laborales.</p>
4	La Federación Nacional de Trabajadores y	La OIT brindó asistencia técnica a la

	<p>Trabajadoras del Hogar del Perú (FENATRAHOP) a través del SINTTRAHOL impulsó un plan de formación para promover mejores condiciones para el trabajo doméstico entre febrero y mayo del año en curso. El plan logró formar a 52 trabajadoras domésticas, 12 en Chiclayo y 40 en Piura.</p>	<p>FENATRAHOP en la formulación del plan de capacitación a realizar.</p>
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Dominican Republic/DOM107

Los Constituyentes identifican y adoptan políticas para eliminar todas las formas de discriminación en el trabajo y promueven el acceso de las mujeres al empleo en igualdad de condiciones

2

Ratificación del Convenio no. 189 de la OIT sobre trabajo decente para las trabajadoras domésticas.

El Presidente de la República lanzó en febrero 2015, en su Discurso de rendición de cuentas, un programa nacional sectorial para afiliar 50,000 trabajadoras domésticas en condición de pobreza al SENASA (servicio nacional de salud) a través de su afiliación al régimen subsidiado. El programa incluye una campaña de divulgación de información llevada a cabo por el SENASA; coordinación con el SIUBEN (Sistema Unico de Beneficiarios) de la población en condición de pobreza, y un acuerdo con el CIMTRA (Comité Inter-sindical de Mujeres sindicalistas) para que, en los casos en que las trabajadoras domésticas no logran que sus empleadoras le firmen una carta reconociendo que trabajan para ellas (requisito para poder acceder al seguro de salud), el CIMTRA pueda asegurar que esa persona es afiliada al sindicato de trabajadoras domésticas y por tanto que es trabajadora doméstica.

En esta fecha se han inscrito 5300 trabajadoras domésticas.

La OIT, parcialmente con fondos de la UE, elaboró, publicó y presentó a los constituyentes tripartitos en junio, 2014 un estudio de armonización legislativa sobre la legislación dominicana y el Convenio no.189.

La OIT brindó asesoramiento técnico al Comité Intersindical de Mujeres Trabajadoras (CIMTRA) en la elaboración de una “Propuesta de las mujeres para la reforma del Código de Trabajo” presentada por la Mesa Intersectorial de Género para la reforma del Código de Trabajo conformada por el CIMTRA, los Sindicatos de trabajadoras domésticas, el Centro de estudios de género del Instituto Tecnológico de Santo Domingo (INTEC), el Instituto de Género y Familia de la Universidad Autónoma de Santo Domingo (UASD), el Ministerio de la Mujer, y el Foro Feminista. Esta propuesta de reforma incorpora las propuestas de modificación del Código de Trabajo necesarias para que cumpla con lo establecido en el Convenio no.189 de la OIT.

La OIT brindó asistencia al Instituto Tecnológico de Santo Domingo (INTEC) y al Ministerio de Trabajo, en la elaboración de un estudio sobre la protección social de las trabajadoras domésticas.

La OIT brindó asesoramiento al CIMTRA en su campaña para promover el aseguramiento de las trabajadoras domésticas, concretamente en su apoyo a los recién creados Sindicatos de

			Trabajadoras domésticas para que hicieran una campaña interna con sus afiliadas, tanto para que se afiliaran al régimen no contributivo como al régimen contributivo (SINTRADOME tiene a la fecha 2016 trabajadoras domésticas afiliadas al régimen contributivo a través de AMUSOL y 24 afiliadas al régimen subsidiado).
	3	Campaña sindical lanzó por el CIMTRA para promover la ratificación y cumplimiento del Convenio no. 189 de la OIT.	<p>La OIT, en conjunto con la Confederación Sindical de las Américas (CSA), con fondos de la UE, elaboró y entregó al CIMTRA materiales de la campaña “Trabajo como ningún otro, derechos como cualquier otro” para promover la ratificación del Convenio no.189 y la mejora de las condiciones de las trabajadoras domésticas.</p> <p>La OIT, en conjunto con la CSA , brindó asesoramiento al CIMTRA en la organización del lanzamiento de la campaña. También, la OIT brindó asesoramiento para la realización de la campaña en redes sociales en Mayo 2015 para promover los derechos de las trabajadoras domésticas.</p> <p>La OIT organizó un lanzamiento tripartito del estudio sobre el marco legal, que fue asistido por el vicepresidente de la República y la prensa.</p> <p>La OIT organizó 5 talleres de formación en conjunto con el CIMTRA para dar a conocer los contenidos del Convenio no. 189 a más de 350 trabajadoras domésticas. Estas 350 trabajadoras a su vez han replicado lo aprendido en sus sindicatos, lo que ha permitido aumentar la afiliación de trabajadoras domésticas de manera</p>

significativa.

La OIT brindó asesoramiento para el fortalecimiento del liderazgo sindical de las trabajadoras domésticas, incluyendo en todas sus acciones a las trabajadoras domésticas migrantes.

Additional CPO Information (This information should only be added when relevant and necessary and should not repeat information already entered under results or ILO contribution)

a) Gender equality and non-discrimination	b) Partnerships (external)
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Este CPO está dirigido a mejorar las condiciones de trabajo de las trabajadoras domésticas, una de las ocupaciones más feminizadas y con peores condiciones de trabajo, y por tanto tiene una contribución directa a mejorar las condiciones laborales de las mujeres.

Confederación Sindical de Trabajadores de las Américas (CSA)

El Salvador/SLV107

El país, con el apoyo de la OIT, ejecuta acciones para mejorar las condiciones de trabajo de las trabajadoras domésticas y promover la ratificación del Convenio núm. 189

1	<p>Adopción de una hoja de ruta para la ratificación del Convenio no. 189 y mejora de condiciones de los y las trabajadoras domésticas por el BPS, la CCSS, el Instituto Salvadoreño del Seguro Social (ISSS), el Ministerio de Trabajo y Previsión Social (MTPS) el Instituto Salvadoreño para el Desarrollo de la Mujer (ISDEMU), la Secretaria Técnica de la Presidencia (STP), el Ministerio de Relaciones Exteriores (MRE) y el Ministerio de Salud (MINSAL). Sumisión de la propuesta para la ratificación del Convenio no. 189 al congreso.</p>	<p>Con el apoyo de fondos del Gobierno de Suecia, la OIT organizó una jornada de trabajo sobre “Diseño de Hoja de Ruta para la ratificación del Convenio no. 189 y mejora de condiciones de los y las trabajadoras domésticas” en la que participaron los representantes del BPS, la CCSS, el Instituto Salvadoreño del Seguro Social (ISSS), el Ministerio de Trabajo y Previsión Social (MTPS), El Instituto Salvadoreño para el Desarrollo de la Mujer (ISDEMU), la Secretaría Técnica de la Presidencia (STP), el Ministerio de Relaciones Exteriores (MRE) y el Ministerio de Salud (MINSAL). La jornada de trabajo facilitó la adopción de la hoja de ruta.</p>
3	<p>Lanzamiento de una campaña sindical en junio 2014 para promover la mejora de condiciones de las trabajadoras domésticas, con el tema: “Trabajo como ningún otro, DERECHOS como cualquier otro”, por el Movimiento de Unidad Sindical y Gremial de El Salvador (MUSYGES), la Confederación Sindical de Trabajadoras y Trabajadores de El Salvador (CSTS) y La Federación de Asociaciones o Sindicatos Independientes de El Salvador (FEASIES).</p> <p>Lanzamiento de una campaña en junio del 2015 para promover los derechos de las trabajadoras domésticas por un Comité inter-institucional, liderado por el MTPS, con la participación el Instituto Salvadoreño de la Seguridad Social (ISSS), el Ministerio de Salud (MINSAL), la</p>	<p>La OIT coordinó el desarrollo e implementación de planes de acción de las 3 confederaciones de sindicatos y acompañó esas organizaciones en sus procesos de formación, concienciación y promoción de la situación para las trabajadoras domésticas.</p> <p>La OIT brindó asesoramiento a las organizaciones sindicales en la elaboración de una campaña de divulgación de la situación de los y las trabajadoras domésticas.</p> <p>La OIT brindó asesoramiento a FEASIES y CSTS en la organización de conferencias de prensa y eventos públicos para posicionar la ratificación del Convenio no. 189 como un tema prioritario de la agenda sindical.</p> <p>La OIT elaboró y entregó materiales de</p>

		<p>Secretaría Técnica de la Presidencia de la República (STP), el Instituto Salvadoreño de las Mujeres (ISDEMU) y el Ministerio de Relaciones Exteriores (MRE).</p>	<p>divulgación a FEASIES, CSTS y MUSYGES en sus actividades de formación, incidencia y divulgación sobre la ratificación del Convenio no.189.</p> <p>La OIT brindó asesoramiento para la conformación del Comité Inter-institucional por la ratificación del Convenio no. 189 y la mejora de las condiciones de los y las trabajadoras domésticas, conformado por las altas autoridades del MTPS, el ISSS, el MINSAL, la STP, el ISDEMU y el MRE, que ha sostenido reuniones mensuales desde el mes de mayo de 2015.</p> <p>La OIT elaboró en febrero de 2015 el estudio “La legislación Salvadoreña a la luz del convenio sobre el trabajo decente para las y los trabajadores domésticos” y organizó entonces el lanzamiento público de este estudio en julio de 2015, con fondos de Suecia. La OIT divulgó los contenidos de este estudio de armonización legislativa en reuniones bilaterales con el Comité Inter-institucional por la ratificación del Convenio no.189, la Comisión de Trabajo y Previsión Social del parlamento salvadoreño en pleno, con diputadas del Grupo Parlamentario de Mujeres, con la Asociación Nacional de la Empresa Privada ANEP, con MUSYGES, FEASIES y CSTS.</p>
	4	<p>Un programa de formación realizado por MUSYGES, FEASIES, CSTS y el Sindicato de Mujeres Trabajadoras del Hogar Remuneradas Salvadoreñas (SIMUTHRES) durante 10 talleres entre enero y agosto de</p>	<p>La OIT acompañó técnicamente para que MUSYGES, FEASIES, CSTS y SIMUTHRES organizaran y facilitaran los 14 talleres que conformaban la estrategia de formación sobre derechos de los y las trabajadoras domésticas</p>

	<p>2015 sobre derechos de los y las trabajadoras domésticas y la ratificación del Convenio no.189. 205 mujeres participaron en esta formación.</p>	<p>y la ratificación del Convenio no.189.</p> <p>La OIT brindó asesoramiento en el proceso de consolidación del recientemente creado primer sindicato de trabajadoras del hogar de El Salvador, SIMUTHRES, a través de 3 talleres de formación sobre organización sindical realizados en junio de 2015.</p> <p>La OIT brindó asesoramiento en el proceso de federación de SIMUTHRES dentro de la Federación FEASIES.</p>
<p>Additional CPO Information (This information should only be added when relevant and necessary and should not repeat information already entered under results or ILO contribution)</p>		
<p>a) Gender equality and non-discrimination</p> <p>Este CPO está dirigido a mejorar las condiciones de trabajo de las trabajadoras domésticas, una de las ocupaciones más feminizadas y con peores condiciones de trabajo, y por tanto tiene una contribución directa a mejorar las condiciones laborales de las mujeres.</p>	<p>b) Partnerships (external)</p> <p>Se ha realizado un trabajo coordinado con organizaciones de la sociedad civil que trabajan por los derechos de las mujeres y que también tienen una campaña para promover la ratificación del Convenio 189. Igualmente, se ha coordinado con la FES el apoyo a las organizaciones sindicales para que las acciones de ambas organizaciones fueran complementarias. De la misma manera, se ha coordinado con TUCA las acciones de la campaña sindical para promover la ratificación del C. 189.</p>	

Brazil/BRA102

Contituyentes adoptan medidas para la promoción del equilibrio entre trabajo y familia y de los derechos de los/as trabajadores/as domesticas.

2	<p>La presidenta de la Republica de Brasil sancionó el 2 de junio de 2015 la Ley Complementaria n. 150 que reglamenta los contratos para trabajadoras/es domésticas/os, garantizando las mismas condiciones de trabajo y beneficios de seguridad social de otras categorías. En la ley hay la referencia directa al Convenio 182 de la OIT. "Es prohibida la contratación de menor de 18 años para desempeño de trabajo doméstico, de acuerdo con el Convenio no. 182, de 1999, de la Organización Internacional del Trabajo (OIT) y con el Decreto n. 6481, de 12 de junio de 2008".</p>	<p>La OIT participó en las reuniones convocadas por el gobierno para apoyar la elaboración de la legislación y de la política, ofreciendo insumos técnicos como la discusión y diseminación de la publicación "Promoción de la formalización del trabajo doméstico en Brasil" Además de participar en las instancias gubernamentales y tripartitas para discusión del tema, con base en los Convenios de la OIT.</p>
3	<p>La Secretaria de Política para las Mujeres lanzó la quinta edición del Programa Pró-Equidad de Género y Raza , que es un programa de sensibilización en las empresas, con objetivos de: contribuir para la eliminación de todas las formas de discriminación en acceso, remuneración, ascensión y permanencia en el empleo; concientizar e incentivar empleadoras y empleadores en relación a las prácticas de gestión de personas y de cultura organizacional que promuevan la igualdad de oportunidades entre mujeres y hombres dentro de las organizaciones; reconocer públicamente el compromiso de las organizaciones con la igualdad entre mujeres y hombres en el mundo de trabajo; promover la rede pro-equidad de género y raza; tornar disponible y divulgar un banco de prácticas de igualdad entre mujeres y hombres y raza</p>	<p>La OIT es socia de la iniciativa de la Secretaria de Políticas para las Mujeres desde su primera edición, y ha brindado apoyo institucional y asistencia técnica, por medio de oficinas con las personas responsables por la gestión de las empresas, especialmente para las que trabajan con recursos humanos, y producción de conocimiento. La OIT también ha participado de reuniones con nuevas empresas, formación en las empresas que firmaran el programa y del monitoreo de las acciones durante el año. La OIT también ha apoyado la producción de un estudio sobre el uso del tiempo y género que se lanzó al fines de 2015 en conjunto con la Secretaria de Política para las Mujeres, la Universidad Federal de Rio de Janeiro en el ámbito del CGUT (Comité Técnico de Estudios de Género y Uso del Tiempo).</p>

en el ámbito de gestión de personas y de cultura organizacional en el mundo de trabajo. 83 empresas públicas y privadas firmaron el Término de Compromiso del Programa.

Chile/CHL105

Diálogo social para la igualdad de género fortalecido y con estrategia para promover políticas de conciliación y mejorar condiciones de trabajo, en particular de Trabajadoras Domésticas

2	<p>Durante 2014, el Gobierno convocó al Sindicato Nacional de Trabajadores de casa Particular (SINTRACAP) y la Coordinadora de trabajadores de casa particular a participar en la elaboración de un borrador de proyecto para la ratificación del Convenio no.189 y su regulación subsecuente. En este marco, la Ley que modifica la jornada, descanso, composición de la remuneración de los trabajadores de casa particular, fue finalmente aprobada en octubre de 2014.</p>	<p>La OIT ha facilitado capacitaciones a dirigentes sindicales y socios de SINTRACAP respecto del Convenio no.189 y su reglamentación (dos en total).</p> <p>La OIT brindó apoyo al Gobierno/Servicio Nacional de la Mujer y SINTRACAP en la elaboración de una propuesta de borrador de modificación a la legislación. Lo anterior se tradujo en la coordinación y participación de reuniones de trabajo, elaboración de insumos y la revisión de borradores.</p>
3	<p>A solicitud de SINTRACAP, el Ministerio del Trabajo y Seguridad Social diseñó un Programa de capacitaciones sobre el Convenio no.189/Ley que modifica la jornada, descanso, composición de la remuneración de los trabajadores de casa particular, orientado a trabajadores de casa particular y empleadores. Dicho Programa se implementó en seis regiones del país.</p> <p>La Subsecretaría de Previsión Social, la Dirección del Trabajo, el Instituto de Seguridad Laboral y las cinco organizaciones sindicales de trabajadoras de casa particular (Federación de Sindicatos de Trabajadoras de Casa Particular-FESINTRACAP, Sindicato Unitario de Trabajadoras de Casa Particular-SINDUCAP, Asociación Nacional de Empleadas de Casa Particular-ANECAP,</p>	<p>En el marco del Convenio de colaboración con la Subsecretaría del Trabajo, la OIT ha brindado asistencia técnica al Gobierno en el diseño del plan de capacitación. Lo anterior, significó la recopilación y sistematización de información, entrega de documentos atinentes, revisión de borradores, etc.</p> <p>Así también, se ha apoyado la implementación del proyecto, lo que implicó la participación de especialistas y consultores en reuniones de preparación; apoyo en la elaboración de contenidos y materiales utilizados en los talleres; y participación de especialistas en calidad de expositores.</p> <p>A solicitud de las partes involucradas, la OIT apoyó el proceso de formulación de la Guía. En tal sentido, la Oficina formó parte del equipo técnico encargado de su elaboración y apoyó la realización de dos talleres bipartitos</p>

Sindicato Nacional de Trabajadoras del Hogar-SINTRAHOGAR y Sindicato Nacional de Trabajadoras e Inmigrantes de Casa Particular-SINAICAP) formularon una Guía de Seguridad y Salud en el Trabajo para trabajadoras de casa particular.

para el diseño y la validación de la misma.

Additional CPO Information (This information should only be added when relevant and necessary and should not repeat information already entered under results or ILO contribution)

a) Gender equality and non-discrimination

El trabajo doméstico remunerado corresponde a uno de los sectores que concentra la mayor cantidad de mujeres, que en su mayoría realiza su trabajo en condiciones precarias (extensas jornadas de trabajo, bajas remuneraciones, escasa cobertura de seguridad social, alto nivel de incumplimiento de las normas laborales y un menor reconocimiento legal de sus derechos laborales).

La asistencia técnica brindada por OIT respecto de la ratificación del Convenio 189 y la adecuación de la legislación nacional se centró y contribuye a igualar las condiciones de trabajo de estas trabajadoras con las de los trabajadores en general. De esta manera, se reconoce también una labor que ha sido desvalorizada históricamente, en la medida en que se la consideró de carácter no productivo y fácil de realizar, respecto del trabajo desarrollado por los hombres.

b) Partnerships (external)

ONU Mujeres, en coordinación con la OIT, apoyó a las organizaciones sindicales en sus esfuerzos por la ratificación del Convenio 189 y la modificación de la ley.

Paraguay/PRY128

Política de fortalecimiento de derechos de trabajadoras domésticas en proceso de diseño e implementación

2	Se aprobó la Ley de Trabajo Doméstico en agosto de 2015, la que establece mejoras en la remuneración de un 40% a un 60% del salario mínimo y da derecho a la jubilación. Estas modificaciones están en sintonía con el avance gradual de la adecuación de la legislación nacional con el Convenio 189.	En el marco de un Proyecto financiado por la Unión Europea sobre Trabajadoras domésticas migrantes, la OIT asesoró a los sindicatos de trabajadoras domésticas remuneradas y apoyó técnicamente una mesa interinstitucional de análisis del Proyecto de Ley de Trabajo Doméstico.
4	Desde 2014, el Ministerio del Trabajo, Empleo y seguridad Social ha desarrollado una estrategia de formación que incluye cursos de profesionalización de trabajadoras domésticas.	La OIT contribuyó en el diseño de una malla curricular para los cursos de profesionalización de trabajadoras domésticas. La OIT facilitó la cooperación horizontal entre los Ministerios de Trabajo de Argentina y Paraguay, dada la experiencia y lecciones aprendidas del Ministerio de Trabajo de Argentina en esta área.

Additional CPO Information (This information should only be added when relevant and necessary and should not repeat information already entered under results or ILO contribution)

a) Gender equality and non-discrimination

-

b) Partnerships (external)

En el marco de la asistencia técnica a la mesa interinstitucional de análisis del Proyecto de Ley de Trabajo Doméstico, la OIT complementó acciones con ONU Mujeres.

Con el Ministerio de la Mujer y UNICEF se realizó cabildeo para sensibilizar a las autoridades sobre las posibles incongruencias del proyecto de ley, con convenios internacionales ratificados por el país.

Outcome 05 - Working Conditions: Women and men have better and more equitable working conditions

RESULTS BY INDICATOR

Indicator - 5.2. Number of member States that, with ILO support, strengthen their institutional capacity to implement sound wage policies.

Measurement

To be counted as reportable, results must meet at least one of the following criteria:

- 1.A mechanism for the monitoring and collection of wage data is established or strengthened to expand or improve the availability of data on average wages, the wage share, or wage inequality, or other new wage indicators.
- 2.Legislation, regulations, or policies are adopted that improve minimum wages (national or sectoral), whether established via statute or through collective bargaining.
- 3.Specific measures to improve wage-setting are implemented in either the public or private sectors, such as the establishment or revitalization of a tripartite body at national level or other wage bargaining mechanisms operating at different levels.
- 4.A group of wage experts, trained as part of a capacity-building programme established by the ILO, is employed in the Ministry of Labour or employers or workers organizations, or academic institutions dealing with wage policy matters.

Country/Country Programme Outcome (CPO)	Measurement Criteria	Result Achieved	ILO Contribution
Africa			
Kenya/KEN108 [AC14] Enhancing the capacity of tripartite constituents to implement sound wage policies	1	Improved availability and collection of data on wages and firm size following Kenya's National Bureau of Statistics' integration of questions on wages and firm size into its Integrated Household and Labour Survey. Constituents' and national authorities' awareness of the minimum wage assessed.	ILO provided sample wage and firm size questions to Kenya's National Bureau of Statistics (KNBS). The KNBS integrated the questions into the 2015/16 Integrated Household and Labour Survey; the ILO also reviewed the pilot survey, which incorporated these questions. The ILO conducted a field study with constituents and national authorities in which evaluated their perception, knowledge and expectations of the implementation procedure and compliance with the minimum wage policy

			in Kenya. RBSA funding has contributed to supporting this work and to the achievement of the reported results.
	4	The ILO implemented training on wage policies for tripartite constituents. 70 participants were trained on wage policies.	The ILO prepared a report with recommendations on how to improve Kenya's national wage policy framework (minimum wage setting, collective bargaining in the private sector and wage setting in the public sector). The ILO used this report to train constituents on wage policies and how their national wage policies could be improved in November 2015. RBSA funding has contributed to supporting this work and to the achievement of the reported results.

Additional CPO Information (This information should only be added when relevant and necessary and should not repeat information already entered under results or ILO contribution)

a) Gender equality and non-discrimination
ILO interventions and policy guidance considered the different implications that the introduction or modification of wage policies could have on gender equality.

b) Partnerships (external)
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Mauritius/MUS106

Projects undertaken to improve the quality of employment

3	<p>Faisant suite aux concertations entre le BIT et les mandants tripartites, la mise en place d'un "National Wage Consultative Council" a été avalisée en Conseil des Ministres du 14 août 2015. Cette structure est composée de deux entités: un comité exécutif et un comité technique.</p> <p>Le Comité exécutif comprend des représentants de la société civile, y compris des universitaires bien connus dans le pays et acceptées par les autres parties , quatre représentants syndicaux choisis par les syndicats ,quatre représentants des employeurs choisis par la fédération des employeurs, deux représentants du ministère du Travail et de deux représentants de le ministère des Finances.</p> <p>Le Comité technique comprend des experts de Remuneration Order Board, Statistics Mauritius, Pay Research Bureau, économistes, statisticiens, sociologistes ou autres expertes.</p>	<p>Le BIT a apporté assistance a l'elaboration d'une etude sur le système des salaires minimas en Maurice ainsi qu a la conduite des ateliers de renforcement de capacité (à voir critère 4).</p> <p>Aussi le BIT a donné des conseils techniques sur les aspects techniques et les pratiques des autres pays qui peuvent servir de reference pour le nouveau conseil et ses demarches.</p>
4	<p>The ILO implemented training on wage policies for tripartite constituents. 35 participants were trained on wage policies.</p> <p>The Government adopted the report which informed this training in 2015.</p>	<p>The ILO prepared a report and policy recommendations on the minimum wage fixing system in Mauritius; the report proposed a simplification of the existing system in place.</p> <p>Using this report as an input, the ILO provided training on minimum wage setting in October 2014.</p>

Additional CPO Information (This information should only be added when relevant and necessary and should not repeat information already entered under results or ILO contribution)

a) Gender equality and non-discrimination

ILO interventions and policy guidance considered the different implications that the introduction or modification of wage policies could have on gender equality.

b) Partnerships (external)

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Egypt/EGY153

Technical assistance on setting wage policies provided

4

The ILO trained tripartite members of the committee responsible for minimum wage setting on minimum wage setting, adjusting, and simplification of minimum wage systems. 50 participants were trained.

The ILO provided training on minimum wage setting in December 2013.

Additional CPO Information (This information should only be added when relevant and necessary and should not repeat information already entered under results or ILO contribution)

a) Gender equality and non-discrimination

ILO interventions and policy guidance considered the different implications that the introduction or modification of wage policies could have on gender equality.

b) Partnerships (external)

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Cape Verde/CPV127

Améliorer les conditions de travail pour les hommes et les femmes, notamment à travers l'établissement d'un salaire minimum

1

The Instituto Nacional de Estatística Cabo Verde (INECV) designed and implemented a labour force survey, including questions on wage data, which enabled the country (the Government, national statistical office, researchers, etc.) to monitor the effect of the current minimum wage. This will also inform future adjustments of the minimum wage level.

In a joint effort with the Institute of Statistics Cabo Verde (INECV), the ILO helped design a survey instrument to measure and monitor the effect of the minimum wage. The ILO and INECV piloted the survey in the first and second phase in 2014 and 2015. The ILO reviewed and presented the data from Phase 1 to INECV in December 2014.

INECV and the ILO completed the joint analysis of Phase I and II on the effectiveness of the minimum wage in Cabo Verde and the usefulness of the survey in October 2015.

Additional CPO Information (This information should only be added when relevant and necessary and should not repeat information already entered under results or ILO contribution)

a) Gender equality and non-discrimination

The survey conducted explicitly measured the impact of the effect of the minimum wage on domestic workers; a predominantly female occupation. ILO interventions and policy guidance considered the different implications that the introduction or modification of wage policies could have on gender equality.

b) Partnerships (external)

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South Africa/ZAF155

Improved institutional capacity to implement sound wage policies

1	<p>Statistics South Africa introduced a mechanism to incorporate questions on hours worked into its Quarterly Employment Survey. Incorporation of hours worked allows for an improved measure of labour productivity – an important wage-related indicator –to be calculated in the near future.</p>	<p>ILO produced a technical note on measurement and recent trends in labour productivity and real wages in South Africa which it shared during a meeting with the Central Bank and Statistics South Africa (both bodies are responsible for data production). It also commissioned a historical study on trends in real wages and productivity in South Africa which further emphasized data challenges in the country. Both products served as inputs during a workshop where the ILO provided training on real wages and labour productivity (see MC 4 below). The Labour Market Chamber officially recognized the ILO contribution in its Final NEDLAC Report on Productivity Measurement Task Team in which the task team adopted ILO recommendations on labour productivity measurement.</p>
4	<p>Members of the National Economic Development and Labour Council's (NEDLAC) Productivity Measurement Task Team trained on the ILO's perspective on the measurement of labour productivity in October 2013.</p> <p>The ILO also provided a training on setting and adjusting a minimum wages. About 100 Tripartite constituents participated in this training, among who included the Deputy President and three ministers.</p>	<p>ILO trained members of NEDLAC's task team on the measurement of labour productivity.</p> <p>ILO trained tripartite constituents on setting a national minimum wage in June 2015. This included an assessment of feasibility conditions and subsequent implementation.</p>

Additional CPO Information (This information should only be added when relevant and necessary and should not repeat information already entered under results or ILO contribution)

a) Gender equality and non-discrimination

ILO interventions and policy guidance on minimum wages included the implications that the introduction or modification of wage policies could have

b) Partnerships (external)

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on gender wage equality.

Asia and the Pacific

Cambodia/KHM133

Constituents have strengthened their capacity to implement sound wage policies

1	The availability of data on average wages improved from the computation of official data, which had previously not been exploited.	In collaboration with the Secretariat of the Labour Advisory Committee and the National Institute of Statistics, the ILO provided technical support on data computations and compilation using official data, which had not previously been exploited.
2	The Royal Government of Cambodia issued a Prakas (decree) that increased the minimum wage for the garment and footwear sector to US\$128 with effect from 1 January 2015.	The ILO provided analytical and drafting support to the comprehensive analysis of five social and economic criteria to guide the 2014 -15 minimum wage adjustment. This document informed the Government's decision regarding the new level at which to set the minimum wage.
3	In June 2014 the Labour Advisory Committee agreed on a set of five principles (social and economic criteria) which would guide future minimum wage adjustments; this included a regular annual review with new rates effective January 1st the following year.	At the request of the Ministry of Labour and Vocational Training, the ILO provided technical guidance and organized a national consultation workshop in April 2014 that provided the basis for the tripartite agreement on the five principles.
4	ILO constituents trained on setting and adjusting minimum wages.	The ILO developed a training package on the social and economic indicators, which could be used in minimum wage setting. It also organized and provided inputs into a series of technical workshops on minimum wages in July and August 2015 where the ILO used the training package. One workshop was tripartite, two workshops were held for employers and one workshop for workers.

Additional CPO Information (This information should only be added when relevant and necessary and should not repeat information already entered under results or ILO contribution)

a) Gender equality and non-discrimination

b) Partnerships (external)

ILO interventions and policy guidance considered the different implications that the introduction or modification of wage policies could have on gender equality.

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China/CHN153

[AC11] Wage policy implementation framework improved in full interaction with wage negotiation, to contribute to national income distribution reform

1

The Institute of Population and Labor Economics, Chinese Academy of Social Sciences (CASS-IPL) conducted the “China Urban Labour Market Survey (CULS) ” in 2015, which incorporated a new working conditions module based on the European Working Conditions Survey and provided by the ILO and Eurofound. The survey facilitated the collection, and strengthened the understanding, of wage trends since the collection of wage data were accompanied by questions about working conditions.

The ILO and CASS-IPL organised a joint workshop in January 2015 on the development of the survey where the ILO provided a sample questionnaire from a survey on working conditions. The IPL-CASS carried out the CULS4 and included in the survey questionnaire a working conditions module suggested by the ILO.

The survey is expected to be completed by the end of 2015 and a workshop to discuss the preliminary findings is planned.

RBSA funding has contributed to supporting this work and to the achievement of the reported results.

Malaysia/MYS127

Developed and promoted income security on better wage policies

4

The ILO implemented a training for the Council members of the National Wage Consultative Council (NWCC) on international and regional experiences and practices on minimum wage adjustments through two major seminars organized by the Secretariat of the NWCC.

The ILO provided extensive technical inputs for two workshops, organized by the NWCC, on: the review of the Minimum Wages Order, held in March 2014, and on the Implementation of Minimum Wages: Lessons Learnt from ASEAN Member States, held in October 2014.

Additional CPO Information (This information should only be added when relevant and necessary and should not repeat information already entered under results or ILO contribution)

a) Gender equality and non-discrimination

ILO interventions and policy guidance considered the different implications that the introduction or modification of wage policies could have on gender equality.

b) Partnerships (external)

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Myanmar/MMR129

Improved capacities of tripartite constituents to reform and implement sound wage policies

1	<p>A cost-of-living survey completed by the Ministry of Labour, Employment and Social Security in 2015 to better understand differences in the cost of living across Myanmar.</p> <p>Survey results presented to the National Minimum Wage Committee.</p>	The ILO provided technical advice regarding survey design which informed the design of the cost-of-living survey.
2	<p>Minimum wage law enacted on 22 March 2013 and corresponding rules issued by the MOLES Union Minister on 12 July 2013. It came into force on 4 June 2013.</p>	In 2013 the ILO provided legal comments on minimum wage legislation.
3	<p>Following the Minimum Wage Law of 2013, the creation of a new tripartite National Minimum Wage Committee (NMWC) responsible for making a recommendation on the new minimum wage.</p>	The ILO supported the developed of the newly established committee by providing technical inputs for two NMWC meetings and one public consultation in February 2014 and June 2015. One of these inputs included a study, on the needs of workers in three different localities, financed by the ILO and carried out by the Myanmar Development Resource Institute – Centre for Economic and Social Development (MDRI-CESD).
4	<p>The ILO implemented training for constituents on international practices and principles for minimum wage setting.</p>	The ILO provided three separate trainings for employers and two trainings for trade unions on the basic principles for minimum wage setting and international experience in March 2014, August 2014, and January 2015, respectively.

Additional CPO Information (This information should only be added when relevant and necessary and should not repeat information already entered under results or ILO contribution)

a) Gender equality and non-discrimination

ILO interventions and policy guidance considered the different implications that the introduction or modification of wage policies could have on gender equality.

b) Partnerships (external)

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Viet Nam/VNM106

More effective wage fixing mechanism designed to support Vietnam's reform process

1	<p>Methods for determining minimum living needs of workers in Viet Nam (one criterion for minimum wage fixing), reviewed by the National Wage Council (NWC).</p> <p>The impact of minimum wage adjustments on labour market outcomes in Viet Nam assessed.</p>	<p>The ILO commissioned and provided technical comments on a study on different methods to determine minimum living needs in Viet Nam. The study appraised the three available minimum living needs estimates, explained reasons for differences and made suggestions on how these estimates could be improved.</p> <p>Based on this study, the NWC commissioned another study – which incorporated findings from the previous ILO study – and formulated a new method. The NWC discussed and validated this new method during a meeting in August 2015 and agreed to use it in future minimum wage deliberations.</p> <p>In order to assess the impact of the minimum wage in the labour market, the ILO also commissioned and provided technical comments on two other studies for the NWC which considered the effect of the minimum wage on employment, labour productivity, the profit share, and minimum to average wage ratio. Findings from these two studies informed the Council's 2015 deliberations on the minimum wage levels for 2016.</p>
2	<p>The Government signed an action plan in November 2015 to study the ratification of the Protection of Wages Convention, 1949 (No. 95), and the Minimum Wage Fixing Convention, 1970 (No. 131).</p>	<p>The ILO provided both financial and technical support for the “National Wage Conference: Viet Nam wage policy in the context of a market economy and economic integration in November 2014” which informed the development of the action plan. The conference promoted improved wage policy</p>

			and practice in the context of evolving labour market governance and deepening economic integration.
	3	<p>Operations of the tripartite Technical Committee of the NWC improved.</p> <p>Organizational structure of the tripartite National Wage Council was reviewed. It was proposed that institutional change of the NWC would take place to include voices from relevant ministries and independent specialists.</p> <p>Collective bargaining pilots across multiple enterprises at 5 industrial zones provided practical experience to feed into VGCL, MOLISA and VCCI policy formulation on collective bargaining, including future decrees.</p>	<p>The ILO provided inputs to both: an NWC Technical Committee meeting in April 2014 and its report on socio-economic conditions and impacts of minimum wage adjustment.</p> <p>The ILO provided technical inputs and financial support for the NWC to conduct a study tour of the Singapore National Wages Council in January 2014.</p> <p>The ILO provided technical inputs for the 1st plenary meeting of the NWC in 2014 on minimum wage adjustment proposals.</p> <p>The ILO provided technical advice to the 5 industrial zone pilots, training for the industrial zone unions and participating enterprise trade unions.</p>
	4	<p>Technical capacity of minimum wage deliberation and determination is improved.</p>	<p>With the support of the Government of the United States of America, Department of Labour, ILO provided technical support for various activities which improved constituents' capacity on wage policy matters. These included:</p> <p>(i) information sharing between the Viet Nam National Wage Council, Bangladesh minimum wage board, and Myanmar wage policymakers in 2014.</p> <p>(ii) a training workshop for Viet Nam trade unions on minimum living needs and minimum</p>

			wage fixing: experiences of ACTU in June 2014. (iii) A roundtable discussion with employers' organizations on minimum wage fixing in June 2014.
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Indonesia/IDN155

[AC14] Reviewed the wages fixing system, including on minimum wages

3	<p>In 2014, the Ministry of Manpower, together with the Coordinating Ministry for Economic Affairs, the employers' organization (APINDO) and trade unions piloted a new wage bargaining concept, "Productivity Gains Sharing" in nine SMEs in various sectors throughout Indonesia as an alternative wage system (which used the ILO's SCORE methodology).</p> <p>The Government published the results of the pilot as an example of good practice. The productivity gains sharing model supported the creation of good industrial relations and partnership between workers and management at the company level.</p>	<p>With support from the Government of Germany, the ILO provided technical inputs and commented on the Government's proposed formula on productivity gain sharing; the Government incorporated the ILO's comments into the pilot.</p> <p>In addition, the ILO facilitated the consultation process between the Ministry, unions and employers' organizations on the implementation of the pilot.</p> <p>RBSA funding has contributed to supporting this work and to the achievement of the reported results.</p>
4	<p>The ILO provided training on minimum wage setting and adjusting in 2015 for tripartite members of the wages council, responsible for giving recommendation to the Government for setting and adjusting minimum wages. 150 participants were trained.</p>	<p>With support from the Government of Germany, the ILO provided 4 trainings (two tripartite and two for the unions) on minimum wages and wage policies both at the national level and provincial level (West Java) in February and October 2014, and June 2015.</p> <p>RBSA funding has contributed to supporting this work and to the achievement of the reported results.</p>

Additional CPO Information (This information should only be added when relevant and necessary and should not repeat information already entered under results or ILO contribution)

a) Gender equality and non-discrimination

ILO interventions and policy guidance considered the different implications that the introduction or modification of wage policies could have on gender equality.

b) Partnerships (external)

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Europe and Central Asia

Albania/ALB131

Significant progress is made towards promoting sound wage policies, equal pay and non-discrimination at work.

1

In 2015, INSTAT published data on labour costs (which include wages) for the first time, using a national labour cost survey conducted in 2012/13.

For the first time, it also published data on average wages for the national economy (as opposed to only the public sector) in its 2014 Labour Market publication.

The on-going work of the policy groups informed the initiative to launch the labour cost survey and publish data at the economy-wide level.

The ILO provided technical support to the policy groups to improve their recommendations. It also provided financial support and assisted with the design and organization of a Conference held on sustainable wages policy in July 2014.

Additional CPO Information (This information should only be added when relevant and necessary and should not repeat information already entered under results or ILO contribution)

a) Gender equality and non-discrimination

ILO interventions and policy guidance considered the different implications that the introduction or modification of wage policies could have on gender equality.

b) Partnerships (external)

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Bulgaria/BGR128

Constituents generate knowledge to promote equitable working conditions

4

ILO trained tripartite constituents trained on minimum wage setting and adjusting in May 2015. 22 participants were trained.

As part of capacity building for constituents, the ILO provided a tripartite training on minimum wage-setting.

ILO commissioned and conducted two studies which fed into the training. The first commissioned study provided a comparative analysis of minimum wage setting and adjusting, as well as the involvement of social partners, in Europe. The second study written by the ILO focused exclusively on setting and adjusting minimum wages in Bulgaria.

Additional CPO Information (This information should only be added when relevant and necessary and should not repeat information already entered under results or ILO contribution)

a) Gender equality and non-discrimination

ILO interventions and policy guidance considered the different implications that the introduction or modification of wage policies could have on gender equality.

b) Partnerships (external)

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Armenia/ARM130

Public governance system reformed, with particular focus on a unified and fair remuneration

2	<p>A legislative amendment adopted by the Government (in June and in December 2014).</p> <p>The Law on “Amendments in the Law of the RA on the Payment of Servants Occupying State Positions” reflected ILO recommendations related to the coefficients which would determine the wage rates of several new positions. Five new position coefficients were added in the new payment scale.</p> <p>The application of a complex methodology which led to changes to public servants’ payment system. Some elements of the methodology were included in the Government decision N 1420-N “On the changes of the servants occupying state position basic salaries’ and basic wage rates’ calculation coefficients, the Procedure of the implementation of labour market analysis according to specializations and the forms for submission of the information required for that analysis” and amendments to the Government decision N 1676-N (20 December, 2012).</p>	<p>The ILO conducted a study which analysed the current public sector pay regime and proposed new means to improve it. The National Assembly incorporated the recommended changes into its public sector pay revision.</p> <p>RBSA funding has contributed to supporting this work and to the achievement of the reported results.</p>
4	<p>The ILO trained officials from the Ministry of Labour, responsible for public sector pay revision, on public sector pay and job evaluation methodologies. 20 officials were trained as part of the process.</p>	<p>The ILO provided a training for Ministry of Labour officials on public sector pay and job evaluation methodologies in September 2015.</p> <p>RBSA funding has contributed to supporting this work and to the achievement of the reported results.</p>

Azerbaijan/AZE999

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4

The ILO trained constituents on minimum wage setting and adjusting in March 2015. 45 participants were trained.

The ILO provided a tripartite training on minimum wage-setting.

Additional CPO Information (This information should only be added when relevant and necessary and should not repeat information already entered under results or ILO contribution)

a) Gender equality and non-discrimination

ILO interventions and policy guidance on minimum wages included the implications that the introduction or modification of wage policies could have on gender wage equality.

b) Partnerships (external)

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Latin America and the Caribbean

Costa Rica/CRI133

Los miembros del Consejo Nacional de Salarios mejoran su expertise en materia de políticas salariales efectivas

4

La OIT formó miembros del Consejo Nacional de Salarios (CNS) en la construcción de políticas efectivas de salarios en abril 2015. 20 miembros se formaron durante el taller.

La OIT brindó asistencia técnica al CNS para capacitar a sus Miembros en la construcción de políticas efectivas de salarios por medio de un taller tripartito sobre salarios mínimos que fue organizado por el CNS en abril 2015. En seguimiento al taller, diferentes recomendaciones fueron sometidas, dentro de las que se encuentran la mejora de los mecanismos de intercambio de información entre el CNS y el Ministerio de Trabajo y Seguridad Social (MTSS) y en consecuencia la mejora en la ejecución de políticas sobre salarios.

La OIT también facilitó dos conversatorios, uno con las organizaciones de trabajadores y otro con organizaciones de empleadores.

Additional CPO Information (This information should only be added when relevant and necessary and should not repeat information already entered under results or ILO contribution)

a) Gender equality and non-discrimination

-

b) Partnerships (external)

Las actividades de la OIT utilizaron los fondos de Suecia.