

## Outcome 11: Labour administrations apply up-to-date labour legislation and provide effective services.

Indicators	2014-15 targets	2014-15 results					
		Total No.	Africa	Americas	Arab States	Asia-Pacific	Europe-Central Asia
Indicator 11.1: Number of Member States that, with ILO support, strengthen labour administration systems in line with international labour standards.	10 member States	4 member States	Mali	Chile Dominican Republic Peru			
Indicator 11.2: Number of Member States that, with ILO support, strengthen their labour inspection system in line with international labour standards.	13 member States	13 member States and 1 territory	Burkina Faso Egypt Togo Tunisia	Colombia Costa Rica Mexico Paraguay	Occupied Palestine Territory	Bangladesh China Indonesia Philippines Viet Nam	
Indicator 11.3: Number of Member States that, with ILO support, adopt new or improve existing labour laws in line with international labour standards, in consultation with the social partners.	9 member States	4 member States	Liberia		Iraq	Pakistan Viet Nam	

## ***How the strategy delivered on the two or three areas of focus identified in the programme and budget 2014-15***

The 2014-15 strategy focused on:

- Strengthening workplace compliance through labour inspection with special attention to the role of labour inspectorates and inspections in achieving decent working conditions for migrant and domestic workers and workers in small and medium-sized enterprises (SMEs)
- Achieving decent work through efficient labour market regulation, labour law reforms and monitoring of employment relationships in key economic sectors, paying particular attention to employment protection laws and the development of practical tools to guide their design.

ILO activities in support of the 2014-2015 strategy took diverse and complementary approaches to improving national systems of labour administration and inspection, including mechanisms for monitoring and improving system performance, collection and analysis of the labour inspection data necessary for effective planning and operation, and capacity building through the provision of training and the development of tools.

The ILO responded to more than 50 constituent requests for comments on draft national labour laws during the biennium. Technical assistance was provided in the form of support for analysis of labour regulations and policy options, technical comments on draft laws, capacity-building for tripartite constituents engaged in policy development and legislative drafting, and advice on integrated policy development processes. The Office worked with governments to improve the status and conditions of work of labour inspectors and to modernize operations through the development or upgrading of information systems, harmonization of labour inspection statistics and updating of technical capacity and skills.

### ***How the strategy delivered support to constituents***

With ILO assistance, member States' systems of labour inspection were strengthened in a variety of ways, depending on the needs and requests of each country. These included the adoption of new policies and legal frameworks, improved institutional capacity (human and financial resources), the development of inspection strategies and plans and the launch of information and communication technology (ICT)-based information and advisory services. Another significant achievement was the increased capacity of labour inspectors, particularly in the areas of domestic work, occupational safety and health (OSH), accident investigation and the informal economy through the development and provision of targeted training programmes. National capacities were enhanced in the area of workplace compliance by promoting partnerships between trade unions and labour inspectorates.

There was also significant progress in certain countries' labour inspection information systems. In the Philippines, a Labour Law Compliance System - Management Information System (LLCS-MIS) was developed. In addition, new systems for reporting, collecting, registering and managing sex-disaggregated data were adopted in, among other countries, Burkina Faso, Indonesia, Jordan, the Philippines and Togo. Constituents' capacity to organize awareness-raising campaigns to improve workplace compliance was also enhanced.

During the biennium, several member States, including Comoros, Guinea, Kazakhstan, Liberia, the Russian Federation and Samoa, adopted new labour legislation or employment relationship policies that benefited from ILO support in a wide range of areas such as child labour, human trafficking, trade unions, domestic work, temporary work agencies and OSH. With the Office's support, a

comprehensive labour law reform is under way in a few member States, including Myanmar and Viet Nam, enabling constituents to ensure the coordination and consistency of the relevant legislation.

In a few member States, including Malawi and Oman, the national system of labour administration was upgraded and modernized as a result of ILO review and analysis exercises. The capacity to deliver core Ministry of Labour functions such as labour inspection, employment services and vocational training was improved and tripartite dialogue was strengthened by upgrading the country's Tripartite Labour Advisory Council.

The Office also provided urgent and targeted assistance, including high-level policy dialogue with constituents who suffered from major accidents, as in Bangladesh and Turkey; this resulted in significant and comprehensive progress in improving workplace compliance. The measures taken included enhanced institutional capacity, a strategic approach using a reform roadmap, strengthened capacity of labour inspectors and improved access to basic information and data and advisory services.

### ***How the strategy helped to address gender equality and non-discrimination***

ILO technical assistance systematically emphasizes the importance of the gender dimension of labour administration. During its labour law reform, Guinea followed the Office's advice that domestic workers be explicitly mentioned and that the principle of equality between men and women be taken into account in the procedure for appointing members of the Commission on Labour and Social Laws. Through gender-sensitive training programme, the tripartite constituents in a few countries, such as China and Bosnia and Herzegovina, were equipped to develop gender-sensitive inspection strategies and OSH practices.

### ***Significant external partnerships that have helped in delivering the strategy***

The ILO International Training Centre (ITC-ILO) in Turin is the Office's most significant partner in developing and using capacity development products. This work was carried out in partnership with a variety of external actors, including academics. For example, a partnership with the University of Sheffield facilitated the development of products relating to reform and innovation in labour administration and, more specifically, the preparation of a paper on comparative developments in labour administration and a toolkit for labour inspectors who deal with informal sector workers. The Office has continued to cooperate in the field of labour inspection with the European Commission's Senior Labour Inspectors Committee, the European Agency for Health and Safety at Work, the Regional Alliance of the Labour Inspectorates, the International Association of Labour Inspection, the International Network for Training Centres in the Field of Labour, the Regional Arab Centre for Labour Administration, the Inter-American Network for Labour Administration and the African Regional Labour Administration Centre. The Office's interaction with and support for these networks helped to shape their focus, which in turn benefited the Office through high quality research on many aspects of effective legal regulation of labour markets.

Significant outputs	
Knowledge generation and management	<ul style="list-style-type: none"> <li>Reference materials on labour inspection and other compliance mechanisms in the domestic work sector were developed. These include a manual with examples to assist constituents in designing and implementing compliance strategies in response to specific challenges in the domestic work sector and a training module for labour inspectors.</li> <li>Communication materials were developed and used with a view to improving employer and worker awareness of occupational hazards in micro and small enterprises in selected sectors of the informal economy (agriculture, motor vehicle repair and woodworking). Short animated videos and leaflets are available in all of the Organization's official languages and in Vietnamese. Dissemination is ensured through national media, inspection visits, workshops, the social media and the ILO website.</li> <li>A study on the harmonization of labour inspection statistics was conducted and has helped countries such as Costa Rica, Moldova, South Africa, Sri Lanka, Oman and Ukraine to assess their current classification schemes and indicators in terms of comparability and sufficiency in the light of reporting obligations under ILO Conventions.</li> <li>A working paper on the use of ICT in labour administration, based on a worldwide survey with the participation of 82 member States, was prepared. The main objective of the survey was to enhance the ILO knowledge base on recent reforms and innovations in national labour administration systems with a special focus on the use of new technologies that had led to improved management of labour matters and increased compliance.</li> </ul>
Upstream policy advice	<ul style="list-style-type: none"> <li>Policy briefs on child labour monitoring and labour inspection and on labour inspection and freedom of association were developed.</li> </ul>
Capacity development	<ul style="list-style-type: none"> <li>In collaboration with the Turin Centre, a variety of training curriculums and tools were developed to increase the capacity of labour inspectors. These included an e-learning curriculum on building modern and efficient labour inspection systems, a manual and training module on the investigation of workplace accidents and occupational diseases (available in Arabic, Bosnian, Chinese, French, Portuguese, Spanish and Vietnamese), and new training modules on domestic work (Module 16) and soft skills for labour inspectors (Module 17).</li> <li>An Academy on workplace compliance through labour inspection, held in Turin from 30 November to 11 December 2015, gave labour inspectors and other officials responsible for labour law compliance an opportunity to share their experience and improve their knowledge and skills in order to strengthen workplace compliance, particularly in the areas of fundamental principles and rights at work, occupational safety and health and the informal economy.</li> </ul>
Strategic normative support	<ul style="list-style-type: none"> <li>The ILO databases on international labour standards (NORMLEX: <a href="http://www.ilo.org/dyn/normlex/en/f?p=NORMLEXPUB:1:0::NO::">http://www.ilo.org/dyn/normlex/en/f?p=NORMLEXPUB:1:0::NO::</a>), termination of employment laws (EPLex: <a href="http://www.ilo.org/dyn/eplex/termmain.home?p_lang=en">http://www.ilo.org/dyn/eplex/termmain.home?p_lang=en</a>), occupational safety and health laws (LEGOSH: <a href="http://www.ilo.org/dyn/legosh/en/f?p=LEGPOL:1000">http://www.ilo.org/dyn/legosh/en/f?p=LEGPOL:1000</a>) and working conditions laws (Working Conditions Law Database: <a href="http://www.ilo.org/dyn/travail/travmain.home">http://www.ilo.org/dyn/travail/travmain.home</a>) have been maintained and periodically updated. Research based on these databases, as well as external data sources, examined key topics such as regulation of the employment relationship, the impact of different forms of employment contracts on labour market segmentation and employment quality, the regulation of temporary agency work and the impact of labour law reforms on industrial relations. The findings of the research carried out during the biennium appeared in ILO working papers and in the <i>World Employment and Social Outlook – Trends 2015</i>.</li> </ul>