

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

Table 1: Summary of Results by indicator and by typology							
Indicators	Target	Results					
		Total No.	Policies and Strategies	Programmes	Regulatory/Legal Framework	Capacity Development	
						<i>Institutional Capacity</i>	<i>Data Collection and Analysis</i>
11.1 Number of member States that, with ILO support, strengthen labour administration systems in line with international labour standards	9 member States, of which 4 in Africa, 2 in the Americas, 1 in Arab States 1 in Asia and 1 in Europe	<b>9 member States</b> , of which 4 in Africa, 3 in the Americas, 1 in Asia, 1 in Europe	Uganda	Costa Rica, Honduras Albania	Senegal, Uganda	Senegal, Togo, Tunisia, Uganda, Colombia, Costa Rica, Honduras China Albania	Colombia, Costa Rica
11.2 Number of member States that, with ILO support, strengthen their labour inspection system in line with international labour standards	11 member States, of which 2 in Africa, 3 in the Americas, 2 in Arab States, 2 in Asia and 2 in Europe	<b>11 member States</b> , of which 3 in Africa 3 in the Americas 1 in Arab States 2 in Asia and 2 in Europe	Jordan Sri Lanka	Dominican Republic Ukraine	South Africa Mexico	Namibia, South Africa, United Republic of Tanzania Mexico Indonesia, Sri Lanka Greece, Ukraine	South Africa, United Republic of Tanzania Jordan Dominican Republic, Peru Indonesia, Sri Lanka Greece, Ukraine
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	8 member States, of which 2 in Africa, 2 in the Americas, 1 in Arab States, 2 in Asia and 1 in Europe	<b>9 member States</b> , of which 3 in Africa, 1 in the Americas, 3 in Asia and 2 in Europe	China		Comoros, Mauritius, Niger Nicaragua China, Samoa, Viet Nam Georgia, Slovakia		

**Table 2: ILO Results chain: Country examples**

Country	ILO Contribution	Results (action taken by the country)	Gender Specific
<i>South Africa</i>	<ul style="list-style-type: none"> <li>▪ The ILO has been advocating that the government ratifies the ILO Labour Inspection Convention (No. 81) through the following actions:               <ul style="list-style-type: none"> <li>○ Conclusion of a legislative gap analysis prepared to assist the Government in identifying its readiness for the ratification of C. 81</li> <li>○ A recommendation in the labour inspection needs assessment that the Government ratify Convention No. 81.</li> <li>○ Lobbying of the government through a series of technical advisory meetings on labour inspection</li> </ul> </li> </ul>	<ul style="list-style-type: none"> <li>▪ In June 2013 the Government of South Africa ratified the Labour Inspection Convention (No.81).</li> </ul>	
<i>Indonesia</i>	<ul style="list-style-type: none"> <li>▪ The ILO provided technical assistance to the Government for strengthening the capacity of its labour inspection system, in particular through:               <ul style="list-style-type: none"> <li>○ the translation of the ILO Turin labour inspector curriculum into Bahasa;</li> <li>○ the delivery of training for more than 250 inspectors based on this curriculum and a specific training of trainers for 50 labour inspectors to form a cadre of trainers and encourage the adaptation of the Turin curriculum to the Indonesian context;</li> <li>○ the piloting of a self-assessment tool for national labour inspection systems developed by ILO Turin, which includes provision for sex-disaggregated data;</li> <li>○ the convening of the first ever national tripartite conference on labour inspection in order to improve regular collaboration between the MOMT inspectorate and employers and workers organizations;</li> <li>○ the completion of a pilot project on standardizing labour inspection statistics to strengthen the data gathering and analysis function of the MOMT drawing on</li> </ul> </li> </ul>	<ul style="list-style-type: none"> <li>▪ The Indonesian Ministry of Manpower and Transmigration revised its training curriculum for labour inspectors based on material from the ILO Turin curriculum.</li> <li>▪ Following the first ever tripartite labour inspection conference, a national tripartite committee on labour inspection was established by Ministerial Regulation in 2012 as a forum for consultation between the inspectorate and the social partners on the functioning of the country's labour inspection system.</li> <li>▪ The MOMT adapted its internal reporting methods to include sex disaggregated information on labour inspectors in the country following the piloting of an ITC-ILO self-assessment tool.</li> <li>▪ Subsequent to these and other joint efforts to strengthen the Indonesian labour inspection system, the MOMT hired and trained approximately 600 new labour inspectors using their recently updated training curriculum.</li> </ul>	*

	labour inspection activities.		
<i>Viet Nam</i>	<ul style="list-style-type: none"> <li>▪ Labour Law Reform</li> <li>▪ Building on earlier work in previous biennium, the ILO provided technical advisory services throughout the process of labour law reform in Viet Nam. Technical assistance included provision of comparative legal information, of national studies and surveys and of technical comments on the draft Labour Code, on the draft Trade Union Law and draft decrees such as the decree on labour dispatch.</li> <li>▪ A series of expert seminars and consultation workshops (24) with a total of 720 participants on key labour law and industrial relations issues</li> <li>▪ To inform the policy discussion on different aspects of the Labour Code and Trade Union Law, including on the employment relationship, 26 research papers, comparative labour law notes and/or survey results were provided in the biennium to the tripartite constituents.</li> </ul>	<ul style="list-style-type: none"> <li>▪ In June 2012 The National Assembly adopted revised versions of the Labour Code and the Trade Union Law incorporating more than 50 per cent of ILO comments.</li> <li>▪ The Government also adopted nine decrees for the implementation of these new laws.</li> </ul>	*

### Lessons Learned

Labour administration systems continue to operate in a context of austerity. Even so, many ministries have increased their efficiency using modern management methods. The ILO is increasingly asked to support these administrative reforms and should continue to develop an appropriate knowledge base as well as new tools to provide sound advice and assistance.

ILO services on labour inspection must be considered in the broader context of workplace compliance. This is confirmed by the many compliance gaps faced by workers around the world, in particular migrant and domestic workers and workers in SMEs. Priority inspection areas such as the employment relationship, undeclared work and psychosocial risks merit further study to develop appropriate ILO assistance. There is also a need to strengthen the central authority of labour inspectorates to effectively supervise and coordinate overall compliance and develop strategies in the area of occupational safety and health.

With respect to labour law, the Office should emphasize preliminary capacity development for government officials and social partners in less developed and fragile countries coming out of crisis (including war). This is true particularly for complex labour law issues as well as on the fundamentals of social dialogue practices. In middle to high-income countries, the Office should assist labour law developments by providing evidence-based policy advice drawing on combined legal and economic analysis. The Office's capacity to provide timely and tailored policy advice increases its influence over labour law reforms – an observation that warrants expanded labour law research. However, ILO labour law assistance remains conditioned by external factors beyond the Office's control such as changes in Government and legislative priorities. As such, the ILO must be prepared to engage with countries and a wide range of actors over the medium to long term in order to achieve results.

**Table 3: Summary of most significant outputs by typology**

<p>Knowledge generation and dissemination</p>	<ul style="list-style-type: none"> <li>▪ Study on labour inspection and undeclared work in Europe based on national level research in seven countries to facilitate the sharing of comparative knowledge and experience and to assist labour inspectorates in designing effective approaches for combatting undeclared work</li> <li>▪ Book published on labour administration in uncertain times looking at labour policies and institutions in times of crisis and beyond. The book is destined primarily to policy makers from ministries of labour, but also to researchers and students in the field of social policy, industrial relations or public administration. It has also been used as a training tool.</li> <li>▪ Comparative overview of ministries of labour published covering the history, mandate, and challenges of these institutions from 36 countries and including a collection of organizational charts to provide ILO constituents with an analysis of current developments and trends in ministries of labour around the world</li> <li>▪ Comparative study of the law and practice of labour inspection sanctions in member States to help policy makers better understand and improve their own labour inspection sanctions systems</li> <li>▪ Study analysing the connections between the employment relationship and the role of labour inspection as a governance tool to protect workers' rights and assist labour inspectorates in better understanding and developing effective approaches to addressing employment relationship issues in the workplace</li> <li>▪ Additional 29 profiles added to the national labour inspection system database bringing the total to 65 profiles.</li> <li>▪ EPLex database on employment protection legislation expanded to 30 new countries, (up-dated time-series information available on-line for 92 member States) and up-graded to provide new quantitative data and user-friendly functionalities to track legal reforms and facilitate cross-country comparative searches on hiring and firing</li> <li>▪ Publication of 15 country research papers on labour-market segmentation to better understand how labour market regulations affect job quality, in particular the stability of the jobs, access to training and social security schemes. This research aims to inform policy-makers on the current debate surrounding the extent and implication of contractual segmentation of the labour markets.</li> <li>▪ A guide to European regulations on the employment relationship was published to support the implementation of the Employment Relationship Recommendation (No. 198) and to assist constituents in developing national policies concerning the determination and use of employment relationships.</li> </ul>
<p>Policy advice and technical services</p>	<ul style="list-style-type: none"> <li>▪ A harmonized labour inspection statistical methodology was developed based on pilot projects in six countries, allowing for improved collection and analysis of labour inspection data at the national level towards better comparability at the global level.</li> <li>▪ Fourteen needs assessments carried out covering all regions. Each assessment included a set of findings and policy recommendations for strengthening national labour administration and inspection systems and served as a basis for planning follow-up ILO technical assistance</li> <li>▪ Advisory services on the structure of labour administration and inspection, the role of the central authority and training strategies provided to 53 member States</li> <li>▪ Advisory services on labour law reforms provided to 48 member States, including through the preparation of 57 technical memoranda with ILO comments on draft labour laws</li> </ul>
<p>Capacity building</p>	<ul style="list-style-type: none"> <li>▪ Training on labour inspection delivered to 1,410 officials from at least 65 member States, including in collaboration with the Turin Centre</li> <li>▪ Distance learning training platform produced based on selected modules of the ITC-ILO training curriculum on building modern and effective labour inspection systems in order to expand the curriculum's scope, enable guided self-study, and improve the cost effectiveness of training activities</li> <li>▪ A training guide for labour inspector trainers was produced to improve the capacity of inspectors to themselves design, plan and implement effective training activities for labour inspectors</li> </ul>

	<ul style="list-style-type: none"> <li>▪ Training module on labour inspection and gender equality adapted to and applied in the Arab State and Indonesian contexts.</li> <li>▪ A Labour Administration and Labour Inspection Academy was held at the ITC-ILO bringing together 66 officials from 33 countries to learn about trends and developments in these fields and to network and share experiences.</li> <li>▪ Training on Participatory Labour Law Making delivered to 32 officials and social partners from five member States in collaboration with ILO Turin.</li> </ul>
Policy dialogue and advocacy	<ul style="list-style-type: none"> <li>▪ Tripartite meeting of experts on labour inspection and the role of private compliance initiatives.</li> <li>▪ Experts meeting on the development of new tools and approaches in labour administration.</li> <li>▪ Tripartite Conference on Labour Market Governance in the Context of Changing Arab Societies where 80 participants discussed the need for a greater role of Ministries of Labour, worker and employer representatives in drawing up development policies; national social protection floors; embedding social dialogue; investing in worker skills training; and enhancing labour inspection.</li> <li>▪ National policy dialogue on the impact of the legislative reforms on Industrial Relations and collective bargaining in Romania between the Romanian tripartite constituents, the ILO, the IMF, the World Bank and the European Commission (DG Employment and DG Finance) informed by an ILO sponsored study published on-line. Broad consensus was reached among the tripartite constituents on the need to consider further amendments to the legislation to ensure its full compliance with international labour standards. There was also agreement on the need for real wage growth to reflect growth in productivity and that the quality of collective bargaining agreements needed to be improved in this respect.</li> </ul>