

## Outcome 5 – 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
<b>Africa</b>			
<b>United Republic of Tanzania/TZA104</b> Improved and equitable working conditions, particularly for vulnerable groups and informal economy	1	The labour ministry and social partners ILO sponsored three stakeholders' workshops adopted a tripartite action plan which which facilitated the development of an action promoted decent work for domestic workers plan. It also provided translation and legal in October 2012. The action plan outlined key support for the interpretation of C189 and actions to be undertaken by stakeholders policy advice for the TWG for the between 2012-14 to improve working implementation of the action plan. ILO conditions of domestic workers (including commissioned a national law and practice ratification of C189). Implementation of the review and a national survey on domestic action plan is on-going under the oversight of work; both studies filled information gaps	

		a tripartite working group (TWG).	about the conditions of domestic workers, required by the TWG to carry out the remainder of its action plan.
	3	Trade Union Congress of Tanzania (TUCTA) and the Conservation, Hotels, Domestic and Allied Workers Union (CHODAWU) familiarized domestic workers with C189, informed them of ways to access their rights, and raised public awareness about domestic workers' rights through awareness raising campaigns in December 2012 and September 2013.	ILO provided financial support and technical inputs related to C189 and domestic work for both awareness-raising campaigns. In July 2013, ILO financed a media specialist who conducted a training workshop, for CHODAWU and other social partners, on the design of a strategic media campaign on domestic work and on preparation of campaign materials; this workshop prepared CHODAWU representatives for the launch of its awareness raising campaign in September 2013.
<b>Zambia/ZMB134</b> Improved working conditions, particularly for vulnerable groups	1	The labour ministry and social partners adopted a tripartite action plan on the ratification of C183 during a National Tripartite Dialogue on Maternity Protection in March 2013.	ILO gave presentations on maternity protection (MP), based on the contents of the ILO's Maternity Protection Resource Package (MPPR) and other sources, during the National Tripartite Dialogue on MP. The adopted action plan reflected ILO policy recommendations on funding MP benefits in line with ILO C183. ILO also provided financial support for the Dialogue's organization.
	3	The Government of Zambia, with the support of the First Lady, raised awareness about the importance of maternity protection and promoted ratification of C183 during a high level National Tripartite Dialogue on Maternity Protection in 2013.	ILO and ITC-Turin trained tripartite constituents based on the ILO's MPPR during the 2011 Gender Academy in Turin and the National Training Workshop on MP in June 2012. Both trainings raised key national stakeholders' awareness about the need to improve MP for vulnerable workers.

		<p>Federation of Free Trade Unions (FFTUZ) and United House and Domestic Workers Union (UHDWUZ) raised awareness among domestic workers' about their rights through information dissemination. Zambia Federation of Employers (ZFE), trade unions, and civil society organizations raised awareness about good employment practices through distribution of a Code of Conduct for Employers of Domestic Workers; this was distributed in greater numbers than expected (5000 instead of 3000 copies).</p>
	4	<p>ILO supported awareness raising efforts conducted by ZFE and UHDWUZ by providing them with technical inputs on domestic work, ILO also invited Zambia to share its knowledge sharing forums held in Cairo; participation in the knowledge sharing forum enhanced the capacity of participants, including those from Zambia, by informing them about on-going developments in the sector.</p> <p>In April 2013, ZFE trained employees in 23 "maid centres" in Lusaka and Ndola on: national regulations, good business management practices, C189, and the code of conduct for employers of domestic workers. Trainings enhanced the capacity of maid centres to continue progress towards improving conditions of work for domestic workers.</p> <p>ILO participated in a training organized by ZFE and provided some financial support for the maid centre training. During the training, ZFE and the Ministry of Labour shared information about the Code of Conduct and statutory mechanisms in place, the ILO presented information about C189.</p>

## Arab States

<p><b>Lebanon/LBN151</b> Rights at work protected for domestic workers through the development and enforcement of legislative and policy framework in line with ILS</p>	1	<p>Tripartite members of the Project Advisory Committee (PAC) for the Action Programme for Protecting the Rights of Women Migrant Domestic Workers (PROWD) adopted a tripartite work plan in June 2013 which promoted decent work for women migrant domestic workers.</p>	<p>ILO led implementation of the PROWD project and served as the secretariat for the PAC. PROWD is an EU-funded ILO project.</p> <p>ILO enhanced ambassadors' and labour attachés' understanding of international standards related to migrant domestic workers and strengthened the Government's capacity to protect these workers during a workshop held in May 2013.</p>
	2	<p>The Syndicate of Owners of Recruitment Agencies in Lebanon (SORAL) adopted a Code of Conduct and Monitoring mechanism for the recruitment of domestic workers in 2012.</p> <p>The National Federation of Workers' and Employers' Unions in Lebanon (FENASOL) developed a new referral mechanism, in collaboration with NGOs, through which domestic workers' grievances can be addressed.</p> <p>FENASOL established a Founding Committee for Migrant Domestic Workers in Lebanon.</p>	<p>ILO provided technical advice to SORAL which it incorporated into the development of its Code of Conduct.</p> <p>ILO published a report which mapped the services provided by NGOs to migrant domestic workers. This report guided PROWD's interventions, which included participatory action research. Specifically, the mapping report identified the NGOs that would take part in the participatory action research with FENASOL and MDWs. The participatory action research (led by ILO's PROWD) built synergies between NGOs, unions, and domestic workers. The ILO initiated and facilitated numerous coordination meetings between the three parties (FENASOL, NGOs, and MDWs) during 2013. Those meetings and the participation of volunteers from FENASOL, NGOs, and MDWs during the workshops held in June-July 2013 strengthened the synergy which led to the</p>

			<p>development of a referral mechanism.</p> <p>Migrant domestic workers, who participated in the aforementioned research, volunteered to serve on the Founding Committee which met for the first time during August 2013 and which was facilitated by the ILO.</p>
	3	<p>SORAL raised awareness about the newly created Code of Conduct and the rights of migrant domestic workers through an awareness raising campaign conducted in December 2012. It targeted 100 recruitment agencies.</p> <p>FENASOL disseminated a press release noting the demands of 60 migrant domestic workers to governments, private employment agencies, employers, and the community.</p>	<p>ILO subcontracted Caritas' Lebanon Migrant Centre (CLMC) which designed the awareness raising trainings for private employment agencies (PEA), in collaboration with SORAL. The ILO, in collaboration with the Office of the High Commissioner for Human Rights (OHCHR), offered technical advice to Caritas and SORAL on how best to design those trainings. ILO selected CLMC as a partner because of the MoU which linked it to SORAL, and because CLMC centres could serve as training locales across Lebanon.</p> <p>ILO facilitated the session during which the press release was written.</p>
	4	<p>FENASOL enhanced understanding of the working and living conditions of migrant domestic workers and the size of their contribution to the Lebanese economy with women migrant domestic workers, NGOs, and union members during a series of workshops it held in June-July 2013.</p>	<p>ILO conceptualized the participatory action research with FENASOL, NGOs, and MDWs - which included the workshops. It also funded the workshops and coordinated their implementation. ILO staff further served as resource persons during the workshops.</p>

## Asia and the Pacific

### China/CHN301

Equal opportunities and treatment in the labour market, with improved and more equitable working conditions

2

In April 2012, the Government adopted the new National Provisions on Labour Protection for Women Workers which: extended maternity protection for women workers and shared leave from 90 to 98 days, provided a one hour breastfeeding break for women returning from maternity leave, allowed for a cash benefit paid by maternity insurance or enterprise, required enterprises with a large percentage of female employees to establish a breastfeeding room, regarding the revision of the National Provisions on Labour Protection for Women Workers, prohibited salary reduction or termination during pregnancy, maternity leave, or the breastfeeding period.

ILO prepared policy recommendations on how to improve national legislation on labour law for women workers and shared these recommendations with the national legislative agency, tripartite constituents and other social partners. The social partners widely applied the ILO recommendations in their comments submitted to the Government regarding the revision of the National Provisions on Labour Protection for Women Workers.

As part of the ILO-China technical workshop on wage regulation in September 2010, the ILO presented an information note on ILO Standards for wage payment in the context of maternity leave.

Following the adoption of the National Provisions on Labour Protection for Women Workers, the ILO and the ACFTU organised a tripartite seminar in December 2012 and discussed implementation of the "Provisions". During the seminar, the ILO presented policy recommendations and is currently assisting the ACFTU in the development of implementation guidelines.

3

The ACFTU raised awareness about maternity protection by translating the ILO Maternity Protection Resource Package for use in training and advocacy related activities.

ILO provided financial support for the translation and dissemination of the ILO MPRP which trade unions used for training and advocacy activities, the production of the Q&A brochure on MP and the production of the

		Trade Unions of Wuding (a county in the Yunnan province) increased awareness and capacity of local stakeholders, in relation to maternity protection, through its development of a brochure on maternity protection, production of a video which demonstrated how maternity protection could be achieved, and through its negotiations with employers to support breastfeeding at the workplace.	demonstrative video. The ILO provided training for trade unions based on the MPRP to enhance their capacity to promote maternity protection. More than 300 people were trained using the MPRP over different training activities.
<b>Philippines/PHL132</b> National legal framework on domestic workers adopted and capacities for implementation developed	1	The Tripartite Working Group (TWG) developed a national action plan which promoted effective implementation of C189 and the new law on domestic workers. The plan served as a strategic framework for joint and separate actions of the members of the TWG.  Three trade unions, together with the Center for Migrant Advocacy (CMA), convened a subgroup of the Domestic Work TWG (known as All Workers DWTWG) and adopted a common strategic framework and action plan for organizing domestic workers in the Philippines. As a result of its formation, a Domestic Workers Centre, responsible for coordinating trade union activities for domestic workers, was established.	ILO provided financial support, technical inputs on C189 and helped to facilitate the TWG's Planning Session in November 2012. As a result of transitional changes, the ILO also served as the TWG's technical Secretariat. In preparation for the ratification of C189, the TWG considered some of the technical inputs provided by the ILO in the formulation of the national action plan.  In consultation with the three national trade unions, the ILO financed a consultant who drafted a strategic plan to organize domestic workers. The plan established a coordinated approach to the organization of domestic workers across the trade unions. The consultant's work guided the decision of the DWTWG to establish a Domestic Workers Centre.
	2	The Government ratified C189 in September 2012 and enacted a national law on domestic workers (Republic Act 10361) in January 2013. It also approved the final implementing rules	ILO participated in and provided policy advice in support of the national law during committee hearings in both the Senate and the Lower House up to the Bicameral

		and regulations for the law in May 2013.	Committee sessions. ILO staff also served as resource persons during national, island-wide, and sectoral consultations on the Implementing Rules and Regulations of the Domestic Workers Act. In addition, the ILO co-financed some of the consultations. Ratification of C189 reflected consideration for ILO policy advice in national policy design.
	3	The TWG raised awareness about the law by addressing public inquiries, and public reactions and concerns regarding the provisions of the domestic workers law. TWG members appeared as media guests on TV, the radio, and via social media. The Employers' Confederation of the Philippines (ECOP) also drafted a primer explaining "What household employers should know and do" in order to improve household employers of their responsibilities.	ILO participated in the TWG which established the communication strategy and advocacy plan. ILO financed a consultant who drafted a resource guide for advocates of domestic workers and a FAQ on domestic workers.
	4	Trade unions, domestic workers, and representatives of employers devised and implemented respective training plans which promoted compliance with the domestic workers law; constituents trained their respective members during orientation sessions organized for each constituent's respective staff and for the personnel and members, of the SSS, Philhealth, Pag-IBIG, and in the barangays, who are responsible for compliance with the domestic workers law and registration, and enrolment of domestic workers.	ILO carried out a Training of Trainers on Decent Work for Domestic Work in June 2013. The training trained 27 participants and resulted in the creation of training plans specific to each individual constituent group's needs.
<b>India/IND127</b> Enhanced national capacities in developing/implementing policy, legal and	2	The Government adopted the Sexual Harassment of Women at Workplace (Prevention, Prohibition, and Redressal) Act in	ILO advocated for the inclusion of domestic workers under the new sexual harassment law during the Inter-Ministerial Tripartite Task



<p>other measures/programmes that are aimed at making decent work a reality for women and vulnerable workers, with particular focus on domestic workers</p>		<p>March 2013, which included domestic workers.</p>	<p>Force on Gender Equality in the World of Work's meeting in March 2012. It also commented on the draft legislation prior to its adoption. The new legislation reflected these recommendations through the law's inclusion of domestic workers.</p> <p>ILO prepared a step-by-step implementation guide for stakeholders regarding the sexual harassment law and gave training to tripartite constituents on how to address sexual harassment issues. The guide and the training raised awareness about the new legislation to improve its implementation.</p>
	<p>3</p>	<p>National trade unions (Indian National Trade Union Congress, All India Trade Union Congress, Bhartiya Mazdoor Sangh, and the Trade Union Coordination Centre) sensitized their affiliates and state-based representatives to the working conditions, rights, and minimum wages of domestic workers through awareness raising campaigns. For example, a Trade Union (TU) Women's Committee Workshop was held in March 2012; it brought together representatives from five national trade unions to work on issues related to domestic work (40 participants from 11 different states). Another workshop on organizing domestic workers was held in Bangalore in April 2013 (50 participants). The Trade Union Coordination Centre also held a workshop in Hyderabad in July 2013.</p>	<p>The ILO provided financial support and technical inputs for the trade-unions campaigns. The ILO also commissioned 9 case studies looking at minimum wage setting practices and the Rashtriya Swasthya Bima Yojana (RSBY – national health insurance programme) extension to domestic workers in various States. The ILO disseminated information from the case studies during the Hyderabad workshop which enhanced constituents' understanding of the weaknesses and strengths of the two policies; the information stimulated interest among state labour departments and trade unions.</p>

## Americas

<p><b>Bolivia/BOL201</b> Apoyo a mandantes tripartitos sobre trabajadoras/e del hogar</p>	<p>1</p>	<p>El Ministerio de Trabajo, Empleo y Previsión Social, la Central Obrera Boliviana (COB) a través de su Sindicato Afiliado, la Federación Nacional de Trabajadoras del Hogar en Bolivia (FENTRAHOB) y la Liga de Amas de Casa de Bolivia (en representación de los empleadores de las trabajadoras/as domesticas/as), desde abril de 2013 han venido implementando tres mesas de trabajo tripartito (Ministerio de Trabajo, la FENATRAHOB y COB, y la Liga de Amas de Casa). A través de estas mesas tripartitas se está implementando el C189 a través de planes de acción nacional que den aplicabilidad al Convenio No. 189.</p>	<p>La OIT brindó asesoramiento y apoyo técnico en la puesta en marcha de la primera mesa tripartita de trabajo doméstico en Bolivia, en la ciudad de Santa Cruz en abril de 2013.</p>
	<p>2</p>	<p>El Gobierno ratificó el Convenio No. 189 (fecha de depósito a la OIT, abril de 2013). Por otro lado, el Ministerio de Trabajo, Empleo y Previsión Social ha establecido un modelo de contrato y registro para las trabajadoras y ha elaborado un protocolo de atención de denuncias.</p>	<p>La OIT ha apoyado técnicamente, desde junio de 2012, en el proceso de diálogo y aclaración de contenidos para promover la Ratificación del Convenio 189 (a través de 4 talleres) con los Ministerios de Trabajo, Justicia y Asuntos Exteriores, además de con el Senado y Cámara de Diputados. Además, la OIT preparó un estudio sobre la situación de las trabajadoras domésticas y distribuyó un resumen de este para incrementar el conocimiento de los depositarios cerrando con ello posibles brechas en sus conocimientos. Por otro lado, la OIT ha apoyado desde mayo de 2013 al Ministerio de Trabajo en la elaboración de un modelo de contrato y un protocolo de atención de denuncias para las trabajadoras domésticas.</p>

	3	<p>El Ministerio de Trabajo, Empleo y Previsión Social, la Central Obrera Boliviana (COB) a través de su Sindicato Afiliado –la Federación Nacional de Trabajadoras del Hogar en Bolivia (FENTRAHOB)- han trabajado en 2012 en un Plan Nacional para impulsar la ratificación del Convenio No. 189 de la OIT. FENATRAHOB, (iii) organización de 2 talleres de capacitación para el Ministerio y el Poder Legislativo en contenidos del Convenio No. 189, y sensibilización en 5 ciudades de Bolivia (6 y (iv) 1 documental y 2 investigaciones sobre ferias y 6 talleres en total) que permitieron a todos los sindicatos y población de esas cinco ciudades. Asimismo, difundieron un documental del proceso de ratificación del Convenio 189 que fue mostrado por todo el país.</p>	<p>La OIT desde junio de 2012 brindó apoyo técnico en: (i) la elaboración de una estrategia de comunicación que permitió la elaboración de un Plan Nacional a través del diálogo social tripartito, (ii) organización de 5 talleres en 5 ciudades de Bolivia con la ratificación del Convenio No. 189, (iii) organización de 2 talleres de capacitación para el Ministerio y el Poder Legislativo en contenidos del Convenio No. 189, y sensibilización en 5 ciudades de Bolivia (6 y (iv) 1 documental y 2 investigaciones sobre ferias y 6 talleres en total) que permitieron a todas las trabajadoras del hogar.</p>
	4	<p>El Ministerio de Trabajo, Empleo y Previsión Social puso en marcha una estrategia de asesoramiento técnico al Ministerio de Trabajo, Empleo y Previsión Social en la realización de los inspectores y directores del trabajo para un curso de formación a directores e inspectores de trabajo de toda Bolivia (50 del Convenio No. 189 y las leyes nacionales personas capacitadas) sobre los contenidos del Convenio 189.</p>	<p>La OIT en diciembre de 2012 brindó asesoramiento técnico al Ministerio de Trabajo, Empleo y Previsión Social en la realización de los inspectores y directores del trabajo para un curso de formación a directores e inspectores de trabajo de toda Bolivia (50 del Convenio No. 189 y las leyes nacionales personas capacitadas) sobre los contenidos del Convenio 189.</p>
<p><b>Costa Rica/CRI103</b> El país, con el apoyo de la OIT, toma medidas para mejorar las condiciones de trabajo relacionadas con los convenios 156 sobre trabajadores con resp. familiares y 189 sobre trabajo decente para los trabajadores domésticos</p>	2	<p>In April 2013, a collective bargaining agreement, covering teachers in the education sector, was established which included the provision of one month paternity leave.</p>	<p>In 2010, the ILO published a study on workers with family responsibilities (<i>Trabajo Decente y corresponsabilidad social en el cuidado. Costa Rica</i>) and carried out tripartite workshops to disseminate the research findings. In 2012, the ILO conducted a national campaign which promoted the ratification of C156, its principles and measures and the importance to promote</p>

			equal sharing of family responsibilities between women and men. These initiatives emphasized the importance of paternity leave and highlighted the benefits of these measures for both workers and employers.
	3	<p>Instituto Nacional de las Mujeres (INAMU), the Ministerio de Trabajo y Seguridad Social (MTSS), Instituto Nacional de Seguros (INS), and the Caja Costarricense de Seguro Social (CCSS) raised awareness about the content of C189 and the national legislation through a campaign to protect domestic workers and their employers in public institutions.</p> <p>In February 2013, the Union of Chambers and Private Sector Enterprises (UCCAEP) raised awareness among its members about the benefits of work-life balance through distribution of its monthly newsletter which focused on work-family balance and the benefits for employers.</p>	<p>The ILO, in coordination with INAMU, MTSS, INS, and CCSS, organized two fairs to raise awareness about the rights of domestic workers. The ILO coordinated both fairs and provided printed material while public institutions contributed materials and their staff. In particular, the ILO produced the following communication products: brochure on the C. 189 and domestic work in Costa Rica; brochure on C. 189 and domestic workers rights elaborated by ASTRADOMES; pennants; t-shirts; bags; informative banner on the occasion of the fair.</p> <p>The ILO also provided information sessions and briefings for public sector staff as employers of domestic workers in collaboration with INAMU, MTSS, INS and CCSS. The sessions relayed the legal aspects relating to labor rights, obligations of domestic workers and their employers, migration, and insurance issues.</p>
<b>Brazil/BRA102</b> Constituyentes adoptan medidas para la promoción del equilibrio entre trabajo y familia y de los derechos de los/as trabajadores/as domesticas	2	El gobierno adoptó un enmienda (EC n. 72/2013) a la constitución nacional para ampliar los derechos de los trabajadores domésticos en 2013. El proceso de ratificación del Convenio 189 esta en marcha.	La OIT generó varios documentos técnicos et organizó talleres y reuniones tripartitas cerca del tema del trabajo doméstico y del C189; las conclusiones de estos documentos y eventos contribuyeron al compromiso nacional de revisar la constitución nacional. La comisión

			tripartita, escabecida con el objetivo de escribir un informe presentando su opinión sobre la ratificación del Convenio 189, también invitó a la OIT a participar.
	4	<p>La Secretaría de Trabajo, Empleo, Ingreso y Deporte del Estado de Bahía fortaleció las capacidades de los trabajadores domésticos en colaboración con la OIT (en el marco de que son líderes, y para hablar de los retos de promover los derechos de los trabajadores domésticos. Participaron alrededor de 30 trabajadoras domésticas que vinieron de 15 estados Brasileños."</p> <p>El gobierno brasileño, por medio de su Programa Pro-Equidad de Género y Raza, aplica una estrategia de formación en el ámbito de la conciliación de la vida laboral y la vida familiar, dirigida a las 80 empresas que participan del Programa como parte del eje de cambiar la gestión de personas al interior de instituciones públicas y empresas. En 2012, el Programa finalizó su cuarta edición (2011-2012) con la asignación del Sello Pro-Equidad a 57 instituciones que cumplieron las acciones pactadas. En 2013, el Programa dio inicio a su quinta edición (2013-2014) convocando empresas e instituciones públicas a inscribirse.</p>	<p>La Secretaría de Trabajo, Empleo, Ingreso y Deporte del Estado de Bahía organizó el taller de agenda de trabajo decente del Estado de Bahía).</p> <p>Para ello OIT Brasilia, que participa del comité gestor del Programa Pro-Equidad de Género y Raza desde su primera edición, ha brindado constante asistencia técnica al gobierno. Sobre el tema de equilibrio entre trabajo y familia en un primer momento, fue realizado un taller con las empresas sobre igualdad de género y equilibrio entre trabajo y familia en donde se aplicó una metodología desarrollada por el Centro de Turín sobre el tema. En un segundo momento, ha traducido al portugués y adaptado junto con OIT Lisboa unas factsheets que han servido de insumo para la elaboración de los Planes. En esta 5ta edición se observan un aumento significativo de planes que incorporan iniciativas para mejorar el equilibrio entre el trabajo y la familia.</p>
<b>Chile/CHL105</b>	2	<p>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</p>	<p>In November 2011, the Government implemented a new law on maternity leave (extended from 135 days to 225 days) and parental leave (up to 30 days the mother can share with the father) started.</p> <p>The ILO provided legal drafting support to the National Commission in charge of the Maternity Leave Bill. It also shared standards related to C183 alongside the findings and policy recommendations in the ILO's "Maternity at</p>

Domésticas			<i>Work. A review of National Legislation. Second edition'</i> . The adopted law reflected the legal and policy recommendations provided by the ILO, particularly related to parental leave.
	3	Domestic workers' (DW) organizations raised awareness about C189 through several awareness raising campaigns (e.g.outside metro-stations in Santiago, a series of workshops on the content of C189 and DW rights in different regions).	ILO supported DWs' campaign for ratification of C189 through the production and distribution of information tools (pamphlet on domestic in Chile, a series of information notes on domestic work, a website, and other tools published by the ILO).
		Trade Union Confederations (TUC) promoted a legal reform on the child care law (currently it provides that companies hiring 20 or more women should pay for day care of children under 2 years old) through a campaign and action plan.	ILO financed 4 TUC workshops, provided information on C156 vis-à-vis the law, and financed the publication of a booklet.
<b>Paraguay/PRY128</b> Diseño y puesta en marcha de políticas de mejoramiento de condiciones de trabajo y fortalecimiento de derechos de las trabajadoras domésticas	2	The Government ratified C189 in May 2013.	Upon request from the Women's Ministry, the ILO developed and distributed fact sheets on C189, information notes on the domestic work sector, and a Q&A on C189 which was distributed at parliamentary committee meetings. The ILO also provided an analysis of the legal situation of domestic workers in Paraguay. The ILO materials served as key elements in the campaign to ratify C189 because they improved legislators' and public knowledge of working conditions for DWs.
	3	National trade unions raised awareness about C189 through awareness raising activities under the ITUC 12x12 campaign. The Ministry of Justice also raised awareness about paid domestic work through an	The ILO produced materials for distribution on C189, the domestic work sector, and also the website. The materials were distributed during the Domestic Workers National conference, held in September 2012, which strengthened

		<p>information dissemination campaign held in DWs' organization, promoted ratification of March 2102 in conjunction with other state C189, and developed strategies to reach equal institutions and with support from the rights for DWs.</p> <p>Programa Conjunto Oportunidades (PCO).</p> <p>The Ministry of Labour also raised awareness about domestic work through the establishment information centres for domestic workers. By December 2012, the centres had received 800 domestic workers.</p>	<p>The ILO also provided trainings for government staff and unions, which included about 120 officials from IPS, SNPP, SINAFOCAL, CATD and MJT, on the situation of domestic work and the provisions of C189, in the framework of cooperation with PCO.</p>
<p><b>Uruguay/URY103</b> Diálogo social para la igualdad de género fortalecido, y con estrategia para promover políticas de conciliación y erradicar la discriminación, en particular hacia trabajadoras domésticas</p>	2	<p>The Government ratified C189 in April 2012.</p>	<p>The ILO provided information on C189 during parliamentary committee meetings to labour unions, domestic workers' (DW) organizations, and the Ministry of Labour. It produced and distributed materials on various aspects of the domestic work sector in Latin America, and a Q&amp;A on C189. The ILO senior gender specialist also met with the Bicameral women's parliamentary committee of Uruguay to discuss ratification of C189.</p> <p>The ILO conducted a study on the domestic work sector and relevant legislation in Uruguay which informed tripartite constituents about the sector and feasibility of ratification. The results of the study were shared in tripartite meetings, including the Tripartite committee on equal opportunities, as well as with workers and employers separately.</p>
	3	<p>The domestic workers' union and the employers' association raised awareness about C189 and on the rights and responsibilities of domestic workers and their employers through information campaigns.</p>	<p>The ILO financed and assisted with the planning and organization of three workshops for the domestic workers' union (SUTD) and separately, for the employers' association (Liga de amas de casa) on the rights of domestic</p>

		Both the DW union and the employers' workers in several cities. The ILO also association adopted measures which produced materials for dissemination in their promoted compliance (this included a manual for domestic workers and their employers). respective campaigns, including 1) information notes on domestic work in Latin America and on C189; 2) a manual on the rights and obligations of employers of domestic workers; 3) a website; 4) a short documentary film.
--	--	---



**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 measure 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 by the Ministry of Labour or employers' or workers' organizations, or academic institutions dealing with wage policy matters.

Country/CPO	Measurement Criteria	Result Achieved	ILO Contribution
<b>Africa</b>			
<p><b>Burundi/BDI203</b> Les conditions de travail sont plus équitables grâce à une politique salariale harmonisée</p>	3	En avril 2012, le Gouvernement a adopté un programme qui comporte un volet sur l'harmonisation des salaires dans le secteur publique (Programme National de Réforme de l'Administration).	Le BIT a appuyé le processus en offrant des commentaires sur la nouvelle proposition de réforme de l'administration publique, en définissant les termes de référence d'un consultant pour faire les analyses, et en proposant un consultant qualifié. Le Gouvernement a utilisé le rapport complété par le consultant pour diriger son programme d'harmonisation des salaires.

<p><b>Cape Verde/CPV127</b> Améliorer les conditions de travail pour les hommes et les femmes, notamment à travers l'établissement d'un salaire minimum</p>	2	<p>Un accord tripartite était signé en juin 2013 sur la mise en place d'un salaire minimum de 11'000 escudos dans le pays, à l'issue d'une concertation sociale. Cet accord, adopté par le Conseil de Concertation Sociale (CCS) par délibération N°02/2013 du 28 juin 2013, entrera en vigueur le 1er janvier 2014. Ceci n'inclut pas l'administration publique où le salaire minimum sera de 15'000 escudos.</p>	<p>Le BIT a entrepris deux études sur le salaire minimum en février 2011 et septembre 2012 qui ont examiné les niveaux de salaires minimums proposés et l'impact possible du salaire minimum sur plusieurs facteurs économiques ainsi que sur le système de sécurité sociale. La CCS a utilisé ces études pour décider du niveau du salaire minimum et a également demandé l'aide du BIT pour sa mise en œuvre et l'évaluation de son impact l'année prochaine.</p>
<p><b>Lesotho/LSO151</b> Tripartite Minimum Wage setting institutions are strengthened</p>	1	<p>The Bureau of Statistics (BOS) introduced a new section on "Average monthly wages and salaries" for regular reporting in its manufacturing sector report as of Q1 2012.</p>	<p>ILO provided support regarding the tabulation of average wages for the development of the new indicator.</p>
	3	<p>Wages Advisory Board (WAB) agreed on criteria and data requirements for the adjustment of minimum wages, with special reference to the garment sector (the largest source of formal employment outside the public sector). New minimum wage rate came into effect in October 2012.</p>	<p>ILO facilitated agreement between workers and employers on criteria for the minimum wage adjustment and compiled relevant data in a technical report for consideration by the WAB. The report's content guided the final WAB recommendations for adjusting the minimum wages in the textile sector and other sectors.</p>
	4	<p>The ILO trained WAB members on minimum wage setting in the textile sector in February and May 2012.</p>	<p>ILO provided training to WAB members under a capacity building programme which prepared them for 2012 minimum wage setting.</p>
<p><b>Namibia/NAM154</b> Capacity building and technical support for the Wages Commission for Domestic Workers</p>	1	<p>Establishment of a mechanism for the collection of data on the wages of domestic workers and employers' capacity to pay in the</p>	<p>In collaboration with the Ministry of Labour and Social Welfare (MLSW), the ILO developed a module for the Namibia Labour</p>

		Namibia Labour Force Survey 2012. The Force Survey 2012 (which was later tested survey improved the overall availability of and implemented) and supported the analysis data on domestic workers' wages and working conditions of the collected data.
	3	Establishment of a tripartite Wage Commission for Domestic Workers, in May 2012, responsible for recommending an appropriate minimum wage level for the sector. ILO actively supported a stakeholder discussion on the establishment of a Domestic Workers Wage Commission between the MLSW, Namibian Employers' Federation (NEF), Trade Union Congress of Namibia (TUCNA), and the National Union of Namibian Workers (NUNW). The ILO further commissioned a quantitative study assessing the current situation of domestic work in Namibia. The Commission relied on the study to finalize its own report and to determine and recommend an appropriate minimum wage level; the final report which contained the recommendations was sent to the MLSW for consideration in June 2013.
	4	The ILO trained members of the newly established Wage Commission for Domestic Workers on the legal framework for their work, the principles of the Domestic Workers Convention, 2011 (No. 189), and experience with minimum wage setting in other countries. ILO co-organized (jointly with the MLSW) an induction workshop for the members of the Wages Commission in May 2012. The workshop was facilitated by the former chairperson of the South African Employment Conditions Commission (SA ECC), a senior legal expert from the MLSW, and an ILO specialist. The ILO suggested and financed the involvement of the former chairperson of the SA ECC.

## Asia and the Pacific

<p><b>China/CHN153</b> Wage policy framework, in full consideration of interplay with wage negotiation at various levels, is improved with a view to ensuring equitable distribution of fruits of economic development</p>	1	<p>The Ministry of Human Resources and Social Security (MOHRSS) piloted its new Compensation Survey for Enterprises and Information Release throughout 2012. The MOHRSS incorporated System (CSE) to improve availability of comprehensive data on wages and the wage distribution in China. ILO provided technical advice on survey design, sampling method and data tabulation throughout 2012. The MOHRSS incorporated ILO suggestions into the survey's design and continued its collaboration with the ILO on the survey in 2013.</p>
	4	<p>In collaboration with the All-China Federation of Trade-Unions (ACFTU), the ILO trained ACFTU members on principles of wage protection systems Standards (C95 and C173), and shared and experiences made in various Chinese provinces and at the global level (in May 2013). ILO co-financed the training, presented information on relevant International Labour experience in the realm of wage protection. Experts from the International Trade Union Confederation (ITUC) and from the ACV-CSC (Belgian trade union confederation) also contributed by sharing their experience. The training informed provincial and national ACFTU officials in their creation of a roadmap on the future agenda on wage protection at the conclusion of the training.</p>
<p><b>Vietnam/VNM106</b> More effective wage fixing mechanism designed to support Vietnam's reform process</p>	1	<p>The Ministry of Labour, Invalids and Social Affairs (MOLISA) conducted a wage survey in 1000 enterprises which collected data useful for gap in order to properly identify the data minimum wage adjustments in 2013. In needs required to support the development of collaboration with government institutes, the wage guidelines and minimum wage fixing. system of data collection and analysis was created, ILO further advised the MOLISA on the particularly with a view to producing a national questionnaires to be used during the wage wage report for the new National Wage Council. ILO assisted with the review of wage-related data sources and the identification of the data useful for gap in order to properly identify the data minimum wage adjustments in 2013. In needs required to support the development of collaboration with government institutes, the wage guidelines and minimum wage fixing. system of data collection and analysis was created, ILO further advised the MOLISA on the particularly with a view to producing a national questionnaires to be used during the wage wage report for the new National Wage Council. survey.</p> <p>Viet Nam Chamber of Commerce and Industry (VCCI) and the Viet Nam General Confederation of practice surveys conducted by the VGCL and</p>

		Labour (VGCL) conducted wage practice surveys in VCCI. The ILO also provided technical inputs selected enterprises to facilitate collective bargaining and wage negotiation at the enterprise level.	The ILO also provided technical inputs and comments to their draft reports.
	2	<p>Legislative framework advanced, as part of the revision of the Labour Act, especially through the inclusion of new provisions on wage setting and payment. More importantly, the revised law established a tripartite National Wage Council, responsible for recommending regional minimum wages to the Government from 2013.</p> <p>The MOLISA approved an action plan which established a drafting committee to develop and edit a new minimum wage law. The new law is designed to improve transparency, involve tripartite partners from the newly established National Wage Council, expand the legal coverage of minimum wages, and ensure minimum living needs of employees and their families.</p>	<p>The ILO provided reference materials on wage guidelines and practices, inputs on the structure and principles of minimum wage laws, and shared practices from other countries. It further provided legal advice regarding the organizational structure and working regulations for the National Wage Council. The establishment and laws governing the new wage council largely reflected the technical advice, legal expertise, and reference materials provided by the ILO.</p> <p>In addition, the ILO commissioned five studies on: minimum living needs, wage trends, the wage structure, the piece rate system and the hourly minimum wage, and the impact of the minimum wage on employment and the average wage. Those studies assisted minimum wage fixing for 2013 and they also served as inputs for the Government's drafting of an overall reform plan on wages and the social security system for 2013-20.</p>
	3	<p>Joint ministries including the Ministry of Labour – Invalids and Social Affairs (MoLISA), the Ministry of Home Affairs, and the Ministry of Finance submitted a second draft of the Plan for Wage System Reform to the National Assembly for appraisal. Key components of this plan involved the reform of the civil service pay system.</p>	<p>ILO provided reference materials and policy advice concerning wage-setting in the public sector. It also served as a technical reference during the workshop on public sector wages organized by the National Assembly in December 2012. Policy advice provided by the ILO was appreciated by constituents and</p>

		VGCL undertook wage negotiations and wage adjustments at the enterprise level, in a coordinated manner, with the active and real participation of workers.	incorporated into the draft. ILO staff served as resource staff throughout the entire developmental process which led to the negotiations.
	4	ILO trained members of the National Wage Council through a series of activities including policy workshops with key policymakers, a visit to see how other relevant countries' wage councils function, and regional training courses (organized in collaboration with Turin).	A technical working group, in which ILO experts participated (DWT Bangkok and TRAVAIL), formed to guide the National Wage Council through its initial development.  ILO coordinated an "experience-exchange" between the National Wage Council (NWC) in Viet Nam and existing wage councils in other relevant countries; the activity improved NWC members' understanding of how different wage councils function.
<b>Philippines/PHL128</b> National and local wage bodies and social partners develop sound wage policy, including on minimum wage	4	The ILO trained constituents on effective wage policies during several trainings held during 2012-13 at the global and national level.	As part of capacity building efforts for constituents, the ILO provided training on minimum wage-setting and minimum wages and productivity for trade unions in October 2012 (about 25 participants). It also gave presentations on minimum wages and productivity in the ASEAN region in a training organized by the Employers' Confederation of the Philippines (ECOP) in October 2012 (about 25 participants). In addition, the ILO conducted a global training on effective wage policies and collective bargaining organized with the ITC TURIN in both Turin and Singapore in July and November 2012 (of all participants, 3 were wage experts from the Philippines).

## Europe

<p><b>Albania/ALB131</b> Significant progress is made towards promoting sound wage policies, equal pay and non-discrimination at work</p>	3	<p>In 2011, a tripartite national labour ILO provided financial support for the conference on wage trends and the wage gap conference and assisted with the conference took place. The conference resulted in a series design and organization. The conference led of wage-related policy recommendations some to the development of policy conclusions of which included: the need for a clearly adopted by the Government, Workers, and defined wage fixing process, the inclusion of Employers. The policy conclusions resulted in tripartite partners in the minimum wage fixing the establishment of the 6 policy groups process, better and more regular collection of tasked with creating a policy overview related wage statistics, etc. In order to implement to each of the different themes; the ILO these conclusions, 6 tripartite working groups helped identify subject area experts to write related to the different policy conclusions were the various policy overviews and has been created and tasked with creating a policy asked to review them upon completion. overview in each group related to a different wage-related subject. The actual formation of the working groups represented a specific measure and commitment to improving wage statistics and wage-setting in the public and private sector.</p>
---	---	---

## Americas

### Costa Rica/CRI133

El país, con el apoyo de la OIT, adopta y ejecuta medidas que lleven a simplificar las categorías de salarios mínimos y determinar el nivel de salario "mínimo minimorum".

2

A partir de enero de 2012, el Gobierno aplicó La OIT dio una formación sobre las políticas de la por primera vez una fórmula para el ajuste fijación del salario mínimo y también capacitación anual del salario mínimo definida por en torno a los mecanismos de cambio en los Decreto Presidencial basado en un acuerdo parámetros en 2009. La formación influyó en la del Consejo Nacional de Salarios acordada decisión del Gobierno para cambiar. Durante el año en Octubre 2011. La nueva fórmula 2011, la OIT apoyó con estudios técnicos sobre incorpora un indicador de crecimiento de mercado laboral y salarios, así como asistencia productividad y también los cambios en el técnica en torno a posibles indicadores de índice de precios. productividad e inflación. Durante el año 2012 la OIT realizó seguimiento y asistencia técnica.