

Government of Flanders



International
Labour
Organization

ILO - FLANDERS

COOPERATION RESULTS OVERVIEW



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1. Introduction

Since its foundation in 1919, the International Labour Organization (ILO) has promoted social justice as a basis for universal and lasting peace, as set out in its Constitution and the Declaration of Philadelphia (1944), and reaffirmed by the Declaration on Social Justice for a Fair Globalization (2008).

The ILO is a unique agency in the United Nations system in that each of its 183 Member States is represented not only by its government, but also by its employers and workers. As a tripartite organization the ILO seeks to achieve full and productive employment, rights at work, the extension of social protection and the promotion of social dialogue. This is embodied in the concept of 'Decent Work'.

Flanders is an important partner of the ILO in the pursuit of Decent Work for All. Flemish development priorities focus on reducing extreme poverty (MDG 1), improving health and combating HIV/AIDS (MDGs 4 and 6), and furthering partnerships for development (MDG 8).

Flanders is also a generous donor to ILO's technical cooperation programme. The first Framework Cooperation Agreement between Flanders and the ILO dates back to 1997. In March 2011 the ILO and Flanders signed a new Framework Agreement, which sets out the common parameters for development cooperation and provides a framework for policy dialogue between the Government of Flanders, Flanders workers' and employers' organizations, and the ILO. With the new framework agreement, a thematic reorientation of the Flemish Trust Fund priorities has taken place. While the Government of Flanders used to finance projects aiming at creating employment and promoting social dialogue, the new agreement puts particular emphasis on such common priorities as the promotion of tripartism and social dialogue, the ILO Declaration on Fundamental Principles and Rights at Work, and support to environmentally sustainable development.

Both for the policy dialogue on labour issues as for the implementation of technical cooperation projects, the social partners from Flanders are involved. The Flanders social partners are represented by the Social and Economic Council of Flanders (SERV).

This brochure provides a brief overview of Flanders' overall support to the ILO and the change that this cooperation helps bring to the ultimate beneficiaries: working women and men around the world.

2. Decent Work for sustainable and balanced growth

Decent work is a means to address the root causes of poverty and promote pro-poor economic development, empowering communities to generate incomes and provide social security; to formulate policies that enhance productivity, improve access to jobs and reduce vulnerability; and to eliminate human rights abuses resulting from exploitative forms of work, including child labour and forced labour.

The ILO's role, mandate, and **added value** in promoting decent work capitalizes on three unique institutional advantages –

- Its *tripartite constituency* – consisting of governments and employers' and workers' organizations – allows the ILO to bring together key actors of the real economy: labour and social affairs ministries, the private sector, and trade unions.
- The ILO's body of *international labour standards* provides world recognized normative instruments for dealing with all areas of social policy. The ILO's



supervisory system keeps track of the implementation of ratified Conventions and brings good practices and violations to the attention of Member States.

- The ILO works through the *workplace*, which, alongside the school and the hospital, is an effective location to deliver development assistance to both the formal and informal economy.

3. Financing and delivery of Decent Work

3.1. ILO'S INTEGRATED, RESULTS-BASED APPROACH

Since 2000 the ILO has progressively introduced results-based management (RBM) into its operations and institutional practices. Through RBM the ILO is strongly geared towards visible, concrete and measurable results so as to ensure that all resources and activities lead, in a transparent and accountable manner, to the achievement of measurable development outcomes.

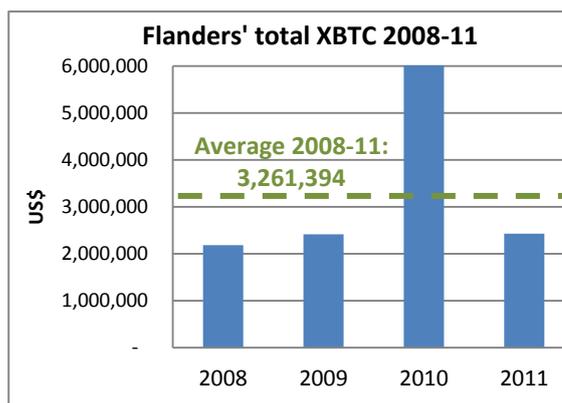
Programme planning plays a fundamental role in driving ILO action towards visible, measurable results. The ILO's programme seeks to achieve 19 Outcomes contributing to four strategic objectives: **Creating jobs, Extending social protection, Promoting social dialogue and Guaranteeing rights at work**. The work of the ILO is framed through a biennial Programme and Budget, approved by the International Labour Conference. It contains specific indicators, milestones and targets for each outcome.

At the country level, the ILO's work is guided by Decent Work Country Programmes (DWCPs), developed jointly with government, employers' and workers' organizations. DWCPs contribute to national development priorities and constitute the ILO's contribution to the UN Development Assistance Framework (UNDAF). Moreover, the ILO's tripartite structure facilitates ownership of projects and programmes and brings a unique world of work perspective to the international development arena.

3.2. ILO'S SOURCES OF FUNDING

The results of the ILO are financed through three main funding sources –

- **Regular Budget (RB)**: the assessed contributions from ILO's 183 Member States
- **Regular Budget Supplementary Account (RBSA)**: un-earmarked voluntary contributions in support of P&B outcomes and "global products"
- **Project funding (XBTC)**: contributions by donors to specific projects, with a determined timeline and pre-defined geographic and thematic focus. Cooperation between Flanders and the ILO has been based on this funding modality, through which Flanders provided over US\$ 13 million between 2008 and 2011.¹ In the period 2007-11 Flanders was the 17th biggest XBTC donor to the ILO



¹ The ILO's annual donor statistics are based on the total commitment made by a donor in a given calendar year, often covering

3.3. FLANDERS – ILO FRAMEWORK AGREEMENT

In March 2011, the Government of Flanders and the ILO signed a new Framework Agreement. It provides a broad and coherent policy framework for development cooperation and establishes rules for financial management of all voluntary contributions from the Flemish Government. Subsequent individual project agreements are annexed to the Framework.



Mr. Kris Peeters, the Flemish Minister President, and Mr. Juan Somavia, the Director-General of the ILO, signed the new Framework Agreement in March 2011 at the ILO Headquarters in Geneva

Flemish funding to the ILO originates from two main sources:

- **Flanders-ILO Trust Fund** – a modality to finance projects focusing on the promotion of labour norms, sustainable development and social dialogue. The Trust Fund consists of predictable biannual contributions, agreed jointly between the ILO and the Flemish Department of Foreign Affairs
- **Flanders International Cooperation Agency (FICA)** – Specialized Flemish development agency, which finances ILO, projects, with a geographic focus on the Southern African Development Community (SADC). FICA is also responsible for the follow up of the ILO projects financed by the Department Work and Social Economy (WSE) of the Government of Flanders.

3.4. FLANDERS’ CONTRIBUTIONS WITHIN THE ILO’S PROGRAMMING FRAMEWORK (2008-11)

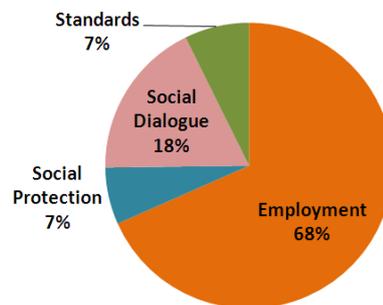
Flanders’ voluntary contributions have been very supportive in achieving the ILO’s overall development cooperation priorities.

During the period 2008-11, Flanders predominantly supported ILO’s **employment-related work through** projects focused on employment policy and the promotion of small and medium enterprises in Southern Africa.

Social Dialogue was the second largest recipient of Flemish funds, through a project aiming at improving social dialogue in Mozambique.

ILO’s work on **Social Protection** was supported through the Public Procurement and social economy project in South Africa. **Labour standards were promoted through a** Flemish-funded project aiming to reduce vulnerability to bonded labour in India and Brazil.

Distribution by strategic objective 2008-11



Employment	8,918,364
Social Protection	840,000
Social Dialogue	2,339,371
Standards	950,000

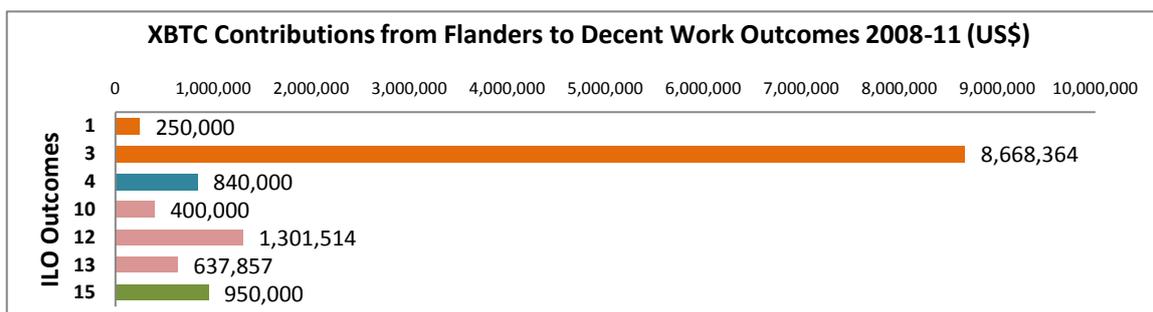


Table 1. ILO projects funded by Flanders between 2008 and 2011	Budget in US\$	Duration
Decent Work programme support – improving social dialogue: Mozambique MOZ/08/02/FLA	1,021,514	11 Mar 2009 - 31 Dec 2012
Discrimination of women at the workplace in central and eastern Europe and the Commonwealth RER/08/51/FLA	400,000	14 Jul 2008 – 31 Dec 2010
Decent Work Country Programme Mozambique: Women's entrepreneurship development and women's workers' rights MOZ/09/01/FLA	1,394,268	01 Oct 2009 - 31 Dec 2012
Employment creation through small and medium enterprises (SMEs) development in South Africa – “The Free State SME Development Initiative” SAF/10/01/FCA	6,024,096	01 Jan 2011 - 30 Nov 2012
Ending Forced Labour, Generating Green Jobs: an approach for the promotion of social inclusiveness and sustainable development in Brazil BRA/11/51/FLA	475,000	01 Dec 2011 - 31 May 2013
Jobs for unemployed and marginalized youth in South Africa SAF/05/50/FLA	250,000	01 Jan-2006 - 31 Mar 2011
Promotion of decent work in the South African transport sector – Phase I SAF/10/02/MUL	637,857	01 Jan 2011 - 30 Nov 2012
Public Procurement and Social Economy SAF/11/01/FCA	840,000	01 Jan 2012 - 31 Dec 2013
Reducing Vulnerability to Bonded Labour in India through Promotion of Decent Work IND/11/50/FLA	475,000	01 Dec 2011 - 30 Nov 2013
Social entrepreneurship targeting youth in South Africa SAF/07/51/FLA	1,250,000	01 Aug 2008 - 31-Mar-2012
Strengthening social dialogue: Ukraine 08 UKR/08/50/FLA	280,000	01 Aug 2008 - 31 Oct 2010

4. 2008 – 2011: Progress of active Flemish-funded projects

4.1. EMPLOYMENT

ILO Outcome 3: Sustainable enterprises

Employment creation through small and medium enterprises (SMEs) development in South Africa – “The Free State SME Development Initiative” - SAF/10/01/FCA (US\$ 6,024,096)

Despite more than a decade of uninterrupted economic growth – until the 2010 financial crisis – the national unemployment rate in South Africa stood at 23.9% in the fourth quarter of 2011. The Free State Province registered the highest unemployment rate of all provinces at 29.4%.

Broad-based wealth creation through the promotion of decent work is thus a policy priority for the Government of South Africa and for the Provincial Government of the Free State Province. One of the strategic means to pursue this policy goal is the creation of decent employment opportunities through Small and Medium Enterprise (SME) Development.

The project’s aim is to promote a culture of entrepreneurship among young men and women, preparing them to enter a labour market with scarce formal employment opportunities. The goal is to support 2,000 SMEs and to create 5,000 decent jobs. This includes the introduction of entrepreneurship education in secondary schools, the improvement of the provincial business environment to enable the start-up and growth of firms, and the assurance that SMEs have access to affordable Business Development Services.

The initiative started in January 2011 with a six-month inception phase to finalize the project design in consultation with a broad



range of stakeholders. Since July 2011 the focus has been on establishing a proper knowledge base – prior to embarking on specific SME interventions – through several research studies:

- SME research study with the University of the Free State (UFS) assessed the effectiveness of past and ongoing SME development support programmes.
- Sector studies of SME development and employment creation potential completed in agribusiness, construction, tourism, waste recycling and the social economy.
- Global review of SME Observatories and analysis of demand and supply of entrepreneurship culture promotion and education services concluded.
- Gap analysis of coordination between SME initiatives and Business Development Services providers finalized.
- Stocktaking of publications on private sector development in the Free State Province since 1994 completed.

Decent Work Country Programme Mozambique: Women's entrepreneurship development and women's workers' rights – MOZ/09/01/FLA (US\$ 1,394,268)

Research shows that Mozambican women entrepreneurs and women workers invest more of their profits and wages in their families and communities than men. However, only a tiny minority of Mozambican women have access to formal employment. Well-managed women-focused projects like that funded by the Flemish Government are an effective way to combat discrimination, enhance economic growth and reduce poverty.

Overall 95% of economically active Mozambicans work in the informal economy and 59% of informal workers are female. Mozambican women suffer discrimination in the labour market and are therefore in need of targeted support. The priority target groups of the project are –

- **Women in the world of work in Mozambique, particularly women intending to or engaged in enterprise development**
- **Women with disabilities.**

The project, started in October 2009, aims to contribute to poverty reduction by providing guidance and support to women entrepreneurs, including those operating in the informal economy, by –

- promoting a mind-set that is cognizant of the role of women in the world of work, and supportive of fully unlocking their potential, both as employees and as entrepreneurs.
- creating a more conducive policy environment where the tripartite constituents can play an effective role in promoting and protecting women workers’ rights and their potential as entrepreneurs.
- strengthening the capacity of local organizations to render support services to women workers and women entrepreneurs, ranging from workplace education to business development services.
- educating women workers and women entrepreneurs about their rights, entitlements and responsibilities in the world of work.



Participants in a Get Ahead training in Maputo province



Main achievements so far include –

- 125 women are using the services of Business Development Systems and are in the process of receiving funds for starting or improving their business through credit.
- A study on barriers that women face in accessing their rights at work and gender-based inequalities in the agro-processing (cashew nut) industry was completed. As a result trade unions recognized the need to train the women's committee in negotiation skills and involve them in collective agreement discussions with employers.
- In a study tour of Zambia, the Trade Unions Women's Committee met the Minister of Labour who agreed to accelerate the process of ratification of the Maternity Protection Convention (Revised), 1952 (No. 103). The Institute of Small and Medium Enterprises plans to introduce the requirement of social security registration as a pre-condition to qualify for funding, making women involved in informal sectors beneficiaries of social security.
- Over a thousand people, of whom more than 60% were women, were reached through training programmes.
- The Organization of Mozambican Workers, the main trade union organization, organized 9 training sessions on the use of Women Workers Manuals, benefiting a total of 235 trainers, including 172 women.
- 25 organizations facilitated the delivery of the *Get Ahead* training, resulting in the training of 300 people (80% women, 5% people with disabilities) and the creation of 25 new enterprises.
- The National Institute for Employment and Training delivered a Start and Improve Your Business (SIYB) training course involving 90 people (80% women).

Ending forced labour, generating green jobs: an approach to the promotion of social inclusiveness and sustainable development in Brazil – BRA/11/51/FLA (US\$ 475,000)

In 2008 it was estimated that 25,000 to 40,000 workers were still victims of conditions analogous to slavery in Brazil. The problem is particularly serious in the northern agricultural states, where widespread poverty and the vast distances make it very difficult to detect violations. However, with the guidance of the ILO and the help of employers, the Brazilian Government is gradually turning the situation around.

The eradication of forced labour and the promotion of green jobs are identified as priorities both within the decent work national² and state-level plans, as well as in the Decent Work Country Programme through which ILO supports its constituents in Brazil.

The project, started in December 2011, builds on a highly effective model of advisory services and partnerships with government, social partners and the private sector in Brazil to combat forced labour and to promote green jobs in complementary, mutually reinforcing ways. It aims –

- to strengthen corporate social responsibility strategies to combat forced labour and generate green jobs through instruments that promote social and environmentally sustainable labour practices
- to enhance Federal and State level capacity for the prevention of forced labour and the generation of green jobs.

At the end of the project –

- Public-private partnerships and private sector agreements, with a target of five new companies signing commitments, will be established to combat forced labour within global supply chains.

² <http://www.oit.org.br/info/downloadfile.php?fileId=493>

- There will be a change in perception of businesses regarding the importance of social risk-management.
- Stakeholders in the implementation of the National Plan for the Promotion of Value-Chains of Socio-Biodiversity will have been trained in the value chain development methodology, labour market assessment, and entrepreneurship development and business development services.
- Alternative employment and income opportunities will have been created for workers at risk of and/or liberated from forced labour.

4.2. SOCIAL PROTECTION

ILO Outcome 4: Social security

Public Procurement And Social Economy – SAF/11/01/FCA (US\$ 840,000)

South Africa adopted a New Growth Path in late 2010 as the framework for economic policy and the driver of the country's jobs strategy. The New Growth Path identifies the social economy as a sector with the potential to create 260,000 jobs and specifically refers to the need to encourage state procurement from and service delivery through organizations in the social economy.

The Economic Development Department requested Flemish support that would allow the application of ILO technical expertise towards the development of appropriate policy innovations and practical measures that would stimulate public procurement from the social economy. The Public Procurement and Social Economy project was designed in response to this request and commenced in January 2012.

The project aims to clarify and influence the interpretation of procurement regulations, and create greater procurement opportunities by building the capacity of social economy enterprises to respond to those opportunities. The project works both on the demand and the supply side. Its purpose is –

- to encourage a mind-set among policy makers and policy stakeholders that appreciates the role of public procurement as a stimulus for employment creation in the social economy.
- to encourage a more conducive enabling environment for public procurement from the social economy.
- to improve the efficiency of these interactions, resulting in increased public procurement from the social economy and the growth and improved effectiveness of social economy enterprises.

Main achievements so far include –

- Inception phase confirmed target sectors and validated project indicators to collect baseline data.
- Procurement opportunities are being created in the target sectors and, at the conclusion of the project, social economy enterprises will have the capacity to respond to procurement opportunities.
- Barriers to market entry have been reduced, achieved through the development of new economy enterprise models.
- An enabling environment will be developed for public procurement from the social economy.
- The efficiency of interactions between social economy enterprises and their stakeholders will be improved, resulting in increased public procurement and effectiveness of the enterprises.

4.3. SOCIAL DIALOGUE

ILO Outcome 12: Social dialogue and industrial relations

Decent Work programme support – improving social dialogue: Mozambique – MOZ/08/02/FLA (US\$ 1,021,514)

In line with Mozambique’s emerging Decent Work Country Programme (DWCP) priority areas, the project takes an affirmative action approach to gender inequality by specifically targeting assistance to women workers.

By strengthening the role of the social partners and promoting social dialogue, the project seeks to enable employers’ and workers’ organizations to expand their outreach and services to better serve women engaged in the informal economy. The project also endeavours to create more effective linkages between the social partners and fledgling associations of the informal economy, and to ensure their connection to the existing national institutional structure.

The project, started in March 2009, aims to create a more conducive policy environment among the constituents who can play an effective role in promoting and protecting women workers’ rights as well as promoting their potential as entrepreneurs, thus making gender equality a reality in their policies and operations.

The priority target groups of the project are: The Ministry of Labour, the Trade Union Confederations “Organização dos Trabalhadores de Mozambique OTM.CS” and “Confederação Nacional dos Sindicatos Independentes e Livres de Moçambique,” and the Employers’ Association.



Participants in a training workshop on workers’ rights and gender

Main achievements so far include –

- Following the training workshop on negotiating skills to prepare the workers’ organizations for the minimum wage discussions, a negotiation strategy and negotiating teams were established.
- 317 people from workers’ organization trained on social dialogue issues (45% of them belong to the women’s committees of trade unions CONSILMO and OTM.CS).
- OTM.CS adopted a quota of at least 30% of women representation in decision-making structures and processes.
- 12 service providers in the area of social dialogue have been identified and trained.
- 52 members of COMUTRA trained in negotiation skills and advocacy.
- 37 representatives of the tripartite social dialogue body (CCT) trained in gender equality and social dialogue.
- 50 members of CTA and OTM CS trained in membership mobilization.

ILO Outcome 13: Sectoral activities

Promotion of decent work in the South African transport sector – Phase I - SAF/10/02/MUL (US\$ 637,857), co-financed by the Netherlands

The promotion of employment, identified as a priority area in the ILO Decent Work Country Programme (DWCP) for South Africa, is at the core of the DWCP support initiative to boost the industry competitiveness of a key industry player, TRANSNET, the largest and most important freight logistics provider, and major employer in South Africa.



The ILO project “Promotion of Decent Work in the South African Transport Sector” (Phase 1) is a pilot project designed to demonstrate a systematic approach to the promotion of decent work. Begun in January 2011, the project is aimed at boosting competitiveness in the transport sector through a combination of measures, determined by social dialogue, and ranging from workplace improvement measures to functional and technical/vocational skills training, and also including the facilitation of access to social protection.

The objectives of the project are –

- to promote a more dialogue-driven mediation of stakeholder interests in the Port of Durban (Durban Container Terminal), and enable Port workers to fully unlock the benefits of the HRD effort
- to create a more conducive policy and regulatory framework for “doing business” in the Port of Durban (Durban Container Terminal) and the Port of Richards Bay, with emphasis on Human Resources Development (HRD)
- to strengthen the capacity of local Business Development Service (BDS) providers (in particular the School of Port Operations) to provide Port stakeholder groups with a range of workforce-centered training and advisory services.

Main achievements so far include –

- A successful consolidated event with Management and Labour has been recorded towards the objective of ensuring more dialogue-driven mediation of stakeholder interests in the Port of Durban (Durban Container Terminal) through a string of internal capacity building support interventions for both organized labour and management.
- A study tour by management and labour representatives to the Ports of Antwerp and Rotterdam has also been completed and resulted in the identification of training initiatives to be undertaken by APEC, and improvements in operations through better yard planning.
- All employees in senior positions (from supervisor level and upwards) have attended training on “business goal alignment.” This training is intended to equip 141 employees to better understand the organization’s goals and the measurement and reporting thereof in order to improve productivity.
- Local Business Development Service providers, specifically the School of Port Operations, have the capacity to provide Port stakeholder groups with workforce centered training and advisory services.
- Fundamental principles and rights at work have been promoted by boosting the capacity of port stakeholders to increase understanding of the risks and benefits associated with the HRD effort.

4.4. STANDARDS

ILO Outcome 15: Forced labour

Reducing vulnerability to bonded labour in India through the promotion of decent work – IND/11/50/FLA (US\$ 475,000)

Aimed to address the problem of vulnerability to labour exploitation in the informal economy in India, this project seeks to strengthen the capacity of key stakeholders for social dialogue to resolve workplace problems, implement improvements, and promote better employment arrangements by ensuring the transparency of wage payments and deductions.

The project, started in December 2011, concentrates on the brick-kilns sector in pilot workplace clusters, both in source and destination areas of migrant workers. The focus is also to replicate good practices of the ILO project in Tamil Nadu, and to test innovative approaches that could be applied subsequently on a much wider scale. The project responds to a request from the Indian Ministry of Labour and Employment and will contribute to the third priority – “eliminating unacceptable forms of work” – of the Decent Work Country Programme for India.

The development objective of the project is to bring significant reductions in household vulnerability to bondage in India through an integrated approach to the promotion of decent work. By the end of the project –

- key stakeholders will be taking action to address household vulnerability to bondage
- the capacities of financial institutions in participating states will be strengthened to meet the financial needs of the target group.

The expected achievements at the end of the project are –

- District administrations will be taking appropriate measures to extend welfare schemes to the target groups, both in source and destination areas.
- Employers in destination districts are taking action to improve workplace facilities and living and working conditions in the identified sectors.
- The workers are integrated in trade unions and/or form workers’ associations and engage in social dialogue to assert their rights.
- Sustainable and affordable strategies and financial products are developed and tested by financial institutions to cater to the financial needs of the target groups.

Example of ILO achievements: Preventing debt bondage in India

As a result of ILO assistance in India nearly 4,000 brick kiln and over 1,000 rice mill migrant workers (susceptible to situations of bondage) and their families now have access to welfare benefits and health insurance by inclusion under the Building and Other Construction Workers Act.

Public authorities, six national trade unions and the two sectoral employers' associations have come together to improve the working and living conditions of migrants.

This process mobilized locally available resources to lift workers permanently out of the circle of poverty and indebtedness by facilitating access to social security schemes for informal workers as well as other subsidies for families below the poverty line. The intervention model is now being rolled out in other Indian States.



Workers’ savers meeting