REPUBLIC OF MOZAMBIQUE

MOZAMBIQUE DECENT WORK COUNTRY PROGRAMME 2011-2015

O.T.M.

CONFEDERAÇÃO NACIONAL DOS SINDICATOS INDEPENDENTES E LIVRES DE MOÇAMBIQUE

CTA

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FOREWORD

In my country, promoting social dialogue and consultation is considered one of the solutions to the problems afflicting society, especially those relating to labour and employment.

In this respect, Mozambique has made serious progress in social dialogue, and this has resulted in the adoption of a range of standards and regulations that now govern the workings of the labour market, social protection and the economy in general, as well as rules of conduct on mutual commitment to achieving the ultimate goal of eradicating poverty in the context of the PARP 2011-2014.

Globalisation of the world economy led the Mozambique Government to adopt both internal and external instruments that would assist the different sectors to make meaningful contributions to achieving a more decent livelihood for society's most vulnerable – young people, women, people with disabilities and those affected by HIV/AIDS.

The Mozambique Government thus embarked on a programme that, designed in partnership with the International Labour Organization (ILO), is based on the overriding goals of the Employment and Vocational Training Strategy 2006/2015, which covers both rural and urban areas and focuses on self-employment for young people, people with disabilities and women entrepreneurs.

The Republic of Mozambique's primary objective for employment is in accordance with the International Labour Organization's Code of Conduct and Recommendation 200, which give guidelines on addressing HIV/AIDS and on actions that preserve the dignity of carriers of this deadly disease.

With the adoption of the Decent Work Country Programme (DWCP), the Labour Inspectorate has a new mandate to find ways of combating the inhumanity that sometimes blemishes day-to-day labour relations in our vast territory. Special emphasis will be placed on eliminating child labour – children must be given decent education and training to ensure that the dream of a people longing to break free from want and absolute poverty will survive.

This institution will therefore have to redouble its ongoing capacity-building efforts in order to raise the standard of enforcement interventions, especially in terms of occupational health, safety and hygiene.

At the same time, continuous skills development of our human resources at all levels is paramount if we are to achieve better quality employment, well-being, and a more prosperous, cohesive and developed country. On behalf of the Mozambique Government, social partners, and all who contributed to the adoption of the Decent Work Country Programme, and on my own behalf, I wish to thank the staff of the International Labour Organization, particularly the Director of ILO-Lusaka, Mr Martin Clemensson who, despite his short time in the region, provided invaluable input to the preparation of this programme.

Maria Helena Taipo

Minister of Labour and CCT Chairperson

SOCIAL PARTNERS' STATEMENTS

STATEMENT OF THE OTM-CS – MOZAMBIQUE WORKERS' ORGANIZATION – TRADE UNION CONFEDERATION

The OTM-CS subscribes to the Decent Work Country Programme in the belief that it is in tune with the country's fundamental objectives in relation to the promotion of Decent Work, and reiterates that it is committed to contributing to the Programme and to working hard to ensure its implementation in Mozambique.

Alexandre C. Munguambe
OTM-CS General Secretary

STATEMENT OF CONSILMO – NATIONAL CONFEDERATION OF INDEPENDENT & FREE TRADE UNIONS OF MOZAMBIQUE

The executive secretariat of the National Confederation of Independent and Free Trade Unions of Mozambique – CONSILMO – warmly welcomes the Decent Work Country Programme, DWCP.

We are extremely satisfied that the Mozambique Government, through the Ministry of Labour (MITRAB), trade unions, ILO and other stakeholders, have developed direct labour market intervention initiatives.

The Decent Work Country Programme (DWCP) seeks a new strategy for employment creation and vocational training in the form of a mechanism that will coordinate the work of government and the social partners, promote joint management of resources, and be responsible for the design and implementation of vocational training programmes.

CONSILMO regards this programme as a major, serious contribution to the fight against poverty in Mozambique.

THE FIGHT GOES ON!

Jeramias Duzenta Timana
General Secretary

STATEMENT OF THE CTA

The Decent Work Country Programme is the result of concerted efforts by the government, workers and employers, who identify the country's essential needs from a socio-economic perspective.

In collaboration with the social partners, we have built a solid document that addresses our common interests. It is the concrete expression of a public-private sector partnership in Mozambique.

On behalf of the private sector, we reaffirm our commitment to the programme's successful implementation, in the hopes of reducing poverty and boosting the country's economic growth.

Rogério Manuel
President of CTA

Statement of the International Labour Organization (ILO)

The ILO would like to congratulate the tripartite partners and the group of wider stakeholders for drafting this first Decent Work Country Programme (DWCP) for Mozambique. The process of developing a DWCP is based on social dialogue and active consensus-seeking among the partners involved. The Mozambican partners managed to do this in an exemplary manner, through a fully nationally-led process. The DWCP development process was coordinated by the main national social dialogue body, the Labour Advisory Commission – CTT (*Comissão Consultiva do Trabalho*), under which a tripartite DWCP drafting committee – CELA – was set up to prepare the country programme and conduct consultations with a wider group of stakeholders. This process resulted in the identification of the three Mozambique DWCP priorities and their respective outcomes and outputs. The Mozambique DWCP was adopted at national level, on the recommendation of the CCT, and approved by the Council of Ministers. It thus became a national policy document of major importance for Mozambique.

The DWCP was developed in tandem with, or aligned to other key development plans, in particular the National Poverty Reduction Action Plan PARP (2011-2014), the Employment and Vocational Training Strategy (2006-2015) and the Strategic Plan for Reducing Urban Poverty (PERPU, 2011-2014). The DWCP thus provides high-level support to the national development agenda, where Decent Work holds a prominent position.

The ILO, on behalf of the UN system, supported the DWCP formulation process, and will continue to support its implementation, monitoring and evaluation through the wider UN Development Assistance Framework. This will be done by mobilising the necessary technical support within the ILO structure in the field and at its headquarters, and also by drawing on the complementary expertise of other UN agencies in Mozambique. The One UN initiative is, therefore, expected to provide more coherent, comprehensive and substantial support to the DWCP in the coming years.

It is important to point out that the Mozambican partners are formulating an integrated resource mobilisation strategy aimed at joint resource gathering, in order to support the implementation of the DWCP. The ILO commits to fully support the tripartite partners and wider stakeholders in this process to ensure that the DWCP is effectively implemented in its entirety. In this context, the DWCP, as a vehicle for implementing the objectives of the PARP 2011-2014, offers a promising outlook for increased national funding to be directed towards decent work objectives.

In the same vein, the ILO wishes to encourage the DWCP's implementing partners to continue doing their important work to achieve the targets set in this country programme, so that the goal of decent work for all really does become a reality in Mozambique.

Martin Clemensson
Director, ILO Country Office for
Zambia, Malawi and Mozambique

ACKNOWLEDGEMENTS

The Mozambique Decent Work Country Programme (DWCP) was developed in a participatory process coordinated by the Tripartite DWCP Drafting Committee, CELA, and supported by ILO. Thanks must therefore go to the members of CELA, namely, the Ministry of Labour representatives: Mr Jeronimo Mahoque, Mr Francisco Moises and Mr Antonio Muchine; the CTA representative: Ms Sheila Samuel; the workers' organizations' representatives: Mr Boaventura Mondlane (OTM-CS) and Mr Albino Mareleco (CONSILMO), and the ILO representatives: Programme Officer Ms Johanna Silvander and DWCP Focal Point Mr Paulo Romão, and independent consultant Mr Eusebio Siquela. The role of the CCT Secretary General Mr Alcino Dias, was extremely valuable in the drafting process, coordinating the work of CELA and gathering input from partners.

Appreciation must also be expressed to the leaderships of the Ministry of Labour, the social partners and the ILO Country Office in Lusaka, for their strategic support and undeviating commitment throughout the process.

Various institutions contributed considerably to the DWCP development process, including officials from MITRAB, the INEFP, the Labour Inspectorate, and ILO officials based in Maputo, Lusaka, Pretoria and Geneva. Special thanks go, therefore, to MITRAB Director of International Cooperation, Mr Eduardo Chimela, to the Inspector-General of Labour, Mr Joaquim Siuta, to Ms Nordestina Sithole and Ms Ernestina Xerindza (MITRAB), to Mr Nuno Cunha and Ms Denise Magalhães (ILO/Social Protection), to Mr Alfredo Munguambe (ILO/HIV/AIDS); to Ms Rotafina Donco, Ms Salmina Merique and Ms Gaia Segola (ILO/Employment Promotion); to Mr Ernesto Chamo (ILO/Rights at Work) and Ms Amelia Bazima (ILO/Social Dialogue) for their invaluable contributions to the document.

ACRONYMS AND ABBREVIATIONS

AMUEDO	Association of Women Domestic Workers
APOSEMO	Retirees of Mozambique
ASSOTSI	Association of Workers and Casual Labourers
CCT	Labour Advisory Commission
CEACR	Committee of Experts on the Application of Standards
CELA	Decent Work Country Programme Drafting Committee
CONSILMO	National Confederation of Independent and Free Trade Unions of Mozambique
CS	Trade Union Confederation
CTA	Confederation of Business Associations of Mozambique – Employers' Organization
DWCP	Decent Work Country Programme
LED	Local Economic Development
ECO-SIDA	Employers Against AIDS
ECOSOC -UN	United Nations Economic and Social Council
EP1	Elementary School - 1st Grade
EP2	Elementary School - 2nd Grade
IMF	International Monetary Fund
G-19	Group of 19 Bilateral and Multilateral Mozambique Development Aid Agencies
GAPI	Small Industry Support Office
GBS	Global Budget Support
GDP	Gross Domestic Product
HDI	Human development index
IFTRAB	Integrated labour force survey
IIM (MIS)	Multiple Indicators survey
ILO	International Labour Organization
INE	National Statistical Institute
INEFP	National Institute of Employment and Vocational Training
INSS	National Social Security Institute
LEDA	Local Economic Development Agency
MINAG	Ministry of Agriculture
M&E	Monitoring and evaluation
MDGF	Millennium Development Goals Fund
MDGs	Millennium Development Goals
MF	Ministry of Finance
MITRAB	Ministry of Labour
MJD (MYS)	Ministry of Youth and Sports
MMAS (MWS)	Ministry of Women's Affairs and Social Welfare
MOPH	Ministry of Public Works and Housing
MoU	Memorandum of Understanding
MPD	Ministry of Planning & Development
MRM	Ministry of Mineral Resources

MSME	Micro, small and medium enterprises
NAC	National AIDS Council
ONP-SNPM	National Organization of teachers – National Union of Teachers in Mozambique
OSH	Occupational Safety and Health
OTM-CS	Mozambique Workers' Organization - Trade Union Confederation – main workers' organization in Mozambique
PAP	Partnership assistance programme
PARP	National action plan for the reduction of poverty
PARPA	National action plan for the reduction of absolute poverty
PES	Economic and Social Plan
PNACOV	National Plan to Support Orphaned and Vulnerable Children
PQG	Government's Five-year Programme
PSSO	Protection and Occupational Safety and Health
SM&A	Monitoring and Evaluation System
SNJ	National Union of Journalists
SINPOCAF	National Ports and Railways Workers' Union
SINECOSSE	National Union of Trade, Insurance and Services Workers
SINPEOC	National Stowage and Related Workers' Union
SINTAC	National Civil Aviation and Communications Workers' Union
SINTAF	National Farming and Forestry Workers' Union
SINTELMO	National Telecommunications Workers' Union
SINTEVEC	National Union Textile, Clothing, Leather and Footwear Industry Workers
SINTIA	National Union of Sugar Industry Workers
SINTIAB	National Union of Food and Beverages Industry Workers
SINTIC	National Union Cashew Industry Workers
SINTICIM	National Union of Construction, Wood and Mines Workers of Mozambique
SINTIHOTS	National Union of Hotel Industry and Related Workers
SINTIME	National Union Metallurgy, Metal Mechanics and Energy Workers
SINTIQUIGRA	National Union of Chemical, Rubber, Paper and Graphics Industry Workers
SINTMAP	National Union Marine, Merchant and Fisheries Workers
SINTRAP	National Union of Transport and Technical Support Workers
SISTAFE	Government Financial Management System
SNAFP	National Civil Service Union
SNEB	National Bank Workers' Union
STEP	Project to Support the Extension of Social Protection
TB	Tuberculosis
UN	United Nations
UNDP	United Nations Development Programme
WB	World Bank

EXECUTIVE SUMMARY

The crises that have hit the world in recent years have further underlined the importance of decent work on the international agenda. Only through employment creation, with adequate social protection, in a framework of respect for workers' rights, and underpinned by social dialogue, can there be a way out of the crisis based on the principles of social justice.

In Mozambique, the promotion of employment opportunities, and more particularly decent work, is at the heart of the national agenda. Both the Governmental Five-Year Program 2010-2014 and the recently approved national development plan, PARP 2011-2014, focus on the central objective of reducing poverty through more inclusive economic growth.

Employment is one of the three priorities in PARP 2011-2014. Another PARP priority, Human and Social Development, includes the Extension of Social Security among its principal aims. Other reference documents for this program are the Employment and Vocational Training Strategy (EVTS), which seeks to develop an employment approach as a key element in the fight against poverty and to achieving economic growth and social development. There is also the National Strategy for Basic Social Security which, together with the Social Protection Act, make Mozambique a reference point in terms of institutional frameworks for the promotion of a social protection floor.

In this context, the overall objective of the Mozambique Decent Work Country Programme is to contribute to the national priorities of inclusive and sustainable growth and poverty reduction by promoting decent work opportunities for all. Emphasis will be placed on the most vulnerable and disadvantaged groups in the labour market: young people, women, people with disabilities and people infected and affected by HIV/AIDS. The focus on young people – the majority group within Mozambique's population – will mean investment in the driving force behind the country's development.

The elaboration of the DWCP was the result of a participatory process with a strong national leadership. The seminar on the DWCP back in December 2009 was an important event that identified priorities for the programme. A committee (*Comité de Elaboração* – CELA) was set up in June 2010 to draft the programme. It comprised Ministry of Labour officials, representatives from workers' organizations (OTM-CS and CONSILMO) and employers (CTA), and the ILO. This national tripartite committee, with support from the ILO, led the process of drafting the DWCP document and consulted with a wider group of stakeholders at a national seminar in February 2011.

As a result of the process, the DWCP emerged as a national document whose content is based on the national priorities agreed by the government, employers (CTA), workers (OTM-CS and CONSILMO) and civil society stakeholders, designed with technical assistance from the ILO and other United Nations agencies through UNDAF (United Nations Development Assistance Framework) and UN joint programmes.

The priorities of the Mozambique DWCP are as follows: (1) Poverty Reduction through Creation of Decent Work, with a special focus on women, young people, people with disabilities

and people infected and affected by HIV/AIDS; (2) Extension of Social Protection to All (3) Strengthening Fundamental Principles and Rights at Work through social dialogue mechanisms at all levels, with emphasis on women, young people, people with disabilities and people infected and affected by HIV/AIDS. Cross-cutting issues for all these priorities are gender issues, HIV/AIDS and TB, inclusion of the informal economy, de-bureaucratisation of administrative procedures, and good governance.

The document also includes an implementation and management strategy for the DWCP, in which the Labour Advisory Commission (CCT) will play a central role. It goes on to describe the monitoring and evaluation mechanisms for the implementation of the programme, and details the resources already obtained and those still needed to make implementation possible. So, the action plan and its respective budget were drawn up in addition to a monitoring and evaluation framework for the programme. Furthermore, to ensure the DWCP's implementation, a resources mobilisation strategy was developed.

1.0 SITUATION ANALYSIS OF THE DECENT WORK COUNTRY PROGRAMME (DWCP)

1.1. Socio-economic background

Located in southern Africa, Mozambique has an area of 784 090 Km^2, 2 500 km of coastline washed by the Indian Ocean, is bordered by 6 countries[1], has around 20,5 million inhabitants[2], and immense potential combined with inequalities and major challenges.

After 500 years of Portuguese colonial rule, Mozambique became independent on 25 June 1975 following ten years of armed struggle for freedom. It opted for a centralised economy, but was soon engulfed by a 16 year long civil war that devastated the country. When civil war finally ended in 1992, Mozambique was one of the poorest countries in the world, with its infrastructures destroyed, a fragile economy, unqualified human resources, and frail institutional structures.

The Constitution of 1990 introduced political and economic reforms and provided for a multi-party political system and market-based economy[3], which created a favourable environment for post-conflict reconstruction. Since then, Mozambique has been one of Africa's success countries in socio-economic reconstruction and recuperation.

The country's fourth legislative and presidential elections were held in October 2009, reaffirming its commitment to political stability, democratic governance and national reconciliation. On labour issues, Mozambique's progress in promoting and implementing tripartite social dialogue, involving government, employers (CTA) and workers (OTM-CS and CONSILMO) is exemplary.

The economy has been growing since 1994, life for many Mozambicans has improved considerably and the country has become a model for peacekeeping and good economic performance. Between 2001 and 2006, the HDI rose from 0.398 to 0.459, GDP grew at an average of 8.7% per year, combined gross school enrolment[4] rate grew around 8.9% per year, and there was an average gain of 1.02% in longevity measured by life expectancy at birth (UNDP, 2007). The net enrolment rate for girls in EP1 and EP2 has been growing steadily[5].

Family incomes, and access to and quality of public service have been improving steadily, but the effects have not been evenly distributed among the different social groups. Between 1997 and 2003, Poverty Incidence fell by approximately 15% (69.4% to 54.1%), while between 2003 and 2008 it remained at the same level. So more than half of the population still lives in marked poverty, and there are distinct inequalities between rural and urban dwellers, women and men; rich and poor (WB, 2008). According to the Third National Poverty Assessment, the percentage is 54.7% (MPD, 2010).

1 South Africa, Swaziland, Malawi, Zimbabwe, Zambia and the United Republic of Tanzania

2 52% are women according to the General Population Census 2007, INE.

3 There was privatisation and many private investment initiatives have emerged.

4 Primary, secondary and tertiary levels.

5 UNDP (2007) National Human Development.Report

On the other hand, citizens' access to basic public services has improved. In access to education, the percentage of the population (more than 5 years old) enrolled in an educational program rose from 30.8% in 2002 to 37.3% in 2008 (MPD, 2010). In primary education net enrolment rates went from 66.8% to 76.5%, while in secondary education they grew from 8.2% to 22%. Furthermore, access to clean drinking water increased from 36% in 2004 to 43% in 2008 (MICS, 2009).

The poorest households are in rural areas (56.9% as opposed to 49.6% in urban areas) where incomes, especially from agriculture, are increasingly vulnerable to climatic changes and seasonal fluctuations. According to the IFTRAB 2008, 70% of families live in rural areas and 96% of these are closely involved in agriculture.

There is a strong gender component in poverty and vulnerability, although access to public services, especially in the areas of the health and education, is tending to improve. Female-headed households are more likely to be poor, especially in rural areas. Women generally have less access to income-generating activities (WB, 2008). However, gains in the Gender-adjusted Development Index are increasing thanks to efforts aimed at reducing and minimising gender differences (22.5 % against 17.3 % between 2001 and 2006).

Meanwhile, rural income inequalities are growing and high urban inequality persists, so there has been little effect on poverty reduction[6]. Inequalities also exist at regional level. For example, between 2002 and 2008, most poverty reduction occurred in the city of Maputo (53.6% to 36.2%), and Niassa province (52.1% to 31.9%), while poverty figures rose in Zambézia (from 44.6% to 70.5%) and Sofala (from 36.1% to 58%).

The structure of the Mozambican economy is irregular: the primary sector accounts for 83% of the active population and 21.7% of GDP; the secondary sector employs 9% of the active population and has 29% of GDP, and for the tertiary sector the figures are 8.3% and 49.3%. The basis for economic growth has been private investment in physical capital and high levels of public spending, with three fundamental components.

This process contributed to market expansion and diversification and facilitated access to it. With the gradual integration of rural workers in these markets, rural incomes have risen with some sustainability. As a result, rural workers have invested in crop diversification, which in turn as led to improved food security and nutrition. Many farmers have moved into small-scale commercial farming, or have diversified into export crops such as tobacco, cotton, cashew nut and others.

Some subsistence farmers have entered into contracting arrangements with agro-processing firms, and have an assured market for their produce (WB, 2008). The impact of these developments on poverty reduction between 1997 and 2002 (in the context of post-war recovery) was considerable, whereas between 2003 and 2008 agricultural productivity growth rates were very low or zero level, which contributed to a slower pace of poverty reduction (MPD, 2010). This has led to diminishing numbers of people working in agriculture and to a growing rural exodus.

Many of the families that entered the micro and small enterprise sector and began working for wages remain poor, often because they went into the low-skill labour market as a survival strategy, but became vulnerable to the effects of different types of income shock, and have been unable to

6 World Bank, 2008

deal with difficulties in the market as they have no qualifications. Heavy investment by the private sector, mainly in urban areas, and the establishment of the Local Development Fund (known as "the 7 millions Fund") in rural zones, have contributed to new job creation.

In spite of its low level integration in global financial markets, Mozambique has still been affected by the global recession that began in 2008. Falling prices of export products (e.g. aluminium) increased the trade deficit. Emigrants' remittances also diminished due to the recession in South Africa. Bilateral Development Aid may also be reduced as a result of the fiscal incentive packages implemented by developed countries and the budgetary constraints they are facing.

As bilateral aid finances 50% of the State budget, cutbacks could have a direct impact on public spending contraction. Furthermore, a considerable part of this aid does not enter via direct budget support, especially the aid from NGOs and the UN Agencies. A reduction in this aid could also have an attenuating effect on aggregate demand.

Some of the more immediate effects of the economic crisis on Mozambique's consumers were temporarily mitigated as a result of a series of measures associated with the 2009 elections. These measures included increases in public spending, new borrowing, fuel subsidisation[7], freezing of water and electricity prices, and more rigorous restrictions on the use of foreign currency to boost the purchasing power of the Metical[8]. The negative aspects of these measures, particularly in terms of increased fiscal deficit, debt and troubled public finances, began to be felt during 2010, and this is likely to continue in the years to come.

1.2. Labour Legislation and ILO Conventions

The Labour Code is, after the Constitution, the main legal instrument that defines the general principles of, and governs individual and collective labour relations in the country. Approved in August 2007, the most recent Code entered into force on 30 October that year, after broad debate and consultation among the tripartite partners on the Labour Advisory Commission (CCT) and civil society stakeholders. It addresses new situations, including new types of employment contracts such as fixed-term contracts, more flexibility in the recruitment of foreign workers while, at the same time, safeguarding domestic labour, and more flexible working hours, without dehumanising employment. Mozambique has ratified 18 ILO Conventions, including the 8 Core Conventions and three of the four Priority Conventions[9].

Other important labour related instruments are Act No. 50/09 of 11 September, which establishes the Labour Mediation and Arbitration Commission (COMAL) and approves the respective regulations. Act No. 45/09, of 14 August, which regulates Labour Inspection, is also part of key labour legislation. With regard to HIV/AIDS, Act No. 5/2002 of 5 May, and Act No. 12/2009 of 12 March, which establish the rights and obligations of persons living with HIV/AIDS, and means for prevention, protection and treatment, are paramount for monitoring and enforcing workplace legislation implementation. On social security, Act No. 4/2007 of 7 February defines the bases for social protection and organises the respective system; Decree No. 53/2007 of 3 December approves Compulsory Social Protection Regulation, Act Nº. 49/2007 of 11 September approves the regulation of coordination between the system of Compulsory Social Protection for employees and

7 While final consumer prices of petrol have historically been higher in Mozambique than in South Africa (due to larger import duties, taxes and logistic costs), the September regulated price of petrol per litre in Mozambique was only 75% of that in South Africa.

8 Current currency of Mozambique

9 See Annex 1 for list of Conventions ratified by Mozambique

self-employed and the system that applies to Civil Servants, Bank of Mozambique employees, and other legally constituted systems. In terms of social dialogue, Act No. 7/94 of 9 March establishes the Labour Advisory Commission (CCT), the tripartite body for dialogue and consultation between the government and representative employers' and workers' organizations, and Ministerial Decree No. 148/94 of 14 December approves the internal regulation of the CCT. Given the dimension of the child labour problem, it is worth noting that the Labour Code addresses the issue in Article 23, subsection I, which deals with Employment of Young Persons.

Considering the importance of job creation for the country, the ratification of the other international labour conventions could make a significant contribution to the comprehensiveness of the country's statutory framework for employment, to consolidating employment promotion, and to increasing job opportunities, thereby reducing poverty.

1.3. Role of Government, Social Partners, ILO and other stakeholders in the DWCP

Just as in other countries, the ILO in Mozambique assists its constituents (governments, workers' organizations and employers' organizations) and other civil society stakeholders in drafting the DWCP, providing technical assistance that includes capacity-building activities and support with resources mobilisation.

In June 2010, a committee – CELA – was set up to draft the Mozambique DWCP. It comprised officials from the Ministry of Labour (MITRAB), and representatives from trade union organizations (OTM-CS and CONSILMO), employers (CTA) and the ILO. The CCT played a coordinating role, and ensured that all the key stages in the DWCP drafting process were evaluated, approved, validated and technically assessed by the CCT Technical Joint Sub-commission before being forwarded to other levels. The offices of the CCT became CELA's operational base. Other Ministries, government institutions at national and local (provincial and district) levels, UN agencies, and civil society stakeholders were involved throughout the preparation of the DWCP through individual and collective consultations.

A consultation seminar held in December of 2009 identified the roles for each one of the four principal actors in the DWCP drafting process, namely the role of the government, the employers (CTA) and trade unions (OTM-CS and CONSILMO), and the ILO.

1.3.1. Role of the Government

The government, through MITRAB, has prime responsibility for policymaking, and drawing up strategies, laws and labour regulations. It must also: (i) ratify international labour related instruments, (ii) formulate labour policies and strategies that reflect the specific interests and concerns of all stakeholders in the best possible way, (iii) legislate on and regulate labour and employment issues, and (iv) implement, enforce and assess labour legislation.

1.3.2. Role of the Employers

In an effort to respond to the demands arising from the change from a centralised economy to a market economy, the CTA – Confederation of Business Associations – was set up in 1996 to serve as a forum for coordination among employers, interaction with the government, and for proposing laws conducive to a favourable business environment. In 1999 the Commission became the current Confederation of Economic Associations of Mozambique, in an effort to meet

the challenges of implementing a market economy. The CTA today is a non-partisan organization of good standing in the country's socio-economic setting. It represents and defends the interests of employers and is a platform for dialogue between the government and private sector. The CTA works for a better business environment in Mozambique, promoting and protecting business opportunities through the reform of economic policies and legislation. CTA membership comprises associations of enterprises that produce, distribute and/or sell products or services, and their respective federations and unions. The CTA has 61 affiliated associations that represent various activity sectors[10]. These associations represent a total of around 2 500 enterprises.

The CTA's mission is "to contribute to a business environment that will be favourable to the private sector, and to a strong, participatory and socially responsible association movement that can influence economic policies, and to promote competitiveness and business standards". To this end, its work is organised in nine specific areas[11]. According to its mission, the CTA's role in the context of decent work is: (i) to develop corporate social responsibility initiatives in the communities where it operates, (ii) to guarantee effective protection and social security in the workplace, especially for the disadvantaged, (iii) to assist and support workers infected by HIV/AIDS. The employers contributed to the drafting of the DWCP on the basis of their Strategic Plan.

1.3.3. Role of the Trade Unions

There are two trade union confederations in Mozambique: OTM-CS and CONSILMO, with a membership of 152 261 and 98 000 respectively – an affiliation rate in the region of 55%. The OTM-CS brings together 15 national trade unions and one affiliated association[12], ASSOTSI, which represents workers in the informal economy – an interesting and rare example in the region. CONSILMO brings together three national trade unions, which split from the OTM-CS in 1992, and one association[13]. The relationship between the two confederations is amicable and they agree on all matters of common interest, especially on matters taken before the CCT.

There is also a broader forum of Trade Union Conciliation, whose membership includes the two confederations (OTM-CS and CONSILMO), and the SNJ, ONP-SNPM and APOSEMO. Its purpose is to: (i) promote conciliation and cooperation among trade unions and between unions and other societal stakeholders, (ii) promote good working relations and coordination among union leaders, (iii) promote a good image of trade unions and disseminate their work, and (iv) conduct research and organize the set up of a database on trade union related matters.

The OTM-CS and CONSILMO, as well as the CTA, have been the government's leading partners in the social dialogue on labour matters. In the Decent Work context, their main role was to: (i) ensure that workers have access to decent work, (ii) ensure that employers respect the rights and duties of their workers, and (iii) ensure workers are loyal and professional in their workplaces.

10 Transport, commerce, industry, civil aviation, hotel management and tourism, banking, private security, agriculture, pharmacies, maritime navigation, publicity, public works, consultancy, exchanges, aesthetics, etc.

11 Agro-business; Civil Construction; Industry, Commerce and Services; Financial Policies; Fiscal Policies, Customs and C.I; Labour Policy and Social Action; Public Service policies; Transport and Tourism.

12 SIMPOCAF, SINTEVEC, SINTIME, SINTAF, SINTIAB, SINTMAP, SITAC. SINECOSSE, SINTIQUIGRA, SINTIC, SINTIA, SNEB, SINPEOC, SNAFP, SINTELMO e ASSOTSI

13 SINTICIM, SINTRAP, SINTIHOTS e AMUEDO

1.3.4. Role of the ILO

The ILO's role is to promote partnership and capacity-building among its constituents in the DWCP drafting and implementation processes. All the ILO's programmes, projects, actions and activities are therefore supports to Decent Work. At the DWCP drafting and implementation stages, it is the ILO's role to provide technical assistance, namely by: (i) assisting the government and employers' and workers' organizations to promote initiatives that will create and improve employment opportunities, (ii) assisting in the drafting and implementation of labour policies and legislation, and in the promotion of social protection, (iii) helping to foment the social dialogue process. This technical assistance can be in form of sending in specialists, or training and capacity-building for the tripartite partners on the various labour issues, or support in resource mobilisation.

1.4 ILO's Global Decent Work Agenda: Deficits, Priorities, Gaps and Relevant Programs in Mozambique

1.4.1 Pillars of the ILO's Global Decent Work Agenda

The ILO's Global Decent Work Agenda is based on four pillars: 1) fundamental principles and rights at work; 2) employment promotion; 3) social protection and 4) social dialogue. These pillars also constitute strategic objectives of the ILO as a specialised agency of the United Nations on employment and labour. In 2008, the International Labour Conference adopted an important declaration: the ILO Declaration on Social Justice for a Fair Globalization. The Declaration emphasises the inter-relatedness and mutually supportive character of the four strategic objectives of the Global Decent Work Agenda, and that failure to promote any one of them would hinder progress towards the others.

The ILO's Global Decent Work Agenda quickly won strong support from the international community. At the UN World Summit in 2005, 150 world leaders agreed to make full and productive employment and Decent Work a central objective of their domestic and international policies. In 2006, Ministers at the UN Economic and Social Council (ECOSOC) reaffirmed that: "opportunities for men and women to obtain productive work in conditions of freedom, equity, security and dignity are essential to ensuring the eradication of hunger and poverty, the improvement of the economic and social well-being for all, the achievement of sustained economic growth and sustainable development of all nations, and a fully inclusive and equitable globalization".

The decent work deficit is defined as "the absence of sufficient employment opportunities, inadequate social protection, the denial of rights at work and shortcomings in social dialogue". Decent work deficits in Mozambique are evident in all four pillars of the Decent Work Agenda. Some deficits call for the attention of all the tripartite constituents and the ILO, and are described in the following paragraphs.

1.4.2. Decent work deficits in Mozambique in the context of the ILO's Global Decent Work Agenda

Pillar 1: Fundamental Principles and Rights at Work

A major constraint to observance of fundamental principles and rights at work is insufficient or absence of knowledge on the part of employers and workers of their statutory entitlements and

obligations, in addition to the poor institutional intervention capacity of the governmental bodies responsible for monitoring and enforcing labour legislation. In this respect, the extent of enforcement of the existing regulations, including ILO Conventions and Recommendations, has not been total and varies considerably from sector to sector.

As a general rule, compliance is greater in the formal economy, whilst in semi-formal and informal economies it is lower. For example, employment in urban areas is largely informal and many employees either have no employment contract at all or have one that only regulates wages and working hours without any mention of annual leave, maternity benefits, employment insurance, etc. About 18% of workers have temporary jobs, and this type of employment is said to be chosen by employers as a way of evading obligations associated with an employment contract. The incidence of stable and permanent employment tends to be higher among workers with higher educational qualifications. The proportion of these workers who are covered by collective agreements is less than 20%.

Mozambique has not yet ratified three important Conventions: the Convention on the Promotion of Occupational Safety and Health, 2006 (C187), the Convention on Social Security (Minimum Standards), 1952 (C102) and the Convention on Private Employment Agencies, 1997 (C181). With regard to Convention 187, a government report[14] reveals that it has not yet been able to formulate national OSH policy, perhaps due to the fact that the Convention has not yet been ratified. In the report the Government expresses interest in receiving technical assistance from the ILO on the matter. It also requests technical support in assessing its current efforts in relation to the Convention on Private Employment Agencies, 1997 (C181), and states that Mozambique is achieving progress in the application of the principles enshrined in the Convention on Human Resources Development, 1975 (C142). Considering the importance of employment creation, the ratification of these three and other international labour standards might contribute considerably to the comprehensiveness of the labour legislation framework, to consolidating employment promotion, to increasing employment opportunities, and thus to reducing poverty in the country.

Mozambique has ratified both ILO Conventions on the Elimination of Child Labour – Convention 138 on the Minimum Age for Admission to Employment, and Convention 182 on the Worst Forms of Child Labour. The minimum age for admission to employment is set by the Labour Code at 15 years. Education is compulsory for children between the ages of 7 and 13 years. However, the education system is operating over-capacity and there is a shortage of schools.

In rural areas children often work alongside their parents or alone, doing seasonal work on commercial plantations. They are not usually paid for their work, but their employers buy them books and school materials. Sometimes, the parents themselves send their children to work in an effort to increase the family's income. In urban areas children usually work on family holdings or in the urban informal economy doing such work as looking after cars, collecting rubbish, or street vending. Both girls and boys are engaged in this type of work, but domestic work is done mostly by girls. There is no regulation in the informal economy and working conditions are often poor. Children are also employed as domestic workers. A study by a UNICEF research unit found that most of the children included in the study were engaged in selling, domestic and agricultural work.

The percentage of orphans and vulnerable children is higher in urban areas (20%) than in rural areas (16%). There are differences between the provinces. Gaza has the highest percentage of

14 Submitted in 2008 for the CEACR General Survey on Occupational Safety and Health (OSH) (2009).

these children (31%), followed by the city of Maputo and Sofala (20%). Tete and Niassa have the lowest rates, with 12% and 9% respectively (IIM/INE 2008).

To protect young victims of child labour, the Mozambique government passed the Children Act in 2008 in an effort to establish a legal framework for the protection of children, in the light of the UN Convention on Children's Rights and with UNICEF assistance. To enforce compliance with the Act, 200 specialised centres were set up, under the Ministry of Interior, for women and child victims of violence, abuse and exploitation. Additionally, the Ministry of Justice's capacity was reinforced to improve the response of the juvenile justice system to children in conflict with law. This has led to the creation of six Children's Court sections since 2007. The National Plan of Action for Orphans and Vulnerable Children, currently being implemented, aims to establish six basic services for orphans and vulnerable children: education, health care, material/financial support (including access to certificates of poverty), nutritional support, psycho-social support and legal support (including access to birth certificates). More efforts are required to ensure the government is better able to protect children from the harmful effects of child labour[15].

Raising employers' and workers' legal awareness generally, and particularly of their statutory entitlements and obligations, and developing institutional capacity could help to improve present conditions[16]. In the context of the labour code, and taking national priorities into account, especially the dimension of the informal economy, there are three key identifiable priorities for the DWCP regulatory framework: (1) effective implementation of ratified Conventions; (2) ratification of ILO conventions specifically relevant to Mozambique's employment, social security, occupational safety and health and labour inspection contexts, and (3) the application of ratified conventions to the informal economy[17].

In view of the importance of agriculture in Mozambique, in the context of strengthening labour inspection generally, the government could reinforce labour inspection in the agriculture sector and ratify the only core convention to which Mozambique is not yet a signatory: the Labour Inspection Convention (Agriculture), 1969 (C129).

To achieve genuine decent work in Mozambique, enforcement in the vast informal economy is vital, as is extending and expanding coverage of the social security system to workers in the informal economy and ratifying the Social Security Convention (Minimum Standards), 1952 (C102).

Pillar 2: Employment Promotion

Employment opportunities on the Mozambique labour market are insufficient, especially for young people, women and people with disabilities. The labour force in the country is estimated at around 11 million people, of which 62.1% are self-employed, 24.6% are unpaid family workers, and only 10.9% are employed (4.1% public servants and 6.8% working in the private sector).[18] It is estimated that around 300 000 young people enter the labour market annually and, because there are not enough jobs, they merely add to the already high numbers of unemployed.

The urban workforce has been growing at 3% per year but it has skills gaps and encounters many obstacles on the road to employment[19]. According to the 'broad' or 'relaxed' criteria, unemployment

15 Mozambique UNICEF – child protection

16 Standard of Working Conditions in Mozambique – Country Profile.

17 Recommendation contained in the Comments of the Conference Committee on the Application of Standards (ILO)

18 IIM/INE 2008

19 Employment and Vocational Training Strategy – INEFP2006

stands at 7.5%. According to the official figure, however, the figure is 18.7%.[20] The former is likely to be underestimated, especially in rural areas where, unemployment is said to be only 3%, but which the official local figure is 12.9%.[21]

The business census of 2002[22] found that 99% of all enterprises were MSMEs. This is an indication that SMEs could be the source of employment for many Mozambicans, thereby contributing to fast economic growth and reduction of poverty. However, a significant part of the labour force is unable to work in the formal economy, and seeks income-generating activity in the informal economy. In the long term, the most effective way of promoting employment would seem to be to simplify regulations and the fiscal system, eliminate the discrimination in the law and constraining regulations, and to reduce the administrative burden and charges Mozambican businesses. These aspects are included in the objectives of the Employment and Vocational Training Strategy approved by the Government in 2006.

Another efficient way to promote self-employment and agricultural development would be to improve the land ownership system. Research should be conducted into the reasons for the informal economy's relative success in creating means of subsistence and often becoming a source of employment, albeit precarious, and thus having a positive impact on employment in rural areas.

Ways should be found to promote knowledge transfer between foreign investors specialised in cash crops and local communities. It could be a trigger for joint ventures between agricultural corporations and local communities. Corporate social responsibility initiatives could become an integral part of this type of partnership. To be effective, employment creation programs should target specific sectors that have sustainable growth potential for the near future – sectors including agriculture, tourism, commerce, industry, public works, mining, fisheries.

The financial market, large service contracts and public procurement are hardly ever accessible to SMEs, although these would offer their businesses a degree of sustainability, profitability and security. The absence of tax incentives and access to large service contracts and public procurement for this group prevents them from growing and developing employment opportunities. SMEs deserve special attention, and because they are labour-intensive, have relatively sustainable operating costs and good productivity potential, they are very likely to be in a position to generate more employment.

20 The standard definition of unemployed persons includes individuals without work, currently available for work and seeking work in a recent past period; international standards allow for the 'seeking work' criterion to be dropped, in which case the definition can be referred to as the 'broad' or 'relaxed' definition. The INE figure of 18.7% is based on a criterion where workers with 'non-sustainable employment' are classified as unemployed.

21 IIM/INE 2008

22 90 % of firms in the formal sector are small scale, 9 % are middle scale, according to the business census of 2002.

The improvement of national labour market information gained fresh impetus from the integrated Technical and Vocational Education and Training (TVET) reform program (PIREP – *Programa Integrado da Reforma da Educação Profissional*). Establishing a Labour Market Information and Analysis system, which will identify education and training priority needs, is underway. Although PIREP started in 2006, the workings of the information and analysis system, its precise objectives, scope, organization, activities and resources, are still being discussed. Developing an effective information system is a real necessity for Mozambique as it would facilitate labour market analysis and decent work policy development.

Pillar 3: Social Protection

Even though coverage is still insufficient, all citizens are entitled to social protection under the Constitution. Furthermore, the legal framework for social protection was consolidated by the passing of Law 4/2007[23]. Statutory social protection and security falls into three categories: compulsory (funded by workers' and employers' contributions), basic (non-contributory, funded out of the State budget) and complementary (an add-on for those who are covered by mandatory social security).

Although the social security coverage has, by virtue of Law 4/2007, been extended to include self-employed workers, in practical terms, compulsory social security is still restricted to formal economy workers. Employers have a statutory duty to see that their employees are registered with the INSS, an institution with tripartite management structures run by the Ministry of Labour. Once registered, the employer deducts the statutory contributions from the worker's wage and forwards them to the INSS. The INSS is currently extending coverage to further categories of employed and self-employed workers.

The most important challenge is to expand social security coverage particularly to reach those in the informal economy (including agricultural workers). This calls for considerable efforts, especially at political and administrative levels, if "social security for all" is to become a reality in Mozambique. Social security for civil servants and the military is the responsibility of the Ministry of Finance, and these too are contributory systems.

23 Social Protection Law 4/2007.

The basic social security (non-contributory) system is run by the MMAS. The government and its partners have shown increasing interest in its potential for reducing poverty, and the number of beneficiaries has been steadily rising in recent years. In fact, the Council of Ministers recently approved a National Strategy for Basic Social Security which provides for extended coverage to benefit the growing number of vulnerable people. Considerable technical and financial resources have been invested to this end, and efforts made to create a package that guarantees a social protection floor[24]. Coverage extension is seen in terms of improved benefits (vertical coverage) and personal coverage (horizontal coverage).

Regarding **occupational safety and health (OSH) in Mozambique**, workers are exposed to various types of physical hazards, including dangerous work environments, noise, unhygienic conditions and high temperatures. About 32% of workers believe their health is adversely affected by their working conditions. Fatigue, hearing problems and back pain are the commonest reported negative effects on health. In 2008, 18% of workers missed at least one day's work due to ill-health.[25]

Figures for occupational accidents are still high, especially in the informal economy where observance of safety standards and regulations is lower. Few employers comply with their statutory obligation to insure their workers against occupational accidents. Enforcing compliance with OSH standards is still a challenge that will only be overcome by improving government monitoring and supervision.

HIV & AIDS and the world of work are closely associated and therefore fall under the social protection heading. The reasons they are linked are, firstly, that one of the vectors for spreading the disease is associated with labour mobility and, secondly, the fact that HIV & AIDS have made a strong impact on the labour market because large numbers of employers have lost their employees to AIDS. According to National Strategic Plan III (PENIII) data on responses to HIV & AIDS, the seroprevalence rate for Mozambique is 11.3%. The number of people benefiting from antiretroviral treatment has increased substantially from less than 7,000 in 2004 to more than 170,000 in 2009.

The Demographic Impact of AIDS 2008 estimated that in 2009 around 1.6 million people were living with HIV (55.5% were women and 9.2% children under 15 years), 149,000 of whom were pregnant women. Estimates suggest that approximately 440 Mozambicans are infected by HIV every single day. In 2009, an estimated 96,000 deaths were caused by AIDS, representing 22% of all deaths in the country (33,000 were men, 42,000 were women over the age of 15 and 21,000 were children).

24 The UN Protection Floor Initiative promotes universal access to essential social transfers and services for children, low-income workers, and the elderly. Implementation of these measures depends on the possibilities and options taken by each country.

25 Social Protection Bases (Law 04/2007)

To address the pandemic, workers' and employers' organizations together with the government have been involved in prevention actions and initiatives to mitigate the effects of HIV & AIDS in the workplace. HIV, AIDS and TB policies and programmes have been developed, along with other initiatives, such as ECOSIDA, launched with the support of the CTA. The informal and cooperative sectors have also organized activities and programmes addressing HIV/AIDS. It is important that the strategy designed to accelerate the prevention of HIV, approved through the CNS, is in the public domain and that implementation is speeded up in order to achieve the desired results.

Since 2006, the ILO and SIDA (Swedish International Development Cooperation Agency) have been implementing two extensive projects that are supporting the government's response to workplace HIV/AIDS. They are the Transport Sector Project, and the Project Mobilising Cooperatives, SMEs and Community-based Organizations in Response to HIV/AIDS.

Pillar 4: Social Dialogue

Efforts in the area of social dialogue should focus on reinforcing the instruments that promote the fundamental principles and rights at work, through social dialogue mechanisms at all levels (national, provincial and district). The idea is to spread the centralised experience to the local level, and promote capacity-building in social dialogue among local players.

Mozambique is signatory to various ILO Conventions on Social Dialogue: the Convention on the Freedom of Association and Right to Organize, 1948 (C87), the Convention on the Right to Organize and Collective Bargaining, 1949 (C98), and the Convention on Tripartite Consultations (International Labour Standards), 1976 (C144). The main social dialogue institution in Mozambique is the CCT – Labour Advisory Commission – which was set up in 1994. It is the official body where the tripartite partners – government, workers' organizations (OTM-CS and CONSILMO) and employers' organization (CTA) – each represented by six members and presided by the MITRAB, engage in social dialogue.

The CCT's chief mandate is to promote discussion and consultation on issues related to the country's governance, labour market and social and economic policies as they relate to employment. In the framework of the current decentralisation policy, the CCT develops actions designed to promote social dialogue in the provinces. This enables provincial social partners and authorities to decide on matters relating to their respective socio-economic development. Despite the strong social dialogue culture in the country, the effectiveness of the CCT has been limited by the tripartite partners' negotiating abilities, the social partners' lack of research capacity, and ineffective mechanisms for coordination and linkage between national and provincial social dialogue processes.

After the adoption of the market economy, collective bargaining was introduced as a means of regulating working terms and conditions, improving industrial democracy, and promoting harmonious working environments and management of labour relations. The practice of collective bargaining has been spreading, and collective bargaining agreements are in place in several sectors, especially tourism, construction, commerce, agriculture, hotel services, and catering. In spite of its spread, collective bargaining has been hindered by the lack of mutual gains, which are a result of poor negotiating skills and the workers' organizations' focus on wages. This has meant that other important issues, such as improved productivity, gender equality, OSH, etc., have been left out of the negotiations.

Dispute resolution processes and systems are being overhauled, alternative non-judicial dispute resolution methods, i.e. mediation and arbitration, are being strengthened, and dispute resolution institutions are being introduced. The Labour Law passed in 2007 provides for the appointment of mediators and arbitrators, the creation of a Mediation and Arbitration Commission and an Industrial Relations Tribunal. These currently have a considerable backlog of labour dispute cases dating back several years. It is paramount, therefore, that the capability of these institutions in terms of technical mediation and arbitration skills, and formulation of arbitration results is improved, and that legal training for employers' and workers' representatives is consolidated so that they can work effectively to defend the interests of their members in labour conflicts, as well as training in labour dispute management systems. The Industrial Relations Tribunal and Mediation and Labour Arbitration Commissions are also in need of support.

Reforms were introduced in the Civil Service to improve public expenditure management and provision of public services. A law was passed to regularise Civil Service organization and administration. It was also designed to improve labour relations, guarantee freedom of association and the right to organize, and guarantee entitlement to collective bargaining and social dialogue in public services. There is therefore a need to provide Civil Service workers' organizations with assistance to improve their organizational and negotiating abilities so they can better represent the interests of their members.

1.5. Policies and Programmes of the Government and Cooperating Partners

i. Government Five-Year Plan, 2010-2014

The government's principal policies and programmes are contained in its Five-year Plan 2010-2014, the key objectives of which are to combat poverty and promote the culture of work. To achieve these objectives the government, in collaboration with its cooperating partners, proposes to support development and promote socio-economic growth, by active intervention in rural development, basic social services and infrastructures, employment creation, and by fomenting a favourable environment for private investment and developing the national business fabric. In the pursuit of the Plan's objectives, emphasis is placed on good governance, a culture of accountability, decentralisation, combating corruption, and reinforcing sovereignty and international cooperation.

To implement the Plan, each year the government formulates an Economic and Social Plan (PES) and the respective budget, which require parliamentary approval. The Programme Planning and Budgeting Methodology, provided for in Art. 18 of the SISTAFE Law, was used for the first time for the PES 2010. The Methodology is to be applied again for the next four PES and their respective budgets until 2014.

ii. Plan for the Reduction of Absolute Poverty (2006-2009) and Plan for Poverty Reduction (2011-2014)

PARPA II was prepared by the Government with the active participation of the Cooperating Partners, including the UN, World Bank, IMF and civil society stakeholders, and in 2010 it was revised and updated. The aim of PARPA II was to operationalise the Five-Year Plan objectives and establish a national medium-term strategy to promote growth and reduce poverty through three pillars: 1) Governance; 2) Human Capital; and 3) Economic Development.

The Plan for the Reduction of Poverty (PARP), 2011-2014, was launched in May 2010. Employment

is one of the three priorities of the PARP, which puts emphasis on business creation as a vehicle for promoting employment, and on vocational training to boost employability. The main objective of another priority in the PARP, Human and Social Development, is the extension of social security. The DWCP will, therefore, make a substantial contribution to achievement of PARP priorities.

iii. Partnership Assistance Programme (PAP)

Mozambique is one of the African countries that benefits from international development aid. Around 50 percent of the annual government budget is financed by external aid. Government actions and initiatives in implementing the PES/PQG in Mozambique have been benefiting from the Partnership Assistance Programme (PAP), in which a group of 19 multilateral, bilateral and other donors (the G-19) grant Global Budget Support to the State Budget. In this respect, government and its partners signed a Memorandum of Understanding in 2004 that would govern the relationship between the parties in the planning, implementation and monitoring of the development programs. This is one of the most extensive joint programmes in Africa, both in terms of volume and the number of donors involved. The programme is structured in 24 thematic groups, in which the government, donors, UN and civil society take part twice yearly in monitoring the implementation of PARPA II.

iv. United Nations Assistance Framework, UNDAF (2007-2011 and 2012-2015)

The United Nations Development Assistance Framework (UNDAF) was first established for 2007-2009, but was later extended to 2011 so that it would align with national planning processes. The original UNDAF had three pillars: 1) Good Governance; 2) Human Capital; and 3) HIV & AIDS. An additional pillar – 4) Economic Development – was later added and incorporated the work of several non-resident UN Agencies, such as the ILO.

The second phase of UNDAF (2012-2015) is still being drafted. As Mozambique is one of the UN reform pilot countries, a new phase of 'Delivering as One' is to be introduced, and whereby the different UN agencies will work together in the One Programme. UNDAF pillars will support national development priorities and focus on 1) economic disparities; 2) social disparities; and 3) good governance. In the economic disparities pillar, one outcome area focuses on promoting higher earnings with special emphasis on decent work. In the social disparities pillar, the ILO has a high profile in social protection and workplace HIV/AIDS. In the area of good governance, the ILO works with other UN agencies to promote rights at work and social dialogue.

v. The Employment and Vocational Training Strategy (2006-2015)

The Employment and Vocational Training Strategy (EVTS) refers specifically to the creation of decent employment. Its vision is to develop an approach to employment that makes it a key element in combating absolute poverty and vital to economic growth and social development. It identifies the government, social partners and civil society as the implementers of this vision. A mid-term evaluation of the EVTS was conducted in 2010 with ILO support.

vi. Strategic Programme for the Reduction of Urban Poverty (2011-2014)

The Strategic Programme for the Reduction of Urban Poverty (PERPU) concentrates on employment and social protection, and is implemented through municipalities. The aim of PERPU is to promote

employment generation in four areas: self-employment; MSMEs; intensive labour in industry and services, and the business environment. The ILO's support specifically focuses on vocational training that boosts self-employment. With regard to social protection, PERPU addresses Direct Social Action; Social Action on Health, and Social Action on Education. The state budget for 2011 includes, for the first time, a budget for funding PERPU in some municipalities.

1.6. ILO programmes and projects in Mozambique – impact, comparative advantage and lessons learned from previous cooperation

Mozambique joined the ILO in 1976, and in 2008 became a member of the ILO Governing Body for a 2-year term. Today, Mozambique is one of the UN reform pilot countries for the UN Delivering as One programme. As of April 2010, 8 projects were being implemented involving social partners and the ILO, and a further 7 programmes in the context of joint assistance from the ILO and other UN agencies[26]. All these projects and programmes were designed on the basis of the country's main planning instruments, namely PARPA II, the Governmental Five-Year Plan, EVTS, Strategy to Combat HIV/AIDS, and UNDAF. Most completed projects and those still ongoing were in the provinces of Nampula (North), Sofala (Centre) and Maputo City, Maputo Provinces and Inhambane (South), because of the scarcity of resources – a reality often contested by some partners because their view is that the programmes should have national coverage. The support programme for preventing and combating HIV/AIDS and joint programmes have extended their assistance to provinces such as Manica and Tete.

Employment promotion projects galvanised a new dynamism for entrepreneurship, particularly among three social groups: young people, women and people with disabilities. They were given training and, in some cases, training kits, enabling them to start or develop their businesses, and/or were linked up to markets or financial institutions. They helped stimulate and strengthen a culture of entrepreneurship and boosted the emergence of MSMEs which generated a considerable number of new jobs.

In this respect, the most relevant projects are: Support to Women's Entrepreneurship, component 1 of which is funded by the Flemish Government; Women's Entrepreneurship Development and Gender Equality Programme (WEDGE), funded by Norway; Promoting Creative Industries (funded by the MDG-F), and UN Joint Programmes for Promoting Youth Employment, and Decentralisation and Local Economic Development. In cooperation among UN Agencies in the field of employment, the ILO's expertise in promoting employment is increasingly in demand. This is clear from the inclusion of an additional pillar on economic development in UNDAF 2007-2011, in which the ILO has a significant role on account of its technical experience, and from the inclusion of an outcome on decent work creation in the new UNDAF 2012-2015.

Another important initiative in social protection is the STEP project, funded by Portugal. STEP has contributed to capacity-building of social security related organizations (INSS, MMAS, INAS) in terms of coverage extension policymaking and operations. It has also worked with these institutions to promote social protection on the national development agenda. With regard to lessons learned, taking part in national forums such as the PARPA Social Action Group and providing technical advice on request from national institutions were highly valuable. Institutional capacity-building and promoting dialogue mechanisms on different levels are key elements of the project's support.

26 See Annex 2 for list of ILO projects and programmes in Mozambique.

The ILO is in a strategic position, nationally and in terms of collaboration among the UN agencies, with various partners relying on its technical experience in the area of social security.

To this backdrop, the ILO leads the social protection group in the UNDAF 2012-2015, and there is a growing demand from the Bretton Woods institutions and other development banks, especially the African Development Bank. National partners also request technical assistance in social protection, and, at the same time, are becoming increasingly self-reliant on social protection issues thanks to ILO support. The UN joint programme on Safety Nets supports the implementation of social protection activities.

The support program for HIV/AIDS prevention measures, supported by the Swedish International Development Agency – SIDA, ran from 2006 to 2010 and assisted in scaling up the social partners' technical capacity for responding to workplace HIV/AIDS. Components of the programme are: the transport sector, where 200 businesses run HIV/AIDS programmes for their workers and customers; the informal economy, farming cooperatives and private sector: with support from ECOSIDA, approximately 600 companies are implementing HIV/AIDS policies and 3000 cooperatives and rural workers' associations run HIV/AIDS programmes for their members, which cover prevention as well as impact mitigation through income-generation and homecare. With regard to enforcement of HIV/AIDS legislation, 150 labour inspectors have been trained and are monitoring implementation and enforcement of the law. Cooperation on HIV/AIDS mitigation and management in the workplace is important, both in terms of the impact achieved and sustainability through capacity-building of national partners so these can assist companies to develop and implement workplace HIV/AIDS policies and programmes, and income-generation initiatives for vulnerable groups infected and affected by HIV/AIDS. The UN joint programme on HIV/AIDS supports the implementation of HIV/AIDS activities in the workplace.

Cooperation on reducing poverty and child labour gave rise to "Combating the Worst Forms of Child Labour in Lusophone Countries in Africa, 2006-2010" – a project financed by the Brazilian government targeting Mozambican and Angolan civil servants and organizations. The Women Workers' Rights component of the project, funded by the Flemish Government, aims to strengthen workplace rights, whilst another component – Promoting Social Dialogue – is intended to consolidate social dialogue mechanisms. In the realm of cooperation among UN Agencies, the ILO is the recognised specialist in workplace human rights. Key UN joint programmes in this area are Women's Empowerment and Gender Equality and Capacity-building of Civil Society Organizations.

The six joint programmes and the MDG-F funded programme, which the ILO implements together with other UN Agencies, serve to complement other projects being run from 2008 to 2011.

Reference must be made of the Local Economic Development project, funded by Dutch Cooperation, which supported the creation and consolidation of Local Economic Development Agencies (LEDAs) in Maputo, Manica and Sofala, while at the same time supporting the set up of further LEDAs in Zambezia and Nampula. In this way, the ILO, in partnership with UNOPS and the UNDP, built a platform that allowed for the experience of creating LEDAs to be replicated in other provinces through the Ministry of Planning and Development.

LEDAs play a prominent role at local level as drivers of the local economy, by providing support to the promotion of territorial marketing strategies, linkages to value chains, training in services and

business development, savings and micro-credit, etc. With regard to LEDAs' sustainability, the ILO assisted in the setting up a capacity for integrating LED related issues into the curricula of the Institute of Local Administration. Being part of this public institution's curricula, LED related issues are now taught to civil servants.

The experience gained in the process of implementing these projects illustrated the importance of joint work in projects and programmes, involving tripartite partners (government, employers' and workers' organizations) and civil society stakeholders. All the projects that worked according to this principle experienced steadier and more engaging implementation processes, and easily achieved the main project objectives.

Efforts for closer dialogue and coordination between the ILO and partners have resulted in a better acceptance of projects and programmes and assurance of their sustainability and continuity even beyond their completion. The strategy adopted in the trainer training in some projects, such as youth employment, STEP and others, created local capacity to continue the training and other initiatives after the end of the project. Examples of this positive experience are LEDAs, GAPI – by promoting and training construction and tourism entrepreneurs in "Start and Improve your own business" and in training women entrepreneurs. The technical assistance in developing policies and strategies, a component of institutional capacity-building, is also evidence of the positive impact that productive cooperation between the ILO and its tripartite partners has had.

2.0 PRIORITIES FOR THE MOZAMBIQUE DECENT WORK COUNTRY PROGRAMME

Consultations between the tripartite partners and civil society at large (government, CTA, OTM-CS, CONSILMO and other civil society organizations) were conducted with ILO support from December 2009 to February 2011, in order to identify priorities for the Mozambique DWCP. A national tripartite DWCP drafting team was set up under the auspices of the Labour Advisory Commission in 2010. The Commission produced a draft DWCP that was put forward for broad national consultations and scrutiny by the ILO's quality assurance mechanism. The DWCP was approved by the leadership of the tripartite partners, and adopted as national policy by the Council of Ministers in October 2011.

General objective of the Mozambique DWCP:

The overall objective of the Mozambique DWCP is to contribute to the national priorities of inclusive and sustainable growth and poverty reduction by providing opportunities for decent work for all. Special emphasis will be placed on the most vulnerable groups in the labour market: young people, women, people with disabilities and people infected and affected by HIV/AIDS.

The focus on a particular age-group – young people – will ensure investment in the population's majority group, which is also the driving force behind the country's development. It is hoped that the emphasis on creating decent employment for young people will contribute to more stable relations within society, given the experiences in other parts of the world. Highlighting women, people with disabilities and people infected and affected by HIV/AIDS is also expected to inject the labour market with greater equality of opportunity for less advantaged groups.

The DWCP will specifically support the achievement of PARP 2011-2014 priorities on Employment and Human and Social Development.

The DWCP is a national policy document designed on the basis of the national priorities of the government, employers' and workers' organizations, and a wider group of civil society stakeholders, with technical assistance from the ILO and other UN Agencies through UNDAF and One Programme.

Priorities of the Mozambique DWCP:

Priority 1: Poverty Reduction through Creation of Decent Work with special focus on Women, Young People, People with Disabilities, and People infected and affected by HIV/AIDS

Priority 2: Extension of Social Protection to All

Priority 3: Strengthening Fundamental Principles and Rights at Work through Social Dialogue mechanisms at all levels, with emphasis on Women, Young People, People with Disabilities and People infected and affected by HIV/AIDS

Cross-cutting issues incorporated throughout the Decent Work priorities are gender equality, HIV/AIDS and TB, integration of the informal economy, de-bureaucratisation of procedures, and good governance. The specific methods for incorporating the cross-cuttings issues is discussed separately, case by case, under strategies for achieving each outcome.

Outcomes, outputs and indicators of the DWCP

PRIORITY 1: Poverty Reduction through Creation of Decent Work with special focus on Women, Young People, People with Disabilities and People infected and affected by HIV/AIDS

This priority will contribute largely to MDG 1 on Eradication of Absolute Poverty, and MDG 3 on promoting Gender Equality. Furthermore, it contributes to the Decent Work Agenda for Africa (2007-2015), particularly the objectives: *Investing in Enterprises and Decent Work Opportunities*, *Decent Work for Africa's Youth*, *Closing the Skills Gap*, *Improving Information for Better Policies*, as well as the objectives of *Escaping the Informal Economy Trap* and *Mainstreaming Decent Work into National, Regional and International Development Strategies*. In terms of the ILO's Strategic Policy Framework (2010-2015), the Priority contributes to the achievement of the following outcomes: *Coordinated and coherent policies with a view to generating inclusive growth with jobs; Skills Development with a view to a better employability of workers; and Sustainable Enterprises creating productive and decent work.*

In the national context, it is based on the government's priorities of Economic Development and Promoting a Culture of Work, contained in the Governmental Five-Year Plan 2010-2014, and on the Priority on Employment Promotion through MSME development, and on vocational training in the Poverty Reduction Action Plan (PARP) 2011-2014. This priority also contributes to the Employment and Vocational Training Strategy (2006-2015), which underwent mid-term evaluation in 2010 with support from the ILO, and to the Strategic Programme for Urban Poverty Reduction (2011-2014). The objectives of this priority are based on the Economic Disparities component of the UNDAF 2012-2015, in order to achieve better outcomes in accordance with Strategic Outcome Number 2: *Vulnerable groups with access to new opportunities to increase their income and quality of life, with special emphasis on Decent Employment*.

Outcome 1.1: **Policies, strategies and legislative environment established/improved for creation of decent employment, business development and growth, and improved investment conditions**

Outcome indicators (1):

- Number of policies, strategies and legislation revised or introduced to create an environment conducive to employment

Strategies for achieving the outcome:

In the framework of the DWCP, the work started by PIREP on the Labour Market Information System (LMIS) will continue. This work is based on strategic objective 2 of the EVTS, which addresses the need for a LMIS. Consultations regarding the set up of the LMIS were conducted among various partners and involved all the key partners. When the Employment Market Observatory was launched, 30 technicians from key provincial and central institutions were trained to use the

system. A 2-year action plan will be drawn up for the implementation of the Observatory, which will be coordinated by the Labour Advisory Commission and operated by a technical and executive team. The Observatory will have various responsibilities, such as identifying employment and labour market information needs; compiling and processing existing information; gathering primary information when necessary and systematising the information. The LMIS will feed into the Observatory's database which, in turn, will make information available for use by different institutions/organizations and individuals.

The LMIS will also include Decent Work indicators for Mozambique. The establishment of the LMIS and Observatory will enable the monitoring of the employment objectives in PARP; employment indicators; the MDGs, and selected Decent Work indicators. Furthermore, they will assist PIREP in the analysis of its own indicators. The LMIS will also be able to support identification of skills gaps on the labour market and therefore help to improve the demand-based vocational training system.

In order to help create a favourable environment for promoting decent work, relevant legislation will be reviewed and developed in line with the Governmental Five-Year Plan. The ILO's Equality Conventions that have not yet been ratified by Mozambique will be put forward for ratification (C183 on maternity protection and C156 on workers with family responsibilities). For the same reason, the aim is to continue the fiscal reform process in order to lessen the tax burden and enlarge the tax base. In line with the Employment Generation objective in PERPU, the business environment should be improved by facilitating mechanisms for business start-up and by the adoption of a regulatory and policy framework that is conducive to employment and private enterprise development. Also in line the EVTS, the DWCP proceed to standardise and simplify the administrative procedures for business start-up and for developing MSMEs and, whenever necessary, will revise and strengthen relevant policies for promoting MSMEs, and establish a network of institutions to support entrepreneurship.

In the context of promoting entrepreneurship, especially women's entrepreneurship, efforts will concentrate on creating a favourable environment for developing enterprises and promoting gender equality. The capacity of institutions involved in women's entrepreneurship and gender equality will be reinforced. In line with EVTS, awareness-raising programmes in the form of training actions will be carried out. In this respect, ILO institutional capacity-building packages on Gender and Employment and employment programmes for women will be developed for the informal economy, both rural and urban, among other initiatives.

The DWCP will also contribute to achieving the EVTS objective of promoting Employment for People with Disabilities by strengthening existing institutions that support the establishment or development of occupational rehabilitation actions. This will be done by means of capacity-building programmes and putting in place mechanisms which provide incentives to institutions for employing people with disabilities. Youth employment will be promoted through development of specific programmes, such as internships, in line with relevant national policies, supporting employment promotion and self-employment for young people.

The labour intensive approach to creating quality employment was used extensively over the past two decades, and it contributed significantly to poverty reduction, especially in rural areas. Labour intensive approaches in infrastructure projects, among others, will be promoted, mainly through awareness-raising and advocacy activities with the national partners, in line with the EVTS

(especially objectives 3.2-3.6) and PERPU (especially objective i.3 on labour-intensive industries and services). The EIE will also be implemented by promoting social activities of community MSMEs linked to construction, public works and sanitation in urban areas. In this context, identifying, sharing and documenting experiences and best practice in local development is a key strategy.

Outputs and output indicators:

Output	Output indicator
1.1.1: Labour Observatory and Labour Market Information System operational	A functional Labour Market Information System in place
1.1.2: Key legislative and policy documents reviewed/developed, in order to create a better business environment and promote decent work	Principal policy and legislative instruments revised/ developed
1.1.3: Use of labour intensive methods promoted in investment and public works programmes, including employment impact evaluation tools	National EIE programme developed

Outcome 1.2: **Improved conditions for enterprise creation and growth with a view to generating Decent Work, particularly in Micro, Small and Medium Enterprises**

Outcome indicators (2):

- Number of new MSMEs created
- Number of jobs created

Strategies for achieving the outcome:

Conditions for enterprise development and growth should be improved in the framework of the DWCP, with emphasis on the target groups: young people, women, people with disabilities and people infected and affected by HIV/AIDS. The strategy will concentrate on support to domestic policies, particularly on the MSMEs development strategy, in order to create conditions in which MSMEs are able to grow and transition from informality to formality. To this end, various incentives will be available, such as facilitated access to business development services, to financial services and to markets using business linkages. In the framework of women's entrepreneurship, the aim is to develop instruments and services to support women entrepreneurs and women entrepreneurs with disabilities which will help them to boost their productivity. The institutional capacity of the organizations involved in developing women's entrepreneurship and promoting gender equality will be strengthened.

With regards business development services, information on organizations and their services should be systematised so that more tailored interventions can be introduced and there can be better monitoring and evaluation. The capacity of public and private business development organizations will be strengthened, particularly in the use of instruments and development of new

innovative products that companies want. In line with PERPU, training packages, such as those of the ILO on community capacity-building, qualifying training, and programmes such as 'Start and Improve your Business' and 'Start your Business', will be used to enhance technical and management skills. Support will be extended to the informal economy, in line with the EVTS.

According to PERPU, the aims of employment promotion policies should include the improvement of access to credit and other financial services such as insurance activities, and the promotion of financial intermediation and financial services for those who are normally excluded from the formal banking system. The DWCP will support these areas in the context of this outcome. The work will be based on the systematisation and consolidation that has already been done by the CTA on existing financial services. Identification of appropriate institutions to support MSMEs will be facilitated by this consolidated information, and interventions will aim at disseminating information and facilitating links with the funds set up by the Mozambique Government and partners to benefit entrepreneurship and employment.

In terms of market access, the DWCP will facilitate links between MSMEs and large enterprises, benefiting from international best practice.

Outputs and output indicators:

Output	Output indicator
1.2.1: Access to quality Business Development Services (BDS) improved, particularly for vulnerable groups	• Number of people with access to BDS, disaggregated by vulnerable groups • Percentage of beneficiaries satisfied with services delivered, disaggregated by vulnerable groups and gender
1.2.2 Access to financial services and finance improved, particularly for vulnerable groups	Percentage of beneficiaries covered by financial services, disaggregated by vulnerable groups and gender
1.2.3: Access to markets improved through business linkages, particularly for vulnerable groups	• Number of fairs and events organized • Number of businesses with new markets • Number of people engaged in micro-enterprise activity

Outcome 1.3: Improved access to and quality of vocational training for increased employability of target groups

Outcome indicator (1):

- Percentage (%) of individuals in the target groups who find work or self-employment after training

Strategies for achieving the outcome:

In the area of vocational training, the DWCP will particularly support the following strategic objectives of the Employment and Vocational Training Strategy (EVTS): 1) to improve the coordination of the training system; 2) to increase the appropriateness of vocational training, and 3) to raise the standard of vocational training. Training needs assessments conducted with the target groups will

help to fine-tune the actions provided for by the DWCP. An important component of the DWCP for raising vocational training standards is capacity-building for the INEFP and other public and private vocational training organizations.

To further extend services, the DWCP will promote the set up of community skills development centres in rural areas and look for better ways of taking advantage of mobile training units and local partners' support in order to improve vocational training standards.

There will be revision of the INEFP's curricula, as well as capacity-building for trainers in the identified key areas to be included in the new curricula. In line with the EVTS, links between vocational training and labour market will be strengthened, and there will be regular consultations with the employers' and workers' organizations. The DWCP will also establish a qualifications and certification system for technical/vocational skills. In accordance with PERPU, the possibilities of assessing and certifying skills acquired through traditional apprenticeships and other non-formal means will be looked into, as this would boost employability, taking into account the needs of the different target groups.

Outputs and output indicators:

Output	Output indicator
1.3.1: Improved access of target groups to quality skills development training, particularly in rural areas and in the informal economy	Percentage of beneficiaries who receive training, disaggregated by vulnerable groups and gender
1.3.2 Capacity of public and private vocational training organizations improved to address labour market needs	New curricula developed for vocational training institutes
1.3.3 A system of qualification and certification of technical and vocational skills developed	A national system of qualifications and vocational training developed

Priority 2: Extension of Social Protection to All

This priority works towards MDG 1 on the Eradication of Absolute Poverty, MDG 3 on promotion of Gender Equality and MDG 6 on combating Malaria, HIV/AIDS and other diseases. It also contributes to MDG 4 on Reducing Child Mortality and MDG 5 on Improving Maternal Health. Furthermore, it contributes to the Decent Work Agenda for Africa (2007-2015), particularly the objectives of *Investing in a Basic Social Protection Package for Poverty Reduction*; *Social Inclusion through Job Creation for Conflict Prevention and Reconstruction; Implementing Labour Standards at the Workplace,* and *Tackling the HIV/AIDS Crisis through Workplace Action*. In terms of ILO's Strategic Framework (2010-2015), Priority II contributes to achieving outcomes on *More persons with access to efficient and equitable social security*, *More secure working conditions,* and *Workplaces which respond effectively to the challenges of HIV/AIDS*.

In the national context, this priority reflects the Governmental Five-Year Plan priorities on Poverty Reduction and Promoting a Culture of Work, including the extension of Social Protection. Social Protection is a central theme in: PARP (2011-2014), under the priority on Human and Social Development; the Employment and Vocational Training Strategy (2006-2015); the Strategic Programme for the Reduction of Urban Poverty (2011-2014), and in the National Strategy for Basic Social Security. This DWCP priority will therefore contribute to achieving the objectives set in all

these national development programmes. In relation to UNDAF, this priority's objectives contribute particularly to the Social Disparities outcome area in UNDAF 2012-2015.

Outcome 2.1: Improved capacity of Social Security Institutions for extending their coverage and providing better benefits for all

Outcome indicators (2):

- Number of people covered by INSS including players in the informal economy, disaggregated by type of benefit
- Number of people covered by INAS, disaggregated by type of benefit

Strategies for achieving the outcome:

The partners, with the support of the ILO and other UN agencies, will conduct studies into the different options for the gradual development of a Social Protection Floor. These studies will help towards the costing and priority-setting of a Social Protection Floor. Social security institutions' management mechanisms will be revised and support given to the development and implementation of strategic plans and/or operational plans for social security institutions. Training in social protection will be provided for employees of social security institutions. The ILO will support the INSS with an updated long-term financing assessment of the envisaged extension of social security coverage. ILO will support its constituents in the dialogue process, including discussions with the IMF on fiscal space and on mainstreaming social protection into national development plans such as PARP.

The actions planned support the objectives outlined in the National Strategy for Basic Social Security, as well as the PERPU's social protection aims, namely 1) extending the coverage and impact of basic social protection interventions to the most vulnerable; 2) increasing the effectiveness of the basic social protection system, and 3) ensuring standardisation and coordination of the different programmes and basic social protection services. The actions are also in line with the EVTS objective of extending social protection to players in the informal economy.

Outputs and output indicators:

Output	Output indicator
2.1.1 Social Partners' involvement in decision-making on Social Protection increased	• Number of processes or decisions in which tripartite partners participate • Planning, coordination and evaluation mechanism strengthened
2.1.2 Social security institutions' capable of creating instruments necessary for extending social security, particularly to include workers in the informal economy and their families	• Number of instruments (regulations, strategies) defined by social security institutions • Number of social security officials and social protection institutions trained
2.1.3 Capacity of social security institutions strengthened to improve their efficiency and effectiveness in the implementation of the Social Protection Floor	• Number of management mechanisms revised or developed • Number of officials trained

Outcome 2.2: Improved Occupational Health, Safety and Hygiene (OHSH)

Outcome indicators (3):

- National policy on Occupational Health and Safety adopted
- National programme on Occupational Health and Safety adopted
- Number of workplace accidents and professional illnesses (reduced)

Strategies for achieving the outcome:

Creating a healthy and safe working environment helps prevent the downward spiral of exclusion (from workplace accident to disability, early retirement, exclusion from the labour market or death), human suffering, and the economic costs to employers and governments. Improving OHSH measures is paramount to maintaining employability and creating sustainable and productive employment.

The DWCP strategy focuses on supporting constituents to develop and implement a systematic approach to consolidating the OHSH infrastructure, as well as OHSH policy and programmes that will impact at workplace level, in accordance with ILO Convention C187. In collaboration with other strategic OHSH actors, a national tripartite committee will be set up to spearhead the process of drafting the profile, policy and national programme for OHSH. The committee will also monitor implementation of OHSH programme and policy.

Strategic partnerships with employers' and workers' organizations, other national institutions and other UN agencies present in Mozambique are vital to ensure the work is comprehensive and integrated.

The objective of underpinning OHSH falls within the cross-cutting areas in Employment and Vocational Training of the EVTS. The DWCP offers its support to this objective in terms of developing a national policy on OSH, capacity-building of key institutions, and strengthening OHSH information systems.

Outputs and output indicators:

Output	Output indicator
2.2.1 National OHSH policy formulated	National OHSH policy elaborated
2.2.2 National OHSH programme developed by the tripartite constituents	Programme elaborated
2.2.3 Labour Inspectorate (MITRAB) trained to raise awareness of OHSH legislation, and to monitor and enforce implementation	Number of labour inspectors trained to monitor the National OHSH Programme
2.2.4 Suitable system developed to produce OHSH information, and dissemination among social partners for awareness-raising purposes	A system for producing and disseminating OHSH information developed

Outcome 2.3: **Strengthened partners' institutional capacity for delivering services to respond to workplace HIV & AIDS, TB and malaria, incorporating gender aspects, and including development of HIV & AIDS and TB policies and programmes**

Outcome indicators (3):

- Number of organizations (companies, workers' organizations, public institutions, and others) with HIV/AIDS, TB and malaria response services
- Number of organizations integrating gender issues in their development plans
- Number of organizations integrating HIV/AIDS, TB and malaria in their development plans

Strategies for achieving the outcome:

The ILO Code of Practice and Recommendation 200 are tools that guide the constituents' and partners' participation in the response to HIV/AIDS. Capacity-building for workplace actors so they can mainstream HIV/AIDS and gender issues in national development plans, and strategic and sectoral plans, taking into account these guidelines, which are of crucial importance to achievement of a strategic and inclusive response.

Meanwhile, it is essential to continue to assist the government, employers' and workers' organizations and other stakeholders in the capacity-building for the development and implementation of HIV/AIDS workplace policies and programmes which address TB and gender issues. Providing vulnerable groups with tools to help mitigate the negative impacts of HIV/AIDS, including social exclusion, will also be necessary.

With support from the ILO and SIDA, national partners have developed diverse activities in the transport, informal and cooperative sectors, as well as among MSMEs through ECOSIDA. The Labour Inspectorate has been supported so it can better monitor and enforce implementation of legislation on workplace HIV/AIDS. To address gaps in Law 5/2002, the ILO will provide parliament with technical support in the revision of legislation, through its Parliamentary Office. This process will include consultations with actors in the world of work, trade unions, associations of people

living with HIV/AIDS, and other civil society organizations. Regional seminars will be organized to discuss legislation related issues.

The inclusion of HIV/AIDS Preventive Measures in Employment Promotion is a cross-cutting strategic objective of the EVTS. The DWCP provides support to the EVTS in the form of technical capacity-building for the Ministry of Labour and social partners, and by strengthening cooperation among partners, providing support for the development of HIV/AIDS workplace policies and programs, and assistance in promoting economic empowerment of people infected and affected by HIV/AIDS.

Outputs and output indicators:

Output	Output indicator
2.3.1: Capacity of partners strengthened to develop and implement effective and comprehensive policies and programmes on HIV/AIDS, TB and gender equality in the workplace	• Number of organizations with policies and programmes on HIV/AIDS, TB, malaria and gender • Number of partners trained to use the M&E system developed for the workplace
2.3.2 Labour Inspectorate's capacity improved to raise awareness on HIV & AIDS legislation, and to monitor and enforce its implementation	• Number of inspectors trained • Number of partners and actors in the world of work capacitated • Mechanism for dissemination of HIV/AIDS legislation and ILO's instruments (R.200 and Code of Conduct) developed • Law 5/2002 revised
2.3.3 Community-based organizations and associations capacitated to economically empower vulnerable groups (including young people and women) in life skills to help mitigate the impact of HIV/AIDS	• Number of women and men trained in business development • Number of women and men engaged in income-generating activities • Number of workers reached by interventions aimed at risk reduction in the informal economy

Priority 3: Strengthening Fundamental Principles and Rights at Work through Social Dialogue mechanisms at all levels, with emphasis on Women, Young People, People with Disabilities and People infected and affected by HIV/AIDS

This priority contributes particularly to MDG 3 on Gender Equality, but is also to be found in other MDGs. In this context, the Global Plan of Action is particularly important in meeting the eight poverty targets. With regard to target 1, the document highlights the role of employers' and workers' organizations in combating child labour. In relation to the Decent Work Agenda for Africa (2007-2015), the priority contributes to the objectives of *Implementing Labour Standards at the Workplace*, *Effective Implementation of Fundamental Principles and Rights at Work*, *Getting Africa's Children into School and out of Work*, *Eliminating Discrimination in Employment* and *Tripartism as a Key Governance Mechanism for Inclusive Poverty-Reducing Growth*. Priority III contributes to meeting the strategic objectives of the ILO's Strategic Framework (2010-2015), namely, application of rights at work, capacity-building of employers' and workers' Organizations, and strengthening tripartism to contribute to effective social dialogue and good labour relations.

In the national context, the priority is based on the Governmental Five-Year Plan priority on

Promoting a Culture of Work and the PARP (2011-2014) Employment priority. This priority's objectives particularly contribute to the Governance outcome area of UNDAF (2012-2015).

Outcome 3.1: Improved implementation of Fundamental Principles and Rights at Work

Outcome indicators (2):

- Number of collective agreements
- Number of labour disputes

Strategies for achieving the outcome:

International Labour Standards constitute an equitable and key basis for the protection of workplace human rights. The DWCP strategy focuses on the shortcomings in this respect which have been identified in Mozambique. The DWCP will concentrate on research to establish the baseline situation and build on this to develop activities. Studies will be conducted to analyse disparities relating to gender equality, including remuneration, and other obstacles to gender equality. Other topics will include freedom of association and collective bargaining, and child labour and forced labour.

The DWCP will also concentrate on capacity-building of key institutions in the field of workplace rights. A capacity-building programme for the justice system – labour tribunals and appeals tribunals – will address International Labour Standards (ILS), based on the methodology developed by the International Training Centre, Turin. The programme will also target members of Alternative Dispute Resolution Institutions (arbitration, mediation and conciliation). Several training workshops will be organized and documentation distributed. The training programme will aim at being sustainable as it is based on a methodology designed to equip participants with tools that will enable them to autonomously research into ILS in the course of their future work. Lastly, training and teaching organizations will also benefit from above programme, particularly those dealing with training for the justice system. Moreover, labour law lecturers will be targeted to that they may include a component on ILS in their teaching curriculum.

Awareness-raising programmes for partners and the general public is a key strategy in promoting workplace rights. In this context, advocacy for ratification of international labour conventions and effective implementation of the conventions already ratified will be conducted, particularly in the area of ILO Equality Conventions. A broad awareness-raising programme intended for the tripartite constituents will be implemented through a variety of means. A series of wide-reaching educational campaigns will be organized, using TV and radio programmes and the press to inform the public at large of their rights and obligations under international and national labour legislation. Training materials will be developed/adapted to address the needs of different constituents and enterprises, and will be extensively distributed. Training of trainers will be conducted in an effort to make the process is self-sustainable.

Outputs and output indicators:

Output	Output indicator
3.1.1 Constituents' capacity strengthened to develop and implement policies, legislation and strategies to ensure access to Fundamental Rights at Work	• Number of people trained in employment rights • Number of policies, regulations and strategies developed in collaboration with the tripartite partners
3.1.2 The capacity of enforcement authorities (labour tribunals, Arbitration & Mediation Commissions and labour dispute mediators) strengthened in the application of Fundamental Principles and Rights at Work	• Number of higher education institutions whose curricula includes labour law • Number of people trained in employment rights (number of training sessions)
3.1.3: An awareness-raising programme on Fundamental Principles and Rights at Work for government officials, employers and workers, developed and implemented	• Organizations' knowledge of legislation improved • Individuals' knowledge of legislation improved

Outcome 3.2: Political and institutional frameworks improved for reduction of child labour, particularly in its worst forms

Outcome indicator (1):

- Incidence of Child Labour

Strategies for achieving the outcome:

The process of formulating the National Action Plan (NAP) will also serve as a means of capacity-building and awareness-raising on child labour issues. The methodology used in the drafting process and subsequent implementation of the programme will also facilitate and improve acceptance and participation at national, sub-national (provincial and community), sectoral and institutional levels, including among employers' and workers' organizations, and will secure commitment to and the sustainability of implementation outcomes. Thus, a participative and inclusive process involving ILO constituents and other stakeholders should be achieved.

The drafting and implementation of the NAP will take place within the DWCP framework and will be closely linked to other national programmes for attaining the MDGs. Although NAP interventions will be determined by the constituents and partners at the formulation stage, the measures needed to address child labour are clearly linked to several other outputs of this DWCP, for instance youth employment, skills training, labour inspection, occupational safety and health, workplace rights, social dialogue, social security, work on HIV/AIDS, and gender as a cross-cutting issue. NAP formulation and implementation will capitalize on these links. Also, given that multi-sectoral approaches are needed to address child labour, the work will draw on collaboration and contributions from other UN agencies, within the framework of Delivering as One.

The design of the NAP will be based on analyses of the incidence and nature of the worst forms of child labour in Mozambique, its underlying causes and consequences at individual, family, community, sectoral and national levels. The approach used will ensure there is capacity-building through learning-by-doing. The results will also be used to design and implement awareness-raising activities for the wider public. To facilitate the practical work, child labour focal points will be

set up in the appropriate ministries and in employers' and workers' organizations.

The DWCP supports the EVTS objective of eliminating the worst forms of child labour, especially through its planned research into child labour in the country and capacity-building of partners on the issue.

Outputs and output indicators:

Output	Output indicator
3.2.1 National Action Plan for the Reduction of Child Labour drawn up	National Action Plan drawn up
3.2.2: Capacity of government and employers' and workers' organizations in the fight against child labour strengthened	Number of people in government and employers' and workers' organizations with knowledge of child labour issues
3.2.3: A public awareness-raising programme on child labour developed	Series of public debates on the issues surrounding child labour

Outcome 3.3: Social Dialogue Institutions strengthened

Outcome indicators (3):

- Number of Collective Agreements per sector
- Number of labour disputes
- Number of labour disputes resolved within appropriate time limits

Strategies for achieving the outcome:

The strategy that will be used includes training of CCT members, at national and provincial levels, in negotiation and social dialogue skills so that the parties learn how to assemble a common vision and work towards reaching a consensus point, which goes beyond their own constituency-based interests; the rules and procedures of the CCT will be reviewed to establish an interface between national and provincial structures, and lastly, the CCT's rules and procedures will be reviewed to improve its national standing and give it the mandate of an institution at the centre of socio-economic policy making.

In relation to collective bargaining, firstly, much progress has been made, to the extent that it now takes place in several sectors. However, a major concern is that the parties lack essential bargaining skills, and this is an obstacle to achieving mutual gains and benefits. Secondly, bargaining is still restricted to wages, while other important issues, such as productivity improvement, gender equality, etc., are not being given the attention they deserve. The strategy should prioritise negotiating skills development training for the employers' and workers' negotiators, with emphasis on mutual gains bargaining. Training will also be provided in productivity boosting, in order to resuscitate the economy sectors affected by the recent global economic crisis. Guidelines on collective bargaining will be developed in order to standardise bargaining procedures. Labour legislation will be revised to strengthen sectoral bargaining and to provide for the establishment of sectoral bargaining councils. Similar institutional capacity should be extended to the public service.

In order to strengthen the alternatives in dispute resolution, the strategy to be used includes training

for conciliators and arbitrators to develop their reconciliation and arbitration skills. Furthermore, a conciliation and arbitration code will be drafted to provide guidelines and procedures for conciliation and arbitration, in order to standardise the system. The Code will also provide ethical standards to which conciliators and arbitrators will have to adhere, to maintain transparency in the discharge of their functions. A case management system will be developed in order to be able to track the rate of labour dispute resolution and ensure speedy dispute finalisation. Lastly, training in representational skills will be given to employers' and workers' representatives, so they are better equipped to represent their members in dispute resolution proceedings.

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Strengthening Tripartite Social Dialogue is a cross-cutting strategic objective of the EVTS. The DWCP contributes to the EVTS particularly in the area of capacity-building of social dialogue institutions and strengthening national capacities for research, as well as promoting social dialogue in MSMEs.

Outputs and output indicators:

Output	Output indicator
3.3.1: Capacity of employers' and workers' organizations to defend their members' interests strengthened	• Number of sectors covered by collective agreements increased • Number and type of issues regulated by collective agreements
3.3.2 Social Dialogue Institutions strengthened and capacitated in prevention, mediation and resolution of labour conflicts and disputes	• Number of officials trained in prevention, mediation and resolution of labour conflicts and disputes, disaggregated by vulnerable groups
3.3.3 Capacity of the Labour Advisory Commission and provincial social dialogue forums strengthened to support national and local socio-economic policy-making	• National Strategy on Social Dialogue developed Research unit set up within the CCT

3. IMPLEMENTATION AND MANAGEMENT OF THE MOZAMBIQUE DWCP

Implementation and management of the Mozambique DWCP will be coordinated by the government in close collaboration with the social partners. Given its undisputed expertise in employment and decent work issues, the ILO will support the DWCP implementation monitoring and evaluation processes by providing technical assistance through the ILO Country Office for Zambia, Malawi and Mozambique based in Lusaka, its Decent Work Support Team of Specialists in Pretoria and Maputo, the ILO Regional Office in Addis Ababa, and various technical units at ILO headquarters in Geneva, as well as other ILO offices, especially those in Lusophone countries.

In order to mobilize resources for the DWCP, the national tripartite partners and other key implementing partners and ILO will jointly develop a resource mobilisation strategy and, subsequently, project proposals for submission to the key cooperating partners for consideration. In this manner, the DWCP implementing partners will promote a coherent and participatory approach to mobilising resources for the DWCP.

To ensure that management of the DWCP is participatory, the CCT will take on the role of Coordination and Advisory Committee for the DWCP. The CCT's main function in this context is to give guidance on policies and strategies for DWCP implementation, monitor progress, and evaluate outcomes. Furthermore, the CCT is responsible for initiating and engaging in resource mobilisation efforts for an effective implementation of the DWCP.

4. MONITORING AND EVALUATION OF THE MOZAMBIQUE DWCP

A Monitoring and Evaluation System for the Mozambique DWCP is an integral part of the DWCP document. It contains specific indicators, as outlined in the main document, accompanied by their baselines, targets and milestones. Information relating to the indicators will be based on reports from the partners, official statistics and on studies undertaken for that purpose. The DWCP Coordination and Advisory Committee (CCT) will be responsible for producing biannual progress reports and for conducting an annual internal progress assessment. In line with good monitoring and evaluation practice, a mid-term and a final evaluation of the DWCP will be conducted under the supervision of the DWCP Coordination Committee.

5. BUDGET OF THE MOZAMBIQUE DWCP

The total estimated budget for the DWCP is 18,200,000 USD, of which 1,902,600 USD have already been secured. The remaining 16,297,400 USD still have to be raised.

Following is a more detailed analysis of the resources:

Resources required for Priority I

According to the Mozambique DWCP implementation plan, the amount of financial resources needed to implement activities under Priority I of the DWCP is 6,040,000 USD. Some resources have already been secured for the implementation of these activities, leaving the resource gap at 5,570,900 USD for Priority I.

Resources secured and available to support delivery of outputs under Priority I:

Funding has been partially secured for some result and output areas under priority I, namely funds allocated to (i) component 1 (Women's Entrepreneurship Development), and component 2 (Women Workers' Rights), project funded by the Flemish Government; (ii) the Women's Entrepreneurship and Gender Equality Programme – Southern Africa (WEDGE.SA), funded by Norway; Culture, Creative Industries and Inclusive Policies, project funded by the MDG-F, and the UN Joint Programme on Capacity-Building of Civil Society Organizations.

Further funding required for delivering the outputs under Priority I:

At the time of finalising the DWCP for Mozambique, no funding was available for the activities under output number 1.1.1: Development of a Labour Market Information System. At the same time, outputs 1.1.2; 1.1.3; 1.2.1; 1.2.2; 1.2.3; 1.3.1; 1.3.2 and 1.3.3 had resources that partially covered the activities outlined in the DWCP implementation plan. Consequently, comprehensive resource mobilization is required for achieving the outputs under priority I.

Resources required under Priority II

According to the Mozambique DWCP implementation plan, the total amount of financial resources required for the implementation of activities under Priority II of the DWCP is 5,695,000 USD. Some resources have already been secured for implementation of these activities, leaving a resource gap of 5,078,000 USD for Priority II.

Resources secured and available to support delivery of outputs under Priority II:

Funds have been secured to partially support the delivery of outputs under Priority II through the Extension of Social Protection Project (STEP Phase II, funded by Portugal) as well as the UN Joint Programme on Safety Nets. Additionally, funds are available to partially cover activities under the HIV/AIDS outcome area through the HIV/AIDS in the Transport Corridors, SMEs, informal economy and cooperatives project (funded by SIDA) as well as the UN Joint Programme on HIV/AIDS and the UN Joint Programme on Local Economic Development.

Further funding required for delivering the outputs under Priority I:

At the time of completing the DWCP, no funding was available for the outputs and activities under the Occupational Safety and Health outcome (outputs 2.2.1, 2.2.2, 2.2.3 and 2.2.4). At the same time, outputs 2.1.1; 2.1.2 and 2.1.3 had some resources available that partially covered the ongoing activities under the Social Security projects managed by the ILO and included in the DWCP implementation plan. Outputs 2.3.1; 2.3.2; and 2.3.3 also had some funds available through the HIV/AIDS projects managed by the ILO. Consequently, further resource mobilisation is required.

Resources required under Priority III:

In line with the Mozambique DWCP implementation plan, the total amount of financial resources required for the implementation of activities under Priority III of the DWCP is 6,465,000 USD. Some resources have already been secured for implementation of these activities, leaving the resource gap at 5,598,500 USD for Priority III.

Resources secured and available to support delivery of outputs under Priority III:

Funding for the outputs and activities under Priority III has been partially secured through the DWCP Support Project (components II on Women Workers' Rights and III on Social Dialogue). The project is funded by the Flemish Government.

Further funding required for delivering the outputs under Priority III:

In the context of Priority 3, outputs 3.2.1; 3.2.2 and 3.2.3 did not have any funding available at the time of finalising the Mozambique DWCP. Meanwhile, outputs 3.1.1; 3.1.2, 3.1.3, 3.3.1, 3.3.2, and 3.3.3 had some funding available for activities through component III of the Flemish-funded project.

ANNEX 1 – LIST OF ILO CONVENTIONS RATIFIED BY THE GOVERNMENT OF MOZAMBIQUE

C1	Hours of Work
C11	Rights of Association and of Combination of agricultural workers
C14	Weekly Rest (Industry)
C17	Workmen's Compensation (Accidents)
C18	Workmen's Compensation (Occupational Diseases)
C29	Forced Labour
C30	Hours of Work (Commerce and Offices)
C81	Labour Inspection Convention
C87	Freedom of Association and Protection of the Right to Organise
C88	Employment Service Convention
C98	Right to Organise and to Collective Bargaining
C100	Equal Remuneration Convention
C105	Abolition of Forced Labour
C111	Discrimination (Employment and Occupation) Convention
C122	Employment Policy Convention
C129	Labour Inspection (Agriculture) Convention
C138	Minimum Age Convention
C144	Tripartite Consultation (International Labour Standards)
C182	Worst Forms of Child Labour

ANNEX 2 – EXAMPLES OF ILO PROJECTS AND PROGRAMS IN MOZAMBIQUE

A) ILO Projects

A.1) Completed

- Working out of Poverty (WOOP) Project - 2007 - 2010
- Youth Employment - 06/2008 – 06/2010
- Promoting Labour Intensive Investment 04/2009 – 05/2010
- Mobilization of Cooperatives, community-based organization, SMEs in the fight against HIV/AIDS in the Workplace, focusing on the informal economy – 2006 - 2009
- Improving Job Quality in Africa through concerted efforts by Governments, Employers and Workers 2008 - 2009

A.2) Ongoing

- Women's Empowerment and Entrepreneurship 2009 - 2011
- HIV and AIDS Prevention and Mitigation in the transport sector - 2010 – 2012
- Support Project for the Extension of the Social Protection – STEP 2009 - 2012
- DWCP Support Project (3 Components) - 2009 - 2012
  Component 1 – Development of Women's Entrepreneurship
  Component 2 – Women Workers' Rights
  Component 3 – Support for Social Dialogue

B) Joint programs of the ILO/Other UN Agencies (2009 – 2011)

- UN Joint Program on the Promotion of the Women Empowerment and Gender Equality
- UN Joint Program on the Promotion of Youth Employment
- UN Joint Program on the Promotion of Culture and Creative Industries
- UN Joint Program Strengthening the HIV/AIDS responses in Mozambique
- UN Joint Program on Extending Social Protection to the Most Vulnerable
- UN Joint Program for Decentralisation and Local Development
- UN Joint Program on Building the Capacity of Civil Society Organizations

ANNEX 3 – REFERENCES

Situational Analysis of the DWCP in December of 2009 – Santiago Goicichea
Global Agenda of Decent Work - ILO
Country Profile for Formulation of the DWCP in Mozambique
General population census of 1997 – INE
Communiqué for World Water Day - MOPH
Employment Strategy and Vocational Training in Mozambique 2006-2015 – INEFP/MITRAB
Formulating the National Local Economic Development Platform in Mozambique - Carlien van Empel, Walter Urbina and Eloisa de Villalobos
Script for Communications in the context of Decent Work - ILO
Script for the formulation of the DWCP - ILO
Labour Code 2007
The ILO's Role in the Formulation and Implementation of the DWCP – Eusébio Siquela
Mozambique Official Website
Zambia DWCP
Malawi DWCP
Report of the CELL Meeting on 11 June 2010
Report of the CCT Plenary Session of March 2010
World Bank Report 2008
Report of the Consultation Seminar of December 2009
Mozambique National Human Development Report 2007 – UNDP
Poverty and Vulnerability Report in Mozambique – MPD

International
Labour
Organization

Republic of Mozambique *International Labour Organization (ILO)*

Memorando de entendimento

entre o Governo da Republica de Mocambique

as Organizações representativas dos trabalhadores e dos empregadores e

a Organização Internacional do Trabalho (OIT)

Cientes das boas relações existentes entre o Governo da República de Moçambique, neste acto representado pelo Ministério do Trabalho, e as Organizações Representativas dos Trabalhadores e dos Empregadores, e a Organização Internacional do Trabalho, representado pelo Escritório Internacaional do Trabalho (OIT) (adiante designados por as Partes);

Considerando a disponibilidade da OIT em cooperar com os Estados Membros com vista a concretizar os princípios e objectivos preconizados na sua Constituição como uma organização internacional;

Desejosas de colaborar na promoção e implementação do Trabalho Digno e do fortalecimento da cooperação técnica;
Atendendo que as Partes chegaram a acordo sobre as prioridades da cooperação no período 2012-2015, e tendo, para efeitos da elaboração do Programa País para o Trabalho Digno, se baseado na experiência dos resultados dos projectos anteriores;

Assim, as Partes acordam o seguinte:

Artigo 1
(Objectivos)

1. As Partes reiteram o seu compromisso de colaborar na implementação do PPTD para o período 2012-2015, o qual é parte integrante do presente Memorando de Entendimento (MdE). Na eventualidade de os termos constantes do documento do PPTD divergirem com os do presente Memorando, releva-se o espírito do Memorando.

2. O presente Memorando de Entendimento define as linhas gerais que regem a cooperação no âmbito da implementação do PPTD e dos objectivos estratégicos visando reforçar a capacidade de cada constituinte tripartido em Moçambique.

Artigo 2
(Objecto)

O presente MdE tem como objecto a implementação do Programa País para o Trabalho Digno (PPTD).

Artigo 3
(Formas de Implementação e Avaliação)

1. A implementação do PPTD envolve o Governo, Parceiros Sociais, outros parceiros da Sociedade Civil e a OIT;
2. O PPTD será avaliado anualmente, segundo as disposições do Sistema de Monitoria e Avaliação previsto no Programa.

Artigo 4
(Responsabilidades das Partes)

1. **Governo de Moçambique**

   (a) O Governo da República de Moçambique irá comparticipar no PPTD com recursos em forma de salários, infra-estruturas, e equipamento provenientes do desenvolvimento da sua própria actividade;

   (b) O Governo da República de Moçambique garantirá ao pessoal da OIT que irá participar no desenvolvimento das actividades do PPTD, a aplicação das disposições previstas na Convenção de 1947 relativas aos Privilégios e Imunidades das Agências Especializadas e o respectivo Anexo de 10 de Julho de 1948, ratificado pelo Governo no dia 22 de Junho de 2011.

2. **Organização Internacional do Trabalho (OIT)**

   A OIT irá prestar apoio técnico necessário para a implementação do PPTD, sujeito às regras, regulamentos, directivas, disponibilidade de recursos, capacidade técnica, procedimentos internos e outras condições aplicáveis e acordadas por escrito, bem como envidar esforços em coordenação com os parceiros sociais tripartidos, visando a mobilização de recursos para a realização das actividades previstas.

3. **Parceiros Sociais**

   Aos Parceiros Sociais cabe a responsabilidade de garantir mecanismos para a operacionalização do PPTD, objecto do presente MdE, no âmbito das relações de trabalho, bem assim a sua participação na mobilização de recursos.

Artigo 5
(Coordenação do PPTD)

1. O Governo da República de Moçambique, através do Ministério do Trabalho, responsabiliza-se pela coordenação e implementação do PPTD, em estreita colaboração com os Parceiros Sociais;

2. A coordenação referida no número anterior será feita pela Comissão Consultiva de Trabalho (CCT), desempenhando o papel de Comité de Coordenação;

3. Os projectos que se desenvolvam no âmbito do PPTD bem como os parceiros da implementação devem submeter relatórios semestrais para apreciação do Comité de Coordenação sobre a implementação do PPTD.

Artigo 6
(Revisão e prorrogação do PPTD)

O Governo da República de Moçambique considerando as circunstâncias do momento, pode promover a revisão do PPTD, em colaboração com a OIT e os Parceiros Sociais, tendo em vista a prossecução dos objectivos preconizados.

Artigo 7
(Interpretação e Resolução de Litígios)

1. A interpretação do presente MdE será feita segundo normas do direito consuetudinário universal, da Constituição da OIT e das Convenções Internacionais ratificadas pela República de Moçambique.

2. As Partes irão envidar esforços visando resolver amigavelmente qualquer litígio resultante da interpretação do presente MdE, por meio de negociações directas, e nos termos do Direito Internacional.

Artigo 8
(Vigência)

O presente Memorando de Entendimento é válido por cinco (5) anos e entra em vigor a partir da data da assinatura por as Partes.

O presente Memorando de Entendimento é feito em cinco exemplares originais em Português e em Inglês. A versão em Inglês prevalece em relação a de Língua Portuguesa ou outras línguas.

Feito, em Maputo, aos_____de_____de

Em representação do Governo da República de Moçambique

Maria Helena Taipo
Ministra do Trabalho

Em representação da Organização Internacional Do Trabalho

Martin Clemensson
Director do Escritório da OIT para Zambia, Malawi e Moçambique em Lusaka

Em representação dos Empregadores

Rogério Manuel
Presidente, Confederação das Associações Económicas de Moçambique (CTA)

Em representação dos Trabalhadores

Alexandre Munguambe
Secretário Geral, Organização dos Trabalhadores Moçambicanos-Central Sindical (OTM-CS)

Em representação dos Trabalhadores

Jeremias Timane
Secretário Geral, Confederação Nacional dos Sindicatos Livres e Independentes de Moçambique
(CONSILMO)

Republic of Mozambique *International Labour Organization (ILO)*

Memorandum of Understanding

Between the Government of the Republic of Mozambique

and

Workers' and Employers' Organizations

and

The International Labour Organization

Taking note of the good relations between the Government of the Republic of Mozambique, represented by the Ministry of Labour, and Workers' and Employers' Organizations, and the International Labour Organization; represented by the International Labour Office (ILO) (hereinafter referred collectively as the Parties);

Whereas the ILO cooperates with its member States in order to achieve the principles and objectives set forth in its Constitution as an international organization;

Wishing to collaborate in order to promote and advance decent work and technical cooperation;

Whereas the Parties have agreed on the priorities for cooperation for 2012-2015 in consultation between the Government and the social partners and the ILO, and further note that the results from implementation of the previous technical cooperation projects have been duly taken into account in preparing the Decent Work Country Programme for Mozambique (2012-2015).

Therefore, the Parties hereby agree as follows:

Article 1
(Objectives)

1. The Parties affirm their commitment to collaborate in the implementation of the DWCP for 2012-2015, which is part of this Memorandum of Understanding. In the event that the terms contained in the DWCP document are contradictory to the spirit of this Memorandum, then the latter shall govern and prevail.

2. This Memorandum of Understanding (MOU) sets out general guidelines governing cooperation for implementing the DWCP and the strategic objectives, with a view to strengthening the capabilities of each of the tripartite constituents in Mozambique.

Article 2
(Object)

This MoU is intended for the implementation of the Decent Work Country Programme (DWCP).

Article 3
(Implementation and Evaluation Methods)

1.The DWCP will be implemented with the involvement of the Government, Social Partners, other Civil Society Partners, and the ILO.

2. The DWCP will be evaluated annually in accordance with the provisions of the Monitoring and Evaluation System under the Programme.

Article 4
(Responsibilities of the Parties)

1. **Government of Mozambique**

a) The Government of Mozambique will participate in the DWCP with resources in the form of salaries, infrastructure and equipment which form part of its own activities;

b) The Government of Mozambique will apply to the ILO, its personnel and any person designated by the ILO to participate in DWCP activities the provisions of the 1947 Convention on the Privileges and Immunities of Specialized Agencies and its Annex I of 10 July 1948, to the ILO, ratified by the Government on 22 June 2011.

2. **The International Labour Organization (ILO)**

The ILO will provide, subject to its rules, regulations, directives and procedures, and the availability of funds, technical capacity and other conditions to be agreed upon in writing, the necessary technical support for the implementation of the DWCP, and make efforts in coordination with the tripartite social partners aimed at mobilizing resources for the implementation of the planned activities.

3. **Social Partners**

Social Partners are responsible for mechanisms to ensure the operationalization of the DWCP, subject of this MoU, in the framework of realizing labour relations, as well as for participating in joint resource mobilization.

Article 5
(Coordination of the DWCP)

1. The Government of Mozambique through the Ministry of Labour is responsible for

coordinating the implementation of the DWCP in close collaboration with social partners.

2. The Advisory Labour Commission (Comissão Consultiva do Trabalho, CCT) will play the role of DWCP Coordinating Committee.

3. The projects implemented under the DWCP as well as all implementing partners shall submit semi-annual reports to the Coordination Committee on the implementation of the DWCP.

Article 6
(Review and Extension of the Program)

The Government of Mozambique, considering the circumstances, may promote the revision of the DWCP in collaboration with the ILO and the social partners in order to secure the achievement of the Programme's objectives.

Article 7

(Interpretation and Dispute Resolution)

1. The interpretation of this MoU will be done in conformity with underlying rules of International Law, upholding the Constitution of the ILO and international Conventions ratified by the Republic of Mozambique.

2. The Parties shall apply their best efforts to settle, amicably through direct negotiations, all disputes, controversies or claims arising out of or in connection with this Memorandum or the interpretation thereof. Any litigation arising from the implementation of this MoU shall be resolved amicably in line with International Law.

Article 8
(Entry into Force and Duration)

This Memorandum is valid for five years and shall enter into force from the date of signing by the Parties.

This MoU is made in five original copies in Portuguese and in English. The English version shall govern and prevail over the Portuguese or other translations.

This Memorandum of Understanding signed in Maputo on the_____

On behalf of the Government of the Republic of Mozambique

Her Excellency Dr. Maria Helena Taipo
Minister of Labour

On behalf of the International Labour Organization

Martin Clemensson
Director, ILO Country Office for Zambia, Malawi and Mozambique

On behalf of employers,

Roger Manuel
President, Confederation of Business Associations of Mozambique (CTA)

On behalf of workers

Alexandre Munguambe, Secretary General, Central Sindical (OTM-CS)

On behalf of workers,

JeremiasTimane, Secretary General
National Confederation of Independent Unions of Mozambique and Free
(CONSILMO)