



The Government of Lesotho

DECENT WORK COUNTRY PROGRAMME III

2018/19 - 2022/23

Promoting Decent Work for all



PROMOTING DECENT WORK FOR ALL



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FOREWORD

“The ushering in of the third Decent Work Country Programme (DWCP III) in Lesotho is an indication of our continuing commitment to achieve decent work for all.”

The concept of Decent Work Agenda was introduced by the International Labour Organization for its Member States more than a decade ago to promote social justice in the world of work. The Decent Work Agenda has since been promoted by developing and implementing decent work programmes at Sub Regional and Regional levels. Member States also have their national Decent Work Country Programmes which draw from the ones cited above. The main pillars of Lesotho Decent Work Country Programme are thus, Employment creation particularly for young women and men, Access to social protection and Good governance of the Labour market.

The implementation of this Decent Work Country Programme seeks to contribute towards the overall well-being of all workers and hence the nation as a whole. It is informed and aligned to the second National Strategic Development Plan (NSDP II) for 2018/19-2022/23, the United National Development Assistance Framework for Lesotho (UNDAF) for 2019-2023, Agenda 2030 for Sustainable Development and other regional and international development plans. The extension of the second phase of the Decent Work Country Programme, 2012 -2017 to December 2018 was to allow for alignment of this Decent Work Country Programme with the aforementioned national planning frameworks to be implemented during the period 2018/19 – 2022/23 concurrently.

I therefore wish to call upon implementing partners: Government Ministries and Agencies, Development Partners and the Social Partners to play their role in implementing this DWCP in order to achieve decent work for all Basotho. I also wish to call upon all the stakeholders to dedicate adequate resources for the attainment of the desired results particularly within the world of work.

I believe that the National Advisory Committee on Labour, will also play a significant role in providing



guidance and monitoring for effective implementation of this Decent Work Country Programme for Lesotho. Hence, I implore on the members to exercise their mandate vigilantly and selflessly.

I wish to thank the Tripartite Decent Work Country Programme drafting team that worked tirelessly to formulate this third generation of Decent Work Country Programme for Lesotho with support and guidance of the International Labour Organization particularly the Decent Work Team in Pretoria. We are deeply indebted to the ILO for its unwavering support in the implementation of the two previous DWCPs and going forward.



A handwritten signature in black ink, appearing to be 'KR', positioned above a horizontal dotted line.

Keketso Rantso (MP)
Minister of Labour and Employment



Memorandum of Understanding

Decent Work Country Programme

Kingdom of Lesotho

2018-2023

Whereas the International Labour Organization (ILO) effectively cooperates with its Members in their efforts to achieve the principles and objectives set forth in its Constitution and the Declaration on Social Justice for a Fair Globalization, 2008.

Recalling the Convention on the Privileges and Immunities of the Specialized Agencies, 1947 and its Annex I related to the ILO which the Kingdom of Lesotho acceded on 26 November 1969.

Noting that the first Decent Work Country Programme (DWCP) (2006-2009) and the second DWCP (2012-2018) have been implemented satisfactorily, this Memorandum of Understanding (MOU) covers the implementation of the third DWCP for the period 2018 – 2023.

Whereas the Government of the Kingdom of Lesotho, represented by the Ministry of Labour and Employment, the undersigned representatives of the Employers' organization and Workers' organization and the International Labour Organization represented by the International Labour Office (hereinafter designated as the Parties) wish to collaborate in order to promote and advance decent work in the Kingdom of Lesotho and implement the DWCP for the period 2018-2023.

Whereas the Parties desire to strengthen the development cooperation and to work together to achieve the objectives of the attached DWCP prepared for the purpose;

Now, therefore, the Parties have agreed as follows;

1. The Parties commit to collaborate in the implementation of the DWCP for the period 2018-2023. The following are agreed as priorities of the DWCP:
 - (i) Employment creation particularly the youth employment prospects;
 - (ii) Access to social protection;
 - (iii) Good governance of the labour market

2. The ILO will assist in the mobilization of resources and to provide development cooperation in the implementation of the DWCP, subject to its rules, regulations, directives and procedures, the availability of funds and conditions to be agreed upon in writing.

3. In relation to DWCP and to any related activities of the ILO in the country, the Government will apply, to the Organization, its property, its officials and any person designated by the ILO to participate in ILO activities the provisions of the aforementioned Convention on the Privileges and Immunities of the Specialized Agencies and its Annex I relating to the ILO.

4. This MoU may be modified by agreement between the Parties.

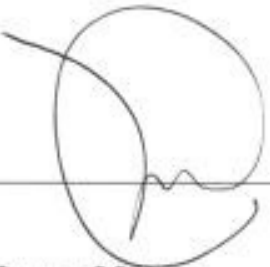
5. Nothing in or relating to this MoU shall be construed as constituting a waiver of the privileges and immunities enjoyed by the ILO.

6. The DWCP document is attached to this MoU. In the event that the terms contained in the DWCP document are incompatible with the terms of this MoU, including the provisions referenced in article 3, then the latter shall govern and prevail. The original of the MoU has been written and signed in English. If this MoU is translated into any other official language of Kingdom of Lesotho the English version shall govern and prevail.

7. This MoU, superseding all communications on this matter between the Parties, shall enter into force with effect from its signature by the authorized representatives of the Parties.

IN WITNESS WHEREOF the undersigned, being duly authorised thereto by their respective Institutions, have signed and sealed this MoU in duplicate, in the English language, both texts being authentic.

DONE at Maseru on this 30th day of July, 2018.



Hon. Joang Molapo

On behalf of the
Government of Lesotho



Mr. Guy Ryder

On behalf of the International
Labour Office



Ms. Lindiwe Sephomolo

On behalf of the Employers



Mr. Paul Sematlane

On behalf of the Workers





ACRONYMS LIST

ACERWC	African Committee of Experts on the Rights and Welfare of the Child
ADR	Alternative Dispute Resolution
AGOA	African Growth and Opportunity Act
ALEB	Association of Lesotho Employers and Business
APEC	Action Programme on the Elimination of Child Labour
APTU	Alliance of Progressive Trade Unions
BDS	Business Development Services
CEACR	Committee of Experts on the Application of Conventions and Recommendations
COLETU	Congress of Lesotho Trade Unions
DDPR	Directorate of Dispute Prevention and Resolution
DWCP	Decent Work Country Programme
GOL	Government of Lesotho
HIV	Human Immunodeficiency Virus
ILO	International Labour Organization
ILS	International Labour Standards
LLC	Lesotho Labour Council
LECODU	Lesotho Congress of Democratic Unions
LTEA	Lesotho Textile Exporters Association
LTUC	Lesotho Trade Union Congress
LMI	Labour Market Information
LMIS	Labour Market Information System
MOLE	Ministry of Labour and Employment
MSME	Micro, Small and Medium Enterprises
NACOLA	National Advisory Committee on Labour



NSDP	National Strategic Development Plan
OSH	Occupational Safety and Health
RISDP	Revised Regional Indicative Strategic Development Plan
SADC	Southern African Development Community
SDG	Sustainable Development Goals
UN	United Nations
UNDAF	United Nations Assistance Development Framework
UNCERC	United Nations Committee of Experts on the Rights of the Child



1. Introduction

The third Decent Work Country Programme (DWCP III) for Lesotho is a national planning framework which seeks to harness collective effort towards advancing the decent work agenda in the country and contribute towards improved standard of living for all. This third DWCP builds upon the achievements and lessons learned from previous DWCPs that were implemented in the periods 2006-2009 and 2012–2017 (extended to December 2018). The second DWCP was evaluated during the latter part of 2017 and the evaluation report was validated during a multi-stakeholder workshop in December 2017.

DWCP III is premised on three programme priorities: (i) employment creation particularly for young women and men; (ii) access to social protection and; (iii) good governance of the labour market. The implementation of the programme will contribute towards poverty eradication and attainment of the development plans outcomes in the country, that include the second National Strategic Development Plan (NSDP II), Agenda 2063 and Sustainable Development Goals (SDGs).

This DWCP III is an outcome of extensive consultations led by the Ministry of Labour and Employment (MOLE). Consultations on the formulation of this DWCP involved key Government Ministries; Employers' Organizations and Trade Unions, Civil Society Organizations, Academia, the United Nations (UN) as well as ILO Technical Specialists based in the Sub-Region and in Geneva.





The DWCP III is aligned to the second National Strategic Development Plan (NSDP II) which is the overarching national development framework for the period 2019 to 2023, and the United Nations Development Assistance Framework (UNDAF) for 2019-2023. It was also informed by the various national policies, national studies as well as development cooperation project evaluation reports.

Its development also took into consideration: a) the decisions of the 2018 annual meeting of the Southern African Development Community (SADC) Ministers responsible for labour and employment and the Social Partners; b) the SADC Industrialization Strategy and Roadmap 2015-2063; c) The African Union Declaration and Plan of Action on Employment, Poverty Eradication and Inclusive Development (Ouagadougou + 10); d) the SADC Decent Work Programme 2013 – 2019; e) the SADC Revised Regional Indicative Strategic Development Plan 2015-2020 and f) the ILO Programme and Budget 2018-2019.



2. Country Context

2.1. Economic Overview

The Kingdom of Lesotho is classified as a Lower Middle-Income Country. The country achieved an average real economic growth rate of 3.6% during the period 2011/12 to 2016/17 and its Gross National Income per capita increased from US\$630 to US\$1,270 between 2001/02 and 2016/17, largely due to the Government's commitment to fiscal consolidation, economic growth diversification, infrastructure and human development. By 2015 Lesotho had significantly improved literacy rates to 98.6% for girls and 90.6% for boys. The representation of women in parliament increased from 17% in 2003 to 25% in 2015. Lesotho improved its ranking in the World Bank Ease of Doing Business Index from 153 in 2012 to 104 in 2018.

The country has a small internal market due to a small population and per capita income. Therefore, growth and jobs strategies depend on exports and open global markets. However with the current uncertainties in the world markets especially emanating from trade tensions between other countries, Lesotho growth and employment prospects remain largely indeterminate. South Africa-Lesotho's only neighbour, has a disproportionately large impact on the country's economy. Therefore the present low performance of the South African economy will likely affect Lesotho's jobs and inclusive growth prospects as well.

The 2017/18 fiscal deficit was estimated at 5.7% of Gross Domestic Product from the budgeted 4.8% which would negatively impact on the country's macroeconomic stability. The fiscal space to enhance Government's capacity to improve service delivery will continue to be constrained and that would in turn have adverse effect on the implementation of the Lesotho DWCP III.

During 2018, the GOL established the Investment Climate Reforms Committee chaired by the Deputy Prime Minister. Some of the key issues to be addressed by the Investment Committee include inter alia; the implementation of various reforms targeted at facilitating the creation of a conducive investment climate in the country; addressing lack of capital for start-up businesses as well as working capital for growing and expanding existing businesses.



2.2. Social overview

The Kingdom of Lesotho continues to grapple with high levels of poverty, unemployment and inequality. The country remains one of the poorest countries in Africa with a Human Development Index of 0.497 ranking 160 out of 188 countries in 2015 . Poverty is most prevalent in rural areas where 77% of the country's two million people reside, with 64% of households headed by women. Income inequality measured by the Gini Coefficient of 0.51 (2003) to 0.549 (2016) when adjusted for gender inequalities, is very high and continues to rise placing the country among the ten most unequal countries in the world. High HIV prevalence estimated at 24.3% of sexually productive population remains the most significant threat to the country's socio-economic development. Lesotho's HIV prevalence is the second highest in the world with 24.3% of adults (15-49 years), 29.7% of women and 19.1% of men living with HIV. Thus, the most productive segment of the labour force has been the worst affected with 30.3% of women and 16% of men respectively. Labour migration, both internal and external, mostly to neighbouring South Africa is often viewed as one of the key drivers fuelling high rate of HIV/AIDS infection in the country.

2.3. Political Overview

The country's 51 years of independence has been marked by cyclical instability, insecurity and fractious politics. While the Ibrahim Index of African Governance (2017) ranks Lesotho 15 out of 54 countries with a score of 58.2, the collapse of two successive coalition governments and the holding of three national elections between 2012 and 2017, demonstrate the extent of Lesotho's political instability. Lesotho's ranking on Corruption Perceptions Index has declined from 55th position attained in 2014 to 74th position out of 180 countries attained in 2017.

The political crisis in Lesotho has placed the country on SADC agenda over the past recent years. The current Government came to power in June 2017, with a mandate to implement various SADC recommendations, including reforming the constitution, parliament, security and justice sectors, and the public service. These reforms are key for Lesotho's long-term stability and economic transformation.

2.4. Environmental Sustainability

Lesotho has extreme climatic conditions characterized by droughts, strong winds, early and or /late frosts, hail, and snow storms. Climatic change conditions are evident in the increasingly warm conditions and low rainfall. These changes have significant implications for agriculture, poverty and vulnerability,



as agriculture accounts for livelihoods of 70% of the population, most of who live in rural areas. This exacerbates vulnerability among the poor and rural communities who often have lower coping strategies. Increased use of natural resources for farming, grazing, and fuel has resulted in high environmental degradation, posing both economic and governance challenges. In response to climate vulnerability, the country has developed a National Resilience Framework in 2016 and National Climate Change Policy in 2017.

2.5. Employment and the Labour Market

Lesotho continues to experience high rates of unemployment. Job-rich growth has been the overarching objective of the government's economic policies over the past years. The 2016 Population and Housing Census estimates the total labour force at 657,000 with men constituting 66% of the labour force and women 34%. It is estimated that 67.2% of the population in the labour force is employed, resulting in an unemployment rate of 32.8% with 26.2% male, 39.7% female and 32.3% youth which represents an increase from 28.4% (Continuous Multi-Purpose Survey, 2014/15). Overall, the unemployment and labour force participation rates by gender indicate more favourable conditions for men than for women in the labour market. The 2014/15 Continuous Multi-Purpose Survey indicates that the private sector contributes 30% of total employment, with private household employment estimated at 22.2%. The public-sector accounts for 5.5% and parastatals for 1.6% whereas 22% of the country's labour force is employed in the informal sector of the economy. Formal employment is limited to only 10% of the population.

The continuing retrenchments of mine workers in South African mines has had a huge impact on labour market conditions in the country. Thus retrenchments have worsened the unemployment situation in Lesotho. Currently, only 41 000 Basotho are employed as mineworkers (a decline from more 145 000 estimated in 2005) and about 10 000 are employed as farm workers in South Africa.

2.5.1. Skills Development and Employability

The country has a persistent mismatch between the skills needed by labour market and those that are produced due to the country's education and training system that is not in line with the skills needs of the labour market. The graduates after obtaining their qualifications are not easily absorbed by the labour market, because they lack required job skills.



There are also hundreds of young women and men that have dropped out of school after completing primary education and are looking for jobs untiringly. For instance, the Country's school enrolment statistics estimates that there are about 300,000 primary and high school children who drop out of school before acquiring requisite skills for employment. This cohort of unemployed young women and men require relevant skills to secure employment.

2.5.2. Major Labour Absorbing Sectors in the Economy

2.5.2.1 Smallholder Agriculture

Smallholder agriculture continues to be the major labour absorbing sector in the economy with more than 40.6% of the economically active population aged between 15 years and above engaged in smallholder farming. As a result of massive retrenchments and adoption of restrictive recruitment policies in the South African mining industry most of the retrenched workers have ventured into agricultural activities.

The sector remains the mainstay of the country's livelihoods. Despite the sector's main contribution towards employment, its productivity performance has been dismal. For instance, agricultural activities account for 7% of the country's Gross Domestic Product. However, the sector is characterized by extreme levels of underemployment and working poverty. In terms of remuneration, the sector remains one of the lowest paying sectors, and is further characterized by informality, declining productivity and gender equality dimensions.

2.5.2.2 The Textile and Clothing Industry

The textile and clothing sub-sector continue to be the country's second largest formal sector employer after the public sector. However, employment growth in the sub-sector has remained static over years. According to the 2018 Manufacturing Report, Lesotho's textile and clothing industry successfully exploits the trade preferences offered under AGOA, employing over 47,000 workers directly and many others indirectly through the services provided in the sector.

The growth of the industry has stagnated in terms of employment and the volume of work contracted to the Lesotho production units. The report further indicates that over 85% of the industry's total labour force consists of young female workers. The industry is experiencing high prevalence of HIV/AIDS estimated at 43% and this will potentially jeopardize its sustainability in the long-term.



The industry continues to face major challenges including the threatened sustainability and lack of diversification of export market for textiles and clothing. This emanates from the sector's over reliance on few export market destinations predominantly the US market. The stability of the sector is also threatened by the current defective wage fixing mechanism which resulted in labour unrest during the latter part of 2018.

2.5.2.3 Enterprise Development

There are 85,173 Micro, Small and Medium Enterprises (MSMEs) in Lesotho with an estimated 192 Million turnover on monthly basis according to Fin ScopeMSME survey of 2016. The sector employs approximately 54 939 persons. Despite the potential contribution of MSMEs to accelerate growth and job creation in Lesotho, several hindrances stifle their progress. The development of MSMEs is hindered by: a) lack of or limited access to finance due to inability to raise collateral by most small business operators; b) lack of access to both domestic and international markets; c) low level of managerial skills; d) lack of technological proficiency; e) absence of physical infrastructure and or underserviced premises with limited supply of water, electricity and communication and a generally unfavourable business environment.

There is need to promote an enabling environment for business to address deficiencies in the labour market that often result in limited access to entrepreneurship and business development. There is need to promote an enabling environment for business to address deficiencies in the labour market that often result in limited access to entrepreneurship and business development services, limited access to higher value-added supply chains and sub-optimal workplace practices that in particular affect the micro and smaller segments of enterprises. Current institutional support for MSME development in the country is fragmented and needs to be rationalized to ensure an improved coordination.

2.5.2.4 The Informal Economy

Over 50% of the labour force is employed in the informal sector, which is characterized by decent work deficits. Women and youth make up a large proportion of people working in the informal economy including subsistence agriculture. The 2008 Labour Force Survey shows that labour force participation in the informal sector is estimated at 53% for men and 47% for women, where large numbers of small business owners, including the youth operate.



The informal sector is characterized by non-standard forms of employment relations. Labour relations where they exist are based mostly on kinship or personal and social relations rather than contractual arrangements with formal guarantees. The regulation of working conditions such as wages, working time, maternity protection etc. is generally non-existent for informal economy workers. In most cases, informal economy workers have no access to occupational safety and health measures and are also excluded from any existing social security schemes. Regulating and preventing child labour is also a major concern particularly since the coverage of labour inspectorate does not include informal economy activities.

2.6. Fundamental Principles and Rights at Work

2.6.1. International Labour Standards

Lesotho as a member of the UN, ILO, AU and SADC has endorsed Decent Work Agenda which calls for, inter alia, an improved compliance with International Labour Standards through country's decent work programmes and national strategic plans. Lesotho has ratified a total of 23 ILO Conventions, of which 20 are in force, one is denounced, and two instruments abrogated during 107th Session (2018). Amongst the ratified conventions are all core conventions, two governance conventions, as well as ten technical conventions (see Annex 4).

The revised labour legislation to be submitted and adopted by Parliament during 2019/20 has incorporated the principles enshrined in International Labour Standards to ensure decent work for all.

2.6.2. Child Labour and Trafficking in Persons

Lesotho has ratified ILO Convention 138 on Minimum Age and ILO Convention 182 on the Worst Forms of Child Labour. In order to protect children from social and economic exploitation, the Government has enacted a number of legislations. However, there is lack of harmonization of these laws in terms of age, such that the Labour Code Order of 1992 defines a child as a person who is below 15 years of age. On one hand, the Education Act of 2010 provides for free and compulsory primary education until the age of 13 years of age. Conversely the Children's Protection and Welfare Act of 2011 as well as the Anti-Trafficking Act of 2011 define a child as a person below 18 years of age. This age difference poses a challenge in achieving universal protection of children and their full potential.



The Committee of Experts on Application of Conventions and Recommendations (CEACR) has noted that children in Lesotho continue to work in the domestic services sector. Moreover, the Committee on the Protection of the Rights of All Migrant Workers and Members of their Families in its List of Issues of September 2014, expressed concern about the high number of children engaged in domestic work. The CEACR has urged the GOL to take effective measures to ensure that child domestic workers are protected from hazardous work.

In addition, the GOL has been urged to take effective and time-bound measures to ensure that children who are engaged in hazardous work in animal herding are removed from this worst form of child labour and are rehabilitated and socially integrated. In this regard, it requests the GOL to provide information on the implementation of the guidelines for the agricultural sector and the results achieved.

The GOL has endorsed the implementation of the Action Programme on the Elimination of Child Labour in August 2014 and adopted guidelines for the agricultural sector, with special attention to herd boys in December 2016.

2.7. Access to Social Protection

2.7.1. Social Security

The country does not have a comprehensive contributory-based social security scheme covering workers and their dependents. Moreover, in the absence of a mandatory contributory pension system, the bulk of the work force is not covered, including those working in the formal waged employment.

Other dispositions regarding short term risks such as occupational/industrial injury, sickness, maternity protection are outdated when viewed in the context of international and regional standards and practices, and represent an undue burden on the economy. The portability of South African social security benefits in relation to both ex-mineworkers and non-ex-mineworkers from Lesotho, and their dependents remains a challenge due to existing mechanisms that are ineffective.

The development of the Draft legislation and Draft Policy on Social Security towards the establishment of a comprehensive national scheme is at advanced stage. The endorsement of the same by the national authorities is expected to pave way for the implementation of the long envisaged National Social Security Scheme which is going to protect workers from all contingencies.



2.7.2. Occupational Safety and Health Conditions in the Workplace

Lesotho has ratified Convention 155 on Occupational Safety and Health (OSH) as well as Convention 167 on Safety and Health in Construction. OSH administration in the country is fragmented and falls under several public authorities. However, most of the responsibility for promoting safe work and workplace is the mandate of the MOLE. Many enterprises fail to integrate worker's wellness programmes as part of business concerns leading to poor work ability and low productivity.

The national labour legislation, Labour Code Order No. 24 of 1992 does not fully cover all the work places as it does not extend to the public sector and the informal sector. There is also limited coverage of sector and gender specific occupational and communicable diseases. During 2018 the GOL initiated the process of developing legislation on OSH to contribute towards improvement in the working conditions across all sectors of the economy. The legislation will extend coverage of OSH activities to all persons in the labour force, including attention to migrant workers and workers in precarious employment.

With respect to the ILO Convention 155 concerning OSH and the Working Environment, the CEACR has requested the GOL to take measures to ensure that public employees excluded from the application of the Labour Code, benefit from the protection of the provisions of the Convention.

2.7.3. Labour Migration

While the country has experienced labour migration for over a century, seemingly there have not been adequate strategies in place to deal with the consequences of labour migration such as retrenchments and re-absorbing of returning migrant workers into the domestic labour market, and less attention has been paid on how to deal with the burden of occupational diseases amongst returning migrant workers, particularly mineworkers. The lack of coordinated policy has resulted in fragmented services provided to migrant workers and their dependants.

Since the 1990s, when large scale restructuring started in South African mines that resulted in retrenchments of Basotho miners, there has been significant changes in migration flows from and into Lesotho. More women are migrating to seek domestic work opportunities and cross-border trade while men seek opportunities in construction industry. Moreover, seasonal agricultural workers are also migrating to seek temporary jobs particularly in the Western Cape and Free State Provinces in South Africa. In the mean time, Lesotho has become host to increasing numbers of unskilled, skilled and professional migrant



workers, from SADC countries as well as Asia, particularly from China.

The increase of irregular migration and human trafficking has become a major challenge in governance of labour migration.

Labour migration is directly linked to development. However, strategies at maximising the benefits inherent in labour migration have not been adequately explored. There is no systematic structure to link labour migration with diaspora issues and remittances issues. Moreover, limited provisions of labour migration in the labour legislation need to be addressed so that the National Labour Migration Policy can be effectively implemented.

The GOL in consultation with the employers' organizations and workers' trade unions organizations has in early 2018 completed the development of the Draft National Labour Migration Policy and Action Plan (2018-2020) to respond to the emerging dynamics related to Labour migration in SADC region. As a Member of SADC, Lesotho has actively taken part in the recent adoption of key frameworks on labour migration. However, two key protocols, namely the Protocol on the Facilitation of Movement of Persons, of 2005 and the Protocol on Labour and Employment of 2014 on the Protection of migrant workers has not been adopted by the GOL.

2.8. Tripartism and Social Dialogue

Social dialogue is codified by the Labour Code Order No. 24 of 1992 and its amendments. The Code establishes four main statutory bodies through which the social partners are consulted. These are National Advisory Committee on Labour (NACOLA), National Advisory Council on Occupational Safety and Health (NACOSH), Wages Advisory Board (WAB) and Industrial Relations Council (IRC).

There are currently five trade union federations in the country covering different sectors of the economy. These are: Alliance of Progressive Trade Unions (APTU), Congress of Lesotho Trade Union (COLETU), Lesotho Congress of Democratic Unions (LECODU), Lesotho Labour Council (LLC) and Lesotho Trade Union Congress (LTUC). The LLC is currently the most representative federation covering about 17,133 workers mostly in the education, textile, construction, retail as well as the tax collection sectors. The Secretary General for LLC represents the labour federations at the International Labour Conference and is also the Vice Chairperson for NACOLA.



The Association of Lesotho Business and Employers (ALEB) is the main employers' association which is most representative in the country. ALEB represents 21 sectors of the economy with no concentration on particular specialized sectors per se. The major economic sectors covered by ALEB include: Manufacturing, Mining, Financial Services, Utilities, Security, Hospitality and Retail.

The Chief Executive Officer of ALEB represents the employers' associations at the International Labour Conference and is also the Vice Chairperson for NACOLA.

The Lesotho Textile Exporter's Association (LTEA), is one of main affiliate of ALEB. The LTEA represents 70% of Lesotho's garment manufacturers who collectively employ about 75% of the total workforce engaged in the sector. LTEA represents the interests of its members on a wide range of issues, in collaboration with ALEB.

The focus of the federations and associations has tended to be on collective bargaining issues relating to wages and work-related dispensations, with a limited the focus on broader national social dialogue and socio-economic issues. This is because of the limited scope of obligations for statutory bodies as provided for in the labour legislation, as well as weak capacity of all social partners. Another major challenge is the lack of understanding of tripartism by other government ministries. The above challenges have hindered progress on policy influence, the adoption and implementation of key national policies and legislative frameworks within the employment and labour sector.

Freedom of association and collective bargaining in the public service also continues to be a challenge. Public service workers are prohibited from freely forming and joining trade unions of their choice and do not enjoy benefits of collective bargaining mechanisms and this contravenes the provisions of the national Constitution.

With respect to the implementation of Convention 87 concerning Freedom of Association and Protection of the Right to Organize, the CEACR has requested the GOL to take measures, including in the context of the ongoing labour law reform, to ensure that the distinction between most representative and minority unions does not result, in law or in practice, in granting privileges that would unduly influence workers' free choice of organization. The CEACR has also welcomed the GOL's commitment to take the necessary measures to ensure that public sector workers are able to establish and join federations, and affiliate with international organizations of their choice.



2.9. Labour Market Information and Statistics

Lesotho continues to face challenges with respect to development of robust labour statistics and analytical capacities. The labour market indicators are not readily available, and sometimes not reliable. This as a result affects making informed decisions by the labour administration and other actors in the economy. In cases where data is available, it is often not used for decision making. Some of the factors behind weak labour market information system include weak coordination between key national role players – Bureau of Statistics, MOLE, employer’s organizations and the labour federations. The disruption in policy implementation which has resulted into frequent priority shifts as a result of frequent changes in political administration has stifled the development of a well-functioning labour market information system.

The most referenced Labour Force Survey was conducted 10 years ago and data from this survey is still being used for policy making. Lesotho is one of a few SADC Member States that still conducts their National Labour Force Surveys over a ten-year cycle even though the recommendation made in 2013 suggested a period of two years. The Government has expressed interest and intention to conduct national labour force surveys in shorter time intervals, and such intensions are yet to be realised.

2.10. Gender Equality and Women Empowerment

Lesotho has a comprehensive policy and legal framework that sets a firm foundation for gender equality and women empowerment. The National Vision 2020, and Gender and Development Policy (2003) and the Constitution (1993) guarantee gender equality and non-discrimination principle. The Sexual Offences Act (2003) protects women sexual and reproductive rights, while the Legal Capacity of Married Persons’ Act of 2006 and the Land Act of 2010 promote equal economic rights. Therefore these legal instruments provide women equal access to economic resources and create an enabling environment for women to participate in the economy.

However, the GOL recognizes that in practice women still do not have equal opportunities and access to aspects of development due to structural and cultural barriers, and limited law enforcement. Most women workers still remain disadvantaged and continue to be employed in poorly paid sectors of the economy, particularly in the textile and garment industry as well as in domestic work.



Continued gender-based constraints are some of the greatest determinants of poverty, gender inequality, as well as lack of inclusive economic growth. There is high prevalence of gender-based violence in Lesotho. This often is a result of gender inequalities and inequities. Gender-based violence in the country mostly affects women more than men. At least 86% of women in the country have experienced gender-based violence in their lifetime and 40% of men admitted to perpetrating violence against women at least once in their lifetime. However, formal statistics on gender violence do not reflect the true picture since most gender violence acts are not reported.

The high incidence of violence directly impacts negatively on the health outcomes, the labour force and productivity which are critical for the envisaged economic development and poverty eradication.

2.11 Lessons Learned from Previous ILO Work in Lesotho

The implementation experience of the United Nations Country Assistance Plan 2013-2017, the first DWCP for Lesotho 2006 – 2009, the second DWCP 2012-2017 (extended to December 2018), various evaluation reports on the implementation of development cooperation in the country as well as ILO programme implementation reports have provided lessons that this third DWCP has taken into account during its development. The lessons derived from years of implementation point that the success, attainment of meaningful results and impact of ILO work would be enhanced if the following preconditions are in place:

- Management arrangements or an organizational structure with oversight responsibility for effective implementation and regular monitoring of progress on the attainment of DWCP outcomes and managing possible risks.
- Proper planning and allowing for a wider outreach of actions through stronger collaboration and coordination with other Government ministries/departments outside the traditional ILO national partners.
- Strengthening of external partnerships with the UN system, academia, the media, local authorities and other development partners.
- Resource mobilization strategy aligned to the DWCP outcomes; national and sectoral plans should be an integral part from the outset of the formulation of the DWCP for Lesotho.



- The design of DWCPs must adhere more rigorously to Results-Based Management approaches and should include SMART indicators and targets – including for gender equality - and an implementation and M&E plan against which programme performance can be measured.
- Improved awareness of the Decent Work Agenda amongst political and administrative principals in Government, the UN system and all other key stakeholders through public awareness.

2.12. ILO's Comparative Advantage in Lesotho

In implementing this third DWCP, the ILO will build new and strengthen existing partnerships with the UN agencies and other relevant actors in potential areas for joint UN interventions under the respective specific UNDAF Outcomes. Collaboration and cooperation will be enhanced particularly in the thematic areas on - the promotion of decent work in the rural and informal economies; women empowerment to address decent work and gender equality deficits facing women in the textile and garment sector; the challenge of HIV/AIDS at the workplace and the promotion of labour migration management and governance.

2.13. Alignment with International, Regional and National Frameworks

The DWCP for Lesotho is aligned with resolutions of key bodies and initiatives at sub regional, continental as well as global commitments as outlined above. The alignment of the DWCP with the national planning frameworks- the second National Strategic Development Plan (NSDP II) 2019 – 2023 and the United Nations Development Assistance Framework (UNDAF) 2019-2023 is outlined in Table 1.



Table 1: Alignment of DWCP priorities to SDGs and the national planning frameworks in Lesotho

DWCP Priorities	Relevant SDG Targets	UNDAF Pillars	NSDP II Key Priority Area
Employment creation particularly for young women and men	4.4; 4.6;8.2;8.3;8.4;8.5;8.6;8.10	Sustainable and inclusive economic growth for poverty reduction	Enhancing inclusive and sustainable economic growth and private sector-led Job creation
			Strengthening human capital
			Building enabling infrastructure
Access to social protection	1.3;5.2; 5.4;8.8;10.4;10.7;12;4	Sustainable human capital development	Strengthening human capital
Good governance of the labour market	5.2;8.5; 8.7';16.7;17.18	Accountable governance, effective institutions	Strengthening national governance and accountability systems



3. Programme Priorities

Outcomes and Outputs

The DWCP is the planning framework for attaining decent work for all by GOL, employers' and workers' organizations as well as key stakeholders as outlined in the results framework. The formulation of the programme priorities, outcomes and outputs was pursued through an extensive consultation process led by MOLE during the period December 2017 to August 2018. A DWCP tripartite drafting team was set in April 2018. Officials from other key Ministries were also part of the Drafting Team. ILO Technical Specialists based in the Sub-Region and in Geneva were also involved in the formulation of DWCP outcomes; outputs and strategies.

DWCP Key Priorities







PRIORITY 1

EMPLOYMENT CREATION PARTICULARLY FOR YOUNG WOMEN AND MEN

DWCP Priority Alignment to Development Frameworks

NSDP II Key Priority Area I	Enhancing inclusive and sustainable economic growth and private sector-led Job creation.
NSDP II Key Priority Area II	Strengthening human capital.
NSDP II Key Priority Area III	Building enabling infrastructure.
UNDAF Pillar 2	Sustainable human capital development.
UNDAF Pillar 3	Sustainable and inclusive economic growth for poverty reduction.

Outcome 1.1:

More and better access to employment opportunities, particularly for young women and men in the rural and informal economies.

Lesotho is faced with escalating unemployment challenge particularly among youths. This challenge is due to limited employment opportunities and low absorption rate in labour market amongst others. Huge inequalities of opportunity particularly on the basis of gender remain a major challenge in the rural and informal economies resulting in more women being unemployed, and those employed are engaged in low paying jobs. Majority of labour force in the rural economy possesses low skill levels, and the absence of a well-functioning Labour Market Information System (LMIS) makes it even harder. for



youth in the rural areas to access information on employment opportunities as jobs often emerge in urban areas and peri urban areas.

Strategies:

Achievement of this outcome will be linked and contribute towards the attainment of SDG target 8.2 and 8.5

- Support will be provided for the implementation of the key policy recommendations on employment of the (i) 2017 diagnostic report on the assessment of the rural and informal economy in Lesotho and (ii) the conclusions of the Sub regional Workshop on promoting Decent Work in the Rural Economy in SADC countries held in August 2018.
- Support will be provided towards the implementation of a four-fold strategy focused on:
 - (i) The implementation of a stronger labour market interventions and policy reforms that drive employment creation. Building on the success of the recent labour policy reforms, attention will be given to macro and pro-employment policy strategies within the key sectors of Manufacturing, Agriculture, Tourism and Creative Industry, Technology and Innovation.
 - (ii) Creation of more employment opportunities through the development of pro-employment policies and investments within the key sectors of Manufacturing, Agriculture, Infrastructure, Tourism, Technology and Innovation.
 - (iii) The GOL's roll out of an Employment Intensive Programme to enhance investment in rural infrastructure. Technological platforms such as the internet and social media will be utilised to help job seekers access employment and related opportunities.
 - (iv) Promoting gender equality and strengthening the knowledge base on the concept of gender equality and mainstreaming of gender in the implementation of the DWCP.

Outcome Indicator 1.1.1

Implimentation of National Labour policy and reviewed labour and investment laws to strengthen investment in the labour market and promote employment, with a particular focus on youth, women and persons with disabilities in the rural and informal economies.



Baseline: The supreme labour law-Labour Code Order 1992 and the Public service Act 2005 do not promote employment efficiently. On the other hand, the Investment Acts are not in line with Labour Laws.

Target: National Labour Policy adopted and implemented and labour and investment laws reviewed to strengthen the labour market and promote employment by 2022.

Outcome Indicator 1.1.2

Number of jobs created through the implementation of the national employment intensive programmes in the rural economy [disaggregated by sex, age, industry, occupation and location (including rural and urban)].

Baseline: A gender-responsive formative research will be conducted by December 2019 through desk review research and interviews with key stakeholders to establish the current employment impact on existing infrastructure programmes in the country.

Target:The target will be established once the gender responsive desk review and interviews have been conducted by January 2020.

Outputs:

1.1.1: Pro-employment macro-economic and sectoral policies developed and promoted.

1.1.2: Employment intensive programme strengthened and promoted.

1.1.3: Knowledge base on gender equality strengthened.

Outcome 1.2:

Strengthened employable skills for young women and men responsive to labour market dynamics



Lesotho has a high proportion of low skilled literate labour (educated labour without employable skills), and graduates from post-secondary institutions are job seekers rather than job creators. This problem tends to be a culture among young women and men. There is also a mismatch between available human capital and labour market requirements, resulting in a large pool of educated but unemployed labour force.

Strategies:

Achievement of this outcome will be linked and contribute towards the attainment of SDG targets 4.4, 4.6. and 8.6.

- Support will be provided towards implementation of policy recommendations of:
 - (i) Strategic Framework and Implementation Plan for the Development of Technical and Vocational Education and Training in SADC (2018-2027) adopted by SADC Ministers responsible for education and training, and science, technology and innovation in June 2018.
 - (ii) The 2018 National Human Resources Development Policy and Plan. Focus will be placed on the promotion and creation of more work-based trainings, such as internships and apprenticeships in collaboration with the private sector leaders to drive job creation and work readiness as well as the promotion of women's economic empowerment and gender equality.

Outcome Indicator 1.2.1

Number or percentage of unemployed and underemployed young women and men in the labour force with skills [disaggregated sex, age, level of education, industry, occupation and location (including rural and urban)].

Baseline: Baseline data is not readily available. By December 2019, gender-responsive formative research will be conducted through desk review research and interviews with key stakeholders to establish the present match and mismatch of skills within the labour force, with a focus on addressing the strategic needs of the proportion of unemployed and underemployed men and women.



Target: The target of reducing the levels of unemployment and underemployment will be determined based on the gender-responsive formative research and in consultation with the tripartite constituents by January 2020.

Outputs:

1.2.1: Human Resource Development policy and plan adopted and implemented.

1.2.2: Work-based training opportunities promoted (apprenticeships, internships, industry attachments, etc.) for young women and men, including those working in the informal economy.

1.2.3: Outreach training programmes aimed at skilling out-of-school vulnerable groups developed and implemented.

Improved enabling environment for the development of sustainable enterprises

Several bottlenecks, including gender inequality and discrimination, and access to finance for entrepreneurs continue to constrain the ability of both formal and informal enterprises to realize their full potential to accelerate growth and create jobs. Employers and businesses need to pursue dialogue with economic ministries focused on the need for private investment and job creation in line with the Government’s Investment Climate Reform Strategy.

Strategies:

Achievement of this outcome will be linked and contribute towards the attainment of SDG targets 8.3; 8.4 and 8.10.

Implementation of strategies to achieve this outcome builds on past ILO support to the employers’ organization-ALEB report of February 2016 survey - “stock-taking” of the needs of existing small entrepreneurs, both women and men during 2016. This was a follow up to the recommendations of the September 2014 Report on the Enabling Environment for Sustainable Enterprises in Lesotho conducted by ILO in collaboration with ALEB.

- Support will be provided towards strengthening existing legal and regulatory frameworks and establishment of private-public forums.



- Support will be provided towards the roll-out and implementation of a three-pronged approach aimed at creating a stronger enabling environment for the promotion of sustainable entrepreneurship for women and men particularly young women and men. Focus will be on:
 - (i) The design and implementation of entrepreneurial development projects and programmes through existing structures that promote self-employment and green jobs,

Outcome Indicator 1.3.1

Number of legal and institutional instruments developed, adopted and implemented to promote an enabling business environment

Baseline: Baseline data is not readily available and will be collected by December 2019 based on the study on “Enabling Environment for Sustainable Enterprises for Lesotho” as well as the employers Business Agenda developed with the support of ILO.

Target: To be determined based on the outcome of desk research by January 2020.

Outcome Indicator 1.3.2:

Number or percentage of enterprises transitioning from informal to the formal economy {disaggregated by owner’s sex, age, size of business, industry, location (including rural and urban)}

Baseline: Baseline data is not readily available. By June 2019, formative research will be conducted through desk reviews and interviews with key stakeholders to establish the baseline of present number of informal enterprises.

Target: To be determined based on the formative research and in consultation with the tripartite constituents by July 2019.



- Support will be provided towards strengthening existing legal and regulatory frameworks and establishment of private-public forums.
- Support will be provided towards the roll-out and implementation of a three-pronged approach aimed at creating a stronger enabling environment for the promotion of sustainable entrepreneurship for women and men particularly young women and men. Focus will be on:
 - (i) The design and implementation of entrepreneurial development projects and programmes through existing structures that promote self-employment and green jobs, particularly for young women and men using ILO entrepreneurship and business development tools such as Women Entrepreneurship Development and Gender Equality;
 - (ii) The transition of informal enterprises to formal and sustainable enterprises through mainstreaming a transition to formality focus within the relevant policies, legal and regulatory frameworks, and;
 - (iii) Improving access to finance for small and medium enterprises through lending institutions. This will include building the knowledge base on gender utilizing the FAMOS Check for financial services providers.

Outcome Indicator 1.3.3:

Number or percentage of enterprises with access to finance [disaggregated by owner's sex, age, size of business, industry, location (including rural and urban)].

Baseline: Baseline data is not readily available. By December 2019, gender-responsive formative research will be conducted through desk review research and interviews with key stakeholders to establish the percentage of sustainable enterprises that have access to financial services.

Target: To be determined based on the gender-responsive formative research and in consultation with tripartite constituents by January 2019.



Outputs:

1.3.1: Legal frameworks and institutional instruments developed and adopted.

1.3.2: Programmes and projects promoting entrepreneurship including in the informal economy developed and implemented.

1.3.3: Gender sensitive interventions to directly assist MSMEs to increase productivity developed.

1.3.4: National strategy promoting transition from informal to formal economy developed and implemented.

1.3.5: Access to finance expanded and improved for enterprises particularly small and medium businesses and women-owned.

1.3.6: Business Development Service providers on key economic sectors capacitated.





PRIORITY 2

ACCESS TO SOCIAL PROTECTION

DWCP Priority Alignment to Development Frameworks

NSDP II Key Priority Area II:	Strengthening Human Capital
UNDAF Pillar 2	Sustainable Human Capital Development.

OUTCOME 2.1:

Improved management, coverage and portability of social security benefits for all, including migrant workers and those workers in precarious employment.

Since August 2016, the GOL in consultation with the employers’ organisations, the labour federations and the ILO have been working towards the development of the national social security policy and legislation to pave way for the establishment of a comprehensive national social security scheme. The National Social Security Scheme will be established to administer various national social security schemes to ensure that more people have access to better and equitable comprehensive social security benefits. The implementation of the Draft Social Security Act to be adopted by the cabinet will ensure equitable comprehensive social security benefits. On the other hand, GOL has also committed to adopt and implement policies and programmes to promote and improve safety and health at work in line with the ‘Conclusions adopted by the International Labour Conference at its 91st Session in 2003 on Global Strategy on OSH.



Strategies:

Achievement of this outcome will be linked and contribute towards the attainment of SDG targets 1.3, 8.8, 10.4 and 12.4

- This outcome will also build on the previous work on last DWCP for Lesotho aimed at the establishment of a comprehensive national social security scheme as well as the promotion of safe, healthy and secure working environment for all workers.

Support will be provided towards:

- (i) The implementation of the social security policy and social security law once adopted by the national authorities;
- (ii) Extension of social security protection to the vulnerable workers in the informal, domestic sector and those in precarious employment in compliance with ILO Convention 102 concerning Social Policy in Non-Metropolitan Territories.
- (iii) Strengthening the knowledge base of the gender dimensions of social protection.
- (iv) National OSH Profile developed during 2018 towards the formulation of the National OSH Act and Programmes to promote the prominence and continual improvement of OSH performance and management.
- (v) The development of the legal frameworks and national programmes to enhance compliance, enforcement, and monitoring and information dissemination on OSH; and
- (vi) Access to remedies for the creation of safe, harmonious and productive workplaces.

Outcome Indicator 2.1.1:

Existence and implementation of legal frameworks on social protection covering all economic sectors for all, including migrant workers and workers in precarious employment



Baseline: Lesotho does not have a comprehensive and integrated legal framework to extend social protection to all women, men, migrant workers and workers in precarious employment.

Target: Legal frameworks adopted to improve the coverage of social protection for all women, men, migrant workers and workers in precarious employment by 2021

Outcome Indicator 2.1.2:

Number or percentage of population covered by social protection programmes (disaggregated by age, sex, migrant status, industry and location, including rural/urban)

Baseline: 9% of country's population is covered by one social assistance programme. The number of population covered by existing social security will be confirmed by October 2019.

Outputs

2.1.1: National policy and legal frameworks supporting the social protection coverage for all sectors, including migrant workers and those in precarious employment developed and implemented.

2.1.2: Contributory comprehensive social security scheme including portability of social security benefits established.

OUTCOME 2.2:

Improved occupational safety and health and secure working environment for all workers in all economic sectors including migrant workers and those in precarious employment.

The GOL in collaboration with workers' and employers' organizations and other stakeholders has committed to adopt and implement policies and programmes to promote and improve safety and health at work in line with the conclusions adopted by the International Labour Conference at its 91st session in 2003 on Global Strategy on OSH.



Strategies:

Realization of this outcome will be linked and contribute towards the attainment of SDG targets 8.8 and 12.4

- Support will be provided premised on the National OSH Profile developed during 2018 towards the formulation of the National OSH Act and Programmes to promote the prominence and continual improvement of OSH performance and management.
- Technical and advisory support will focus on;
 - (i) The development of the legal frameworks and national programmes to enhance compliance, enforcement, and monitoring and information dissemination on OSH; and
 - (ii) Access to remedies for the creation of safe, harmonious and productive workplaces.
 - (iii) Promotion of women workers rights and the core ILO gender conventions.

Outcome Indicator 2.2.1:

Legal frameworks and OSH programmes formulated, adopted and implemented.

Baseline: National OSH profile has been developed and validated by key national stakeholders.

Target: Legislative reforms on OSH extended to cover all sectors of the economy including the informal, agriculture and public sector to improve working conditions for all workers in Lesotho by 2021.

Outcome Indicator 2.2.2:

Frequency of fatal and non-fatal occupational injuries and illnesses (Disaggregated by sex, age, industry, occupation, migrant status and location, including urban and rural).



Baseline: Baseline is not readily available. By December 2019 gender-responsive formative research will be conducted into the present situation of OSH within Lesotho, related to this indicator an investigation will focus on the levels of compliance.

Target: X number of decrease in the number of fatal and non-fatal occupational injuries and illnesses will be determined once the baseline has been established by January 2019.

Outputs

2.2.1: OSH policy and legal framework developed and implemented.

2.2.2: HIV/AIDS programmes at the workplace improved.

2.2.3: Occupational safety and health services improved.

2.2.4: Knowledgebase on OSH and the concept of gender equality strengthened.

2.2.5: Safety and health provisions coordination improved.

OUTCOME 2.3:

Strengthened labour migration management and governance.

To date, the absence of labour migration policy meant that labour migration regulation and management activities were conducted in silos and in non-coordinated manner with limited resources. Although Lesotho has a relatively long experience of both immigration and emigration for employment purposes, the lack of a coordinated policy has resulted in fragmented services; limited coordination between public institutions and other stakeholders towards improved working conditions, and this has resulted into limited impact on the country's economy. The adoption and implementation of the Draft National Labour Migration Policy and Action Plan (2018-2020) by Cabinet is expected to strengthen labour migration governance in Lesotho to ensure decent work for migrant workers and meet labour market needs.



Strategies:

Realization of this outcome will be linked and contribute towards the attainment of SDG targets 5.2 and 10.7

- Support to be provided will build upon work of the previous programme cycle on the formulation of the Draft National Labour Migration Policy and Action Plan in collaboration with the International Organisation for Migration.
- Support will be provided to:
 - i) Ensure that governance of labour migration in Lesotho is in line with relevant international labour standards and good practices and adherence to regional provisions on labour migration;
 - ii) Strengthen labour migration governance to safeguard the human rights of migrant workers and their families within and outside the country.
 - iii) Promote women workers rights and the core ILO gender conventions.

Outcome Indicator 2.3.1

Number of priority activities outlined in the National Plan of Action for Labour Migration implemented and completed.

Baseline: There is no labour migration policy or strategy for labour migration regulation and management.

Target: The National Labour Migration Policy and Action Plan (2018-2020) is adopted and implemented by December 2019.



Outputs

- 2.3.1:** Legislative, institutional and operational structures for Labour Migration developed and implemented.
- 2.3.2:** A transparent and efficient work-permit system designed.
- 2.3.3:** Comprehensive return and reintegration plan for migrant workers developed.
- 2.3.4:** National Model for Bilateral Labour Agreements developed and implemented.





PRIORITY 3

GOOD GOVERNANCE OF THE LABOUR MARKET

DWCP Priority Alignment to Development Frameworks

NSDP II Key Priority Area IV:	Strengthening the National Governance and Accountability Systems as well as the UNDAF Pillar 1
UNDAF Pillar 1:	Accountable Governance, Effective Institutions, Social Cohesion and Inclusion.

OUTCOME 2.3:

Strengthened labour migration management and governance.

Employers and workers organizations often participate in the development of sectoral policies, largely labour related programmes and strategies led by the MOLE. The scope of influence has tended to be limited to collective bargaining issues relating to wages and work-related dispensations, with a limited focus on broader national social dialogue, gender equality and socio-economic issues.

Strategies:

Realization of this outcome will be linked and contribute towards the attainment of SDG target 16.7 Support to be provided builds on the February 2017 Tripartite work plan on promoting and strengthening social dialogue and its specialised institutions in Lesotho.

- Support will be provided to promote women’s leadership through a women’s leadership development programme which will also include a male gender champion component and a



minimum critical mass target of at least 30% women to be included in the oversight and guidance mechanisms for the DWCP to promote gender parity in decision-making.

- Support will also be provided for:
 - (i) Strengthening the capacity of workers 'and the employers' organizations to enhance their knowledge base and understanding of the mechanism of Minimum Wages determination based on the Minimum Wages Policy Conventions 26 and 131;
 - (ii) Participate in social dialogue tripartite consensus building and development of National Minimum Wages;
 - (iii) Implementation of the aforementioned 2017 tripartite work plan on promoting and strengthening social dialogue. The plan seeks to promote awareness and benefits and extend the coverage of collective bargaining agreements to all workers including the public service;
 - (iv) Broadening social dialogue institutions to include relevant institutions and line ministries.

Outcome Indicator 3.1.1:

Proportion of workers covered by collective bargaining agreements [disaggregated by sex, occupation, industry and location (including rural and urban)]

Baseline: The level at which workers are directly or indirectly involved in collective bargaining platforms has not been established at present and gender-responsive formative research will be conducted to investigate this further by October 2019.

Target: To be established once an adequate baseline has been determined in consultation with the tripartite constituents by November 2019



Outcome Indicator 3.1.2:

Number of national and sectoral policies, programmes, and strategies developed with effective participation of the workers' and employers' organizations.

Baseline: Support to social dialogue institutions is limited to labour related issues and the participation in the broader national socio-economic development issues beyond employment and labour matters is minimal.

Target: Social dialogue institutions effectively involved and contribute to the development of national and sectoral policies, programmes and strategies on broader national socio-economic development issues beyond employment and labour matters by 2023.

Outputs

3.1.1: Tripartite plus social dialogue institutions established.

3.1.2: Collective bargaining councils promoted and established.

3.1.3: Capacity building for representatives of social dialogue organizations provided.

OUTCOME 3.2:

Improved application of International Labour Standards on fundamental principles including rights at work for all, particularly for young women and men.

Inadequacy or lack of capacity and competence of law enforcement agencies is often a major factor resulting in the weak enforcement of national labour legislation. Furthermore public institutions mandated to ensure the effective application of international labour standards on fundamental principles and rights at work for all are not conversant with existence of such standards. For instance, the issues of child labour lacks properly defined procedures to fully ensure protection of children from social and economic exploitation.



Strategies:

Realization of this outcome will be linked and contribute towards the attainment of SDG targets 5.2, 8.5 and 8.7.

- Support will be provided to GOL and the workers' and employers' organizations 'to address the comments of the CEACR outlined in Section 2.6.2.
- Support towards attainment of this outcome will build on the USDOL funded project: Strengthening Labour Inspections in Lesotho implemented during the 2nd DWCP for Lesotho. Support was provided for improved institutional capacity or strengthened collaboration with social partners and other institutions and partners to improve workplace compliance.

The achievement of this outcome will also be premised on:

(i) Increased number of labour inspections completed;

(ii) Strengthened and harmonized Alternative Dispute Resolution (ADR) mechanisms including Directorate of Dispute Prevention and Resolution (DDPR), Public Service tribunal, Teaching Service Tribunal and other ADR mechanisms to enhance enforcement international labour standards.; as well as;

(iii) Improved level of public awareness of child labour and the forms that it takes in the country. The strengthened knowledge base on gender equality and women workers rights for labour inspectors.

Outcome Indicator 3.2.1

Number of labour inspections conducted [disaggregated by industry and location (including rural and urban)]

Baseline: The Inspectorate is currently conducting 914 inspections per annum

Target: 1400 inspections per annum.



Outcome Indicator 3.2.2:

Number of labour disputes prevented and resolved using Alternative Dispute Resolution (ADR) mechanisms.

Baseline: Baseline data is not readily available. By November 2019, gender-responsive formative research will be conducted through desk review research and interviews with key stakeholders to establish the proportion of labour disputes that are resolved using the ADR mechanism.

Target: Reduced number of labour disputes that are referred to the DDPR. The exact reduction in the proportion will be established once the gender-responsive formative research has been completed in December 2019.

Outcome Indicator 3.2.3:

Measures taken to comply with the ratified conventions, including the elimination of child and forced labour, human trafficking as requested by the UN, AU and ILO supervisory bodies

Baseline: A desk review on the status of pending requests by the ILO Supervisory bodies on the elimination of child labour, forced labour and human trafficking is established by November 2019.

Target: Integrated National Action Plan on the elimination of child labour is adopted and implemented to address amongst others, the comments of the CEACR, ACERWC and UNCERC on child labour in the country particularly its worst forms to the satisfaction of the ILO Supervisory bodies by 2022.

Outputs

3.2.1: Enforcement mechanisms through improved labour inspection strengthened.

3.2.2: Mechanisms for preventative resolution of labour dispute strengthened.



3.2.3: Compliance on ratified ILS and domestication of unratified ILS improved.

3.2.4: Integrated National Action Plan on the Elimination of Child Labour is developed and implemented.

Outcome 3.3:

Strengthened, comprehensive and fully functional labour market information system

Availability of statistics and information are important elements of good governance of the labour market. Generation of good and reliable labour market information and statistics to provide evidence-based decision making remains a challenge in Lesotho. As part of the implementation of the second DWCP for Lesotho, the ILO provided capacity building support for the development of tools for the collection of administrative data to enable the MOLE to profile the labour market - to report on occupational accidents and dangerous occurrences, the occurrence of labour disputes and for labour inspectorate planning purposes.

Strategies:

The attainment of this outcome will contribute towards the implementation of the 19th International Conference of Labour Statisticians resolution on work, employment and labour underutilization as well as the monitoring and reporting on the decent work-related SDGs, particularly the attainment of SDG primary goal 8 and other indicators under the custodian of ILO as well as 17.18.

- Support to be provided will build on past ILO support provided to the Bureau of Statistics and the MOLE's LMI on the development of functional LMIS. Technical and advisory support will be provided for the production of timely, relevant and reliable labour market reports and surveys in line with the relevant international labour standards and conclusions of the International Conference of Labour Statisticians and SDG indicators.



Outcome Indicator 3.3.1

Number of timely, relevant and reliable LMI and statistical reports produced.

Baseline: Currently the quarterly continuous multi-purpose report and the annual reports on job opportunities and administrative reports are not produced timeously and regularly.

Target: Labour Market information and statistics reports on continuous multipurpose, job opportunities and the administrative reports produced timeously in line with users needs and in line with international standards by 2023.

Outcome Indicator 3.3.2:

Number of policies, plans and programmes informed by LMI and labour statistics.

Baseline: The link between LMI and National policies, plans and programmes is currently limited.

Target: National policies, plans and programmes in line with the labour market needs and dynamics by 2023.

Outputs

3.3.1: Tripartite LMI observatory body established.

3.3.2: Capacity building in collecting, collating, analysis and disseminating labour market information and statistics provided.

3.3.3: Collaboration and coordination between relevant stakeholders (users and producers) enhanced.

3.3.4: Regular labour market surveys and research conducted.

3.3.5: Comprehensive and operational web-based LMIS developed.



4. Implementation Arrangements

4.1. Oversight and Guidance

NACOLA will be the national consultative mechanism between government and the social partners to provide overall guidance, leadership and assume responsibility for effective implementation of the Programme. The implementation of the DWCP for Lesotho and progress thereof will be a “Standing Item” on all NACOLA meetings.

Upon finalisation and subsequent endorsement and approval of the DWCP for Lesotho, the DWCP Tripartite Drafting Team will be re-constituted into a NACOLA sub-committee to form the DWCP Steering Committee. The Steering Committee will:

- Assume responsibility for overseeing planning, monitoring implementation, reporting and evaluating the Lesotho DWCP;
- Convene Quarterly meetings to guide, monitor and review implementation of the Programme; Be entrusted with the responsibility of articulating priorities for implementation plans developed within the framework of the DWCP III at the beginning of every financial year.

The MOLE in collaboration with the Steering Committee and the ILO will develop Joint Annual Work Plans to be presented to NACOLA for endorsement at the beginning of every financial year.

The MOLE will ensure internal and external coordination and synergies with other Government Institutions in consultations with the Social Partners. The ILO will provide support to MOLE and the Steering Committee to:

- Ensure effective planning, monitoring implementation, reporting and evaluation on the Lesotho DWCP.



- Contribute towards the formulation of the UNDAF Pillar Joint Work Plans reporting thereof, including contributions towards the Annual Joint United Nations Resident Coordinator's Results Report.

4.2. The Role of the ILO

The Director ILO Pretoria Office will assume overall responsibility for providing support for the implementation of the DWCP in collaboration with the Principal Secretary MOLE, employers' representatives and workers' representatives.

The ILO will ensure high-quality technical support is provided timeously for effective implementation of the programme through a network consisting of DWT/CO Pretoria; the Regional Office for Africa and Technical Units at the ILO Headquarters, Geneva as well the International Training Centre in Turin, Italy.

4.3. Risks Assessment and Remedial Action

The following are some of the major risks to be managed to ensure effective implementation and attainment of the objectives of the Lesotho DWCP:

4.3.1. Coordination and Collaboration

Successful implementation and monitoring of this DWCP will largely depend on effective partnerships and improved coordination amongst Government Ministries, employers' organizations, trade unions, civil society organisations and other key national stakeholders as well as the UN system and other development partners in Lesotho.

There is a high risk that effective implementation of the DWCP would be impacted negatively by poor coordination and collaboration. The GOL is divided into twenty-seven Ministries, which work in isolation without collaboration and coordination of programmes. This has resulted in fragmentation of Government initiatives with limited impact over-time.

4.3.2. Political Instability and Ineffective Governance

Lack of majority support for existing political parties have resulted in political instability and high turnover of governments in the country during the past decade resulting in the disruption of implementation



or priority shifts in the event of changes in government. The current political climate has created a politicized public service and limited accountability. The above presents a high risk for effective implementation of the DWCP.

4.3.3. Engagement of Social Partners

The oversight role of NACOLA would be strengthened as a mechanism to strengthen good governance structures, to enhance the capacity of duty-bearers and to promote the voice of rights holders. The capacity of the employers' organizations and trade unions to effectively monitor the implementation of the DWCP will be enhanced.

4.3.4. Limited Resource Mobilization

Effective implementation of the DWCP will also depend on significant local resource mobilisation, given the country's projected slow economic growth, reduced foreign direct investment, and reduced revenue to fund delivery of government services. Hence, there is a very high risk that GOL would not make an adequate budgetary allocation to support the implementation of the DWCP.

Government institutions involved in the implementation of the DWCP will be encouraged to utilize their annual national and sectoral policies and improve coordination of resource allocation.

4.4. Monitoring and Evaluation Plan

The Lesotho DWCP Results Matrix, Implementation Plan and the M&E frameworks provide guidance towards the attainment of the desired decent work outcomes. At least one country programme's reviews will be conducted during the programme cycle of this DWCP.

Strengthening the capacity of constituents on monitoring and evaluation and results-based management will be a priority for development support under the Lesotho DWCP. The production and dissemination of regular labour market statistics and information will facilitate coordinated monitoring and reporting on decent work related to national development policies, SDGs and other development agendas.

During the first 18 months of the DWCP III implementation, missing baseline data will be collected to



complete the Monitoring and Evaluation Plan. The baseline information will be sourced through gender-responsive research and studies to allow for proper monitoring and evaluation of DWCP interventions.

4.5 Funding Plan

An estimated total of US Dollar 6, 479, 890 is required to deliver the outcomes and outputs of the DWCP for Lesotho during the period 2019 to 2023. A detailed budget estimate and total resources are outlined in the implementation plan of this programme.

Government institutions involved in the implementation of the Lesotho DWCP will be encouraged to commit and allocate annual Ministerial budgetary allocations towards the implementation of specific outcomes and outputs. The GOL shall also solicit support from the UN system and other development partners towards the implementation of the Lesotho DWCP. The ILO's Regular Budget and other Extra-Budgetary allocations will be used to support effective implementation of the Lesotho DWCP III.

The ILO will enhance collaboration with the Lesotho UNCT to build on engagement with bi- and multi-lateral partners. The 2016 ILO Resource Mobilization Strategy for Southern Africa will be the main framework for resource mobilization in Lesotho. The strategy refers to the European Union and the World Bank as key potential development partners in Lesotho that will be approached for support for the implementation of specific Lesotho DWCP programmes and/or projects. The Resource Mobilization Strategy will be reviewed annually so as to update the mapping of development partners aligned to the DWCP priorities, outcomes and outputs.

The ILO will work closely with other UN agencies, the GOL, the private sector and the labour federations to explore potential synergies through potential joint UN interventions within the context of the Lesotho UNDAF (UN Pillars) towards effective implementation of the Lesotho DWCP in alignment with national SDG prioritization.

4.6 Advocacy and Communication Plan

The Lesotho DWCP is a platform to communicate to all concerned, what and how the national partners in collaboration with the ILO, the UN system and other development partners in Lesotho intend to collectively address the decent work deficits in line with the SDGs of the 2030 Agenda particularly SDG 8. The DWCP is also a tool for enhancing collaboration with UN and/or Multilateral or regional institutions, private investment and other development partners involved in promoting sustained, inclusive and sustainable economic growth, full and productive employment and decent work for all in Lesotho.



The MOLE, the employers' organisations and the labour federations and other key stakeholders will:

- Raise awareness and sensitize the public about decent work. Media houses and social media will be engaged to improve coverage and reporting on activities implemented within the framework of the DWCP.
- Develop and disseminate a calendar-of-international-events on the promotion of decent work
- Develop and disseminate regular publication on websites and newsletters of key events and activities of the DWCP.
- Set up a communication plan to inform the public about the DWCP for Lesotho, the progress on implementation; achievements; milestones; the roles of different implementing partners, as well as the summaries of programme reviews and evaluation reports.



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ANNEXURE

- Annexure One DWCP Results Matrix
- Annexure Two List of Ratified Conventions for Lesotho
- Annexure Three Summary of contributions to SDG Targets
- Annexure Four (See Accompanying Document) DWCP Implementation Plan
- Annexure Five (See Accompanying Document) DWCP Result Monitoring Plan



ANNEXURE ONE:

LESOTHO DWCP RESULTS MATRIX 2019 – 2023

DWCP Priority 1: EMPLOYMENT CREATION PARTICULARLY FOR YOUNG WOMEN AND MEN

NSDP II Priorities 1: - Promoting inclusive and sustainable economic growth and private sector-led Job creating; Priority 2 - Building Human capital through investment in health and education and training; and Priority 3 - Building enabling infrastructure.

UNDAF Pillars 2: - Sustainable human capital development; and Pillar 3 - Sustainable and inclusive economic growth for poverty reduction.

SDG: 4.4 ,8.3,8.4,8.6.8.10

DWCP Outcome 1.1: More and better access to employment opportunities, particularly for young women and men in the rural and informal economies.	Partners: Ministry of Labour & Employment; Ministry of Higher Education & Training, Ministry of Small Business; Ministry of Local Government. Employers organization and workers federations.	Integrated resource framework	
		Estimated to be available	Required
		\$1,100,000	\$1 331 000
Indicator 1.1.1 Existence of National Labour policy and reviewed labour and investment laws to strengthen investment in the labour market and promote employment, with a particular focus on youth, women and persons with disabilities in the rural and informal economies.	Baseline: The supreme labour law- Labour Code Order 1992 and the Public service Act 2005 they do not promote employment efficiently. On the other hand the Investment Acts are not in line with Labour Laws	Target: Labour Policy adopted and implemented and labour and investment laws reviewed to strengthen the labour market and promote employment by 2022.	
Indicator 1.1.2 Number of jobs created through the implementation of the national employment intensive programme in the rural economy [Disaggregated by sex, age, industry occupation and location (including rural and urban)]	Baseline: A gender responsive formative research will be conducted by December 2019 through desk review research and interviews with key stakeholders to establish the current employment impact on existing infrastructure programmes in the country	Target: The target will be established once the gender responsive desk review and interviews have been conducted by January 2020.	



DWCP Outcome 1.2: Strengthened employable skills for young women and men responsive to labour market dynamics	Partners: Ministry of Labour & Employment; Ministry of Higher Education & Training, Ministry of Small Business; Ministry of Local Government. Employers & Workers'	Integrated resource framework	
		Estimated to be available	Required
		\$50,000	\$527 750
Outcome Indicator 1.2.1: The number or percentage of unemployed and underemployed young women and men in the labour force with skills. {Disaggregated by sex, age, sector and location (including rural and urban)}	Baseline: Baseline data is not readily available. By December 2019. Gender-responsive formative research will be conducted through desk review and interviews with key stakeholders to establish present mismatch of skills within the labour force, with a focus on addressing the strategic needs and proportion of unemployed and underemployed men and women.	Target: The target of reducing the levels of unemployment and underemployment will be determined based on the gender-responsive formative research and in consultation with the tripartite constituents by January 2020.	
DWCP Outcome 1.3 Improved enabling environment for the development of sustainable enterprises.	Partners Ministry of Labour & Employment; Ministry of Higher Education & Training, Ministry of Small Business; Ministry of Local Government.	Integrated resource framework	
		Estimated to be available	Required
		\$225,000	\$576 000
Outcome Indicator 1.3.1: Number of legal and institutional instruments adopted and implemented to promote an enabling business environment.	Baseline : Baseline data not readily available will be collected by December 2019 based on the study Enabling Environment for Sustainable Enterprises for Lesotho as well as the employers Business Agenda developed with the support of the ILO.	Target: To be determined on the outcome of desk research to be conducted by January 2020.	
Outcome Indicator 1.3.2: Number or percentage of enterprises transitioning from informal to the formal economy (disaggregated by owner's sex, age, size of business, industry and location (including rural and urban).	Baseline Baseline data is not readily available. By December 2019, formative research will be conducted through desk reviews research and interviews with key stakeholders to establish the baseline of present number of informal enterprises by industry, location (rural and urban).	Target: To be determined based on the formative research and in consultation with the tripartite constituents by January 2020.	
Outcome Indicator 1.3.3: Number or percentage enterprises with access to finance {disaggregated by owner's sex, age, size of business, industry, location (including rural and urban)}.	Baseline: Baseline data is not readily available. By December 2019, gender-responsive formative research will be conducted through desk review and interviews with key stakeholders to establish the baseline of sustainable enterprises that have access to financial development services.	Target: To be determined based on the gender responsive formative research and in consultation with the tripartite constituents by January 2020.	



PRIORITY 2: ACCESS TO SOCIAL PROTECTION

This DWCP priority is aligned to NSDP Priority 2: Improve the country’s productivity and innovation capacity by strengthening human capital; as well as the UNDAF Pillar 2: Sustainable human capital development

SDG:1,3,5,2, 5,4 8,8,10,4,10,7,12,4

<p>DWCP Outcome 2.1: Improved management, coverage of social protection benefits in all economic sectors for all, including migrant workers and those workers in precarious employment.</p>	<p>Partners: Ministry of Development planning, Ministry of Social Development, Ministry of Health, Ministry of Labour.</p>	Integrated resource framework	
		Estimated to be available	Required
		\$1,200,000	\$1 274 200
<p>Outcome Indicator 2.1.1: Existence and implementation of legal frameworks on social protection covering all economic sectors for all, including migrant workers and workers in precarious employment.</p>	<p>Baseline: Lesotho does not have comprehensive and integrated legal frameworks to extend social protection to all women, men and migrant workers and workers in precarious employment.</p>	<p>Target Legal frameworks adopted to improve the coverage of social protection for all women, men, migrant workers and workers in precarious employment by 2021.</p>	
<p>Outcome Indicator 2.1.2 Number or percentage of population covered by social protection programme (disaggregated by age, sex, migrant status, industry and location including rural/urban).</p>	<p>Baseline: 9% of country’s population is covered by one social assistance programme. The number of population covered by existing social security will be confirmed by October 2019.</p>	<p>Target Proportion of women and men including migrant workers covered by social assistance programmes increased to 20% by 2021. X increase in the number of population covered by social security programmes will be established once baseline data has been established by November 2019.</p>	
<p>DWCP Outcome 2.2: Improved occupational safety and health and secure working environment for all workers in all economic sectors including migrant workers and those in precarious employment.</p>	<p>Partners: Ministry of Development planning, Ministry of Social Development, Ministry of Health, Ministry of Labour</p>	Integrated resource framework	
		Estimated to be available	Required
		\$100,000	\$440 550
<p>Outcome indicator 2.2.1: Legal frameworks and OSH programmes formulated, adopted and implemented.</p>	<p>Baseline: National OSH profile has been developed and validated by the key National stakeholders.</p>	<p>Target: Legislative reforms on OSH extended to cover all sector of the economy including the informal, agriculture and public sector to improve working conditions for all workers in Lesotho by 2021.</p>	



<p>Outcome indicator 2.2.2: Frequency of fatal and non-fatal occupational injuries and illnesses [disaggregated by sex, age, industry, occupation, migrant status and location, including rural and urban]</p>	<p>Baseline: Baseline data is not readily available. By December 2019, a gender-responsive formative research will be conducted in to the present situation of OSH within Lesotho related to this indicator and investigation will focus on the levels of compliance.</p>	<p>X number of decrease in the number of fatal and non- fatal occupational injuries and illnesses will be determined once the baseline has been established by January 2019</p>	
<p>DWCP Outcome 2.3: Strengthened labour migration management and governance.</p>	<p>Partners: Ministry of Development planning, Ministry of Social Development, Ministry of Health, Ministry of Labour.</p>	<p>Integrated resource framework</p>	
		<p>Estimated to be available</p>	<p>Required</p>
		<p>\$200,000</p>	<p>\$459 750</p>
<p>Outcome Indicator 2.3.1 Number of priority activities outlined in the National Plan Action for Labour Migration implemented and completed.</p>	<p>Baseline: There is no labour migration policy or strategy for labour migration regulation and management.</p>	<p>Target: The National Labour Migration Policy and Action Plan (2018-2020) is adopted and implemented by December 2019</p>	
<p>DWCP PRIORITY 3: GOOD GOVERNANCE OF THE LABOUR MARKET NSDP II Priorities: 4- Strengthening the National Governance and Accountability Systems. UNDAF Pillar: 1- Accountable Governance, Effective Institutions, Social Cohesion and Inclusion SDG:8.5,8.7,16.7,17.18,</p>			
<p>Outcome 3.1: Strengthened, fully-fledged social dialogue institutions promoting decent work for women and men in all sectors including the informal sector.</p>	<p>Partners Ministry of Labour& Employment; Employers' &Workers' Organisations, Development Partners, CSOs</p>	<p>Integrated resource framework</p>	
		<p>Estimated to be available</p>	<p>Required</p>
		<p>\$390,000</p>	<p>\$582 150</p>
<p>Outcome Indicator 3.1.1 Proportion of workers covered by collective bargaining agreements (Disaggregated by sex, occupation, industry and location(including rural and urban).</p>	<p>Baseline The level at which workers are directly or indirectly involved in collective bargaining platforms has not been established at present and a gender responsive formative research will be conducted to investigate this further by October 2019.</p>	<p>Target To be established once an adequate baseline has been determined in consultation with the tripartite constituents by November 2019.</p>	
<p>Outcome Indicator 3.1.2 Number of national and sectoral policies, programmes, and strategies developed with effective participation of the workers and employers organizations.</p>	<p>Baseline Support to Social dialogue institutions is limited to labour related issues and the participation in the broader national socio-economic development issues beyond employment and labour matters is minimal.</p>	<p>Target: Social dialogue institutions effectively involved and contribute to the development of national as sectoral policies, programmes and strategies on broader national socio-economic development issues beyond employment and labour matters by 2023.</p>	



DWCP Outcome 3.2: Effective application of international labour standards on fundamental principles including rights at work for all particularly young women and men.	Partners Ministry of Labour & Employment; Bureau of Statistics; Employers' and Workers' Organizations. The Labour Court and Directorate for Dispute Resolution.	Integrated resource framework	
		Estimated to be available	Required
		\$100,000	\$590 140
Outcome Indicator 3.2.1 Number of labour inspections conducted [Disaggregated by industry and location (including rural and urban)]	Baseline The inspectorate is currently conducting 914 inspections per annum	Target To achieve 1400 inspections per annum.	
Outcome Indicator 3.2.2 Number of labour disputes prevented and resolved using Alternative Dispute Resolution (ADR) mechanisms, with a particular focus on young women and men.	Baseline Baseline data is not readily available. By November 2019, gender formative research will be conducted through desk review research and interviews with key stakeholders to establish the proportion of labour disputes that are resolved using the ADR mechanism.	Target Reduced number of labour disputes that are referred the (DDPR). The exact reduction in the proportion will be established once the gender-responsive formative research has been completed, by December 2019.	
DWCP PRIORITY 3: GOOD GOVERNANCE OF THE LABOUR MARKET NSDP II Priorities: 4- Strengthening the National Governance and Accountability Systems. UNDAF Pillar: 1- Accountable Governance, Effective Institutions, Social Cohesion and Inclusion SDG:8.5,8.7,16.7,17.18,			
Outcome 3.1: Strengthened, fully-fledged social dialogue institutions promoting decent work for women and men in all sectors including the informal sector.	Partners Ministry of Labour & Employment; Employers' & Workers' Organisations, Development Partners, CSOs	Integrated resource framework	
		Estimated to be available	Required
		\$390,000	\$582 150
Outcome Indicator 3.1.1 Proportion of workers covered by collective bargaining agreements (Disaggregated by sex, occupation, industry and location (including rural and urban)).	Baseline The level at which workers are directly or indirectly involved in collective bargaining platforms has not been established at present and a gender responsive formative research will be conducted to investigate this further by October 2019.	Target To be established once an adequate baseline has been determined in consultation with the tripartite constituents by November 2019.	
Outcome Indicator 3.2.3 Measures taken to comply with the ratified Conventions, including the elimination of child labour and forced labour and human trafficking as requested by the ILO supervisory bodies, AU and UN.	Baseline A desk review on the status of pending requests by the ILO supervisory bodies on elimination of child labour, forced labour and human trafficking is established by November 2019.	Target Integrated National Action Plan on the elimination of child labour is adopted and implemented to address the comments of the CEACR, ACERWC and UNCERC on child labour in the Country particularly its worst forms to the satisfaction the ILO supervisory bodies by 2022.	



DWCP Outcome 3.3: Strengthened, comprehensive and fully functional labour market information system	Partners: Ministry of Labour & Employment; Bureau of Statistics; Employers' and Workers' Organizations, Ministry of Finance, CSOs, Development Partners.		Integrated resource framework
		Estimated to be available	Required
		\$250,000	\$698 350
Outcome Indicator 3.3.1 Number of timely, relevant and reliable LMI and statistical reports produced.	Baseline: Currently the quarterly continuous multi-purpose report and the annual reports on job opportunities and administrative are not produced timeously and regularly.	Target: Labour Market information and statistics reports on continuous multipurpose, job opportunities and the administrative reports produced timeously in line with users needs and are in line international standards by 2023.	
Outcome Indicator 3.3.2: Number of policies, plans and programmes informed by LMI and labour statistics.	Baseline: The Link between LMI and National policies plans and programmes is currently limited.	Target: National policies, plans and programmes in line with the labour market needs and dynamics by 2023.	



ANNEXURE TWO:

LIST OF RATIFIED CONVENTIONS FOR LESOTHO

23 Conventions

- Fundamental Conventions: 8 of 8
- Governance Conventions (Priority): 2 of 4
- Technical Conventions: 13 of 177
- Out of 23 Conventions ratified by Lesotho, of which 20 are in force, 1 Convention has been denounced; 2 instruments abrogated; none have been ratified in the past 12 months.

Fundamental Conventions	Date	Status	Note
C029 - Forced Labour Convention, 1930 (No. 29)	31 Oct 1966	In Force	
C087 - Freedom of Association and Protection of the Right to Organise Convention, 1948 (No. 87)	31 Oct 1966	In Force	
C098 - Right to Organise and Collective Bargaining Convention, 1949 (No. 98)	31 Oct 1966	In Force	
C100 - Equal Remuneration Convention, 1951 (No. 100)	27 Jan 1998	In Force	
C105 - Abolition of Forced Labour Convention, 1957 (No. 105)	14 Jun 2001	In Force	
C111 - Discrimination (Employment and Occupation) Convention, 1958 (No. 111)	27 Jan 1998	In Force	
C138 - Minimum Age Convention, 1973 (No. 138) Minimum age specified: 15 years	14 Jun 2001	In Force	
C182 - Worst Forms of Child Labour Convention, 1999 (No. 182)	14 Jun 2001	In Force	
Governance (Priority) Conventions			
C081 - Labour Inspection Convention, 1947 (No. 81)	14 Jun 2001	In Force	
C144 - Tripartite Consultation (International Labour Standards) Convention, 1976 (No. 144)	27 Jan 1998	In Force	
Technical Conventions			
C005 - Minimum Age (Industry) Convention, 1919 (No. 5)	31 Oct 1966	Not in force	Automatic Denunciation on 14 Jun 2002 by convention C138
C011 - Right of Association (Agriculture) Convention, 1921 (No. 11)	31 Oct 1966	In Force	
C014 - Weekly Rest (Industry) Convention, 1921 (No. 14)	31 Oct 1966	In Force	
C019 - Equality of Treatment (Accident Compensation) Convention, 1925 (No. 19)	31 Oct 1966	In Force	
C026 - Minimum Wage-Fixing Machinery Convention, 1928 (No. 26)	31 Oct 1966	In Force	



Kingdom of Lesotho Decent Work Country Programme 2018/19 - 2022/23

C045 - Underground Work (Women) Convention, 1935 (No. 45)	31 Oct 1966	In Force	
C135 - Workers' Representatives Convention, 1971 (No. 135)	27 Jan 1998	In Force	
C150 - Labour Administration Convention, 1978 (No. 150)	14 Jun 2001	In Force	
C155 - Occupational Safety and Health Convention, 1981 (No. 155)	01 Nov 2001	In Force	
C158 - Termination of Employment Convention, 1982 (No. 158)	14 Jun 2001	In Force	



ANNEXURE THREE:

SUMMARY OF CONTRIBUTIONS TO SDG TARGETS AND LINKS TO INDICATORS BY DWCP PRIORITY

DWCP PRIORITY	RELEVANT SDG TARGETS	SDG INDICATORS (Under custodian of ILO)
DWCP PRIORITY 1: EMPLOYMENT CREATION PARTICULARLY FOR YOUNG WOMEN AND MEN	4.4 By 2030, substantially increase the number of youth and adults who have relevant skills, including technical and vocational skills, for employment, decent jobs and entrepreneurship	
	4.6: By 2030, ensure that all youth and a substantial proportion of adults, both men and women, achieve literacy and numeracy	
	8.2 Achieve higher levels of economic productivity through diversification, technological upgrading and innovation, including through a focus on high-value added and labour-intensive sectors	8.2.1 Annual growth rate of real GDP per employed person.
	8.3 Promote development-oriented policies that support productive activities, decent job creation, entrepreneurship, creativity and innovation, and encourage the formalization and growth of micro-small and medium-sized enterprises, including through access to financial services.	8.3.1: Proportion of informal employment in non-agriculture employment, by sex.
	8.4 Improve progressively, through 2030, global resource efficiency in consumption and production and Endeavour to decouple economic growth from environmental degradation, in accordance with the 10-Year Framework of Programmes on Sustainable Consumption and Production, with developed countries taking the lead.	
	8.5 By 2030, achieve full and productive employment and decent work for all women and men, including for young people and persons with disabilities, and equal pay for work of equal value.	8.5.1: Average hourly earnings of female and male employees, by occupation, age and persons with disabilities.
		8.5.2: Unemployment rate, by sex, age and persons with disabilities.
	8.6 By 2020, substantially reduce the proportion of youth not in employment, education or training.	8.6.1: Proportion of youth (aged 15-24 years) not in education, employment or training.
	8.10 Strengthen the capacity of domestic financial institutions to encourage and expand access to banking, insurance and financial services for all.	



<p>DWCP PRIORITY 2: ACCESS TO SOCIAL PROTECTION</p>	<p>1.3 Implement nationally appropriate social protection systems and measures for all, including floors, and by 2030 achieve substantial coverage of the poor and the vulnerable.</p>	<p>1.3.1: Proportion of population covered by social protection floors/systems, by sex, distinguishing children, unemployed persons, older persons, persons with disabilities, pregnant women, new-borns, work injury victims and the poor and the vulnerable.</p>
<p>5.2 Eliminate all forms of violence against all women and girls in the public and private spheres, including trafficking and sexual and other types of exploitation.</p>		
<p>5.4 Recognize and value unpaid care and domestic work through the provision of public services, infrastructure and social protection policies and the promotion of shared responsibility within the household and the family as nationally appropriate.</p>		
<p>8.8 Protect labour rights and promote safe and secure working environments for all workers, including migrant workers, in particular women migrants, and those in precarious employment</p>		<p>8.8.1: Frequency rates of fatal and non-fatal occupational injuries, by sex and migrant status</p>
		<p>8.8.2: Level of national compliance of labour rights (freedom of association and collective bargaining) based on International Labour Organization (ILO) textual sources and national legislation, by sex and migrant status.</p>
<p>10.4 Adopt policies, especially fiscal, wage and social protection policies, and progressively achieve greater equality.</p>		<p>10.4.1: Labour share of GDP, comprising wages and social protection transfers.</p>
<p>10.7 Facilitate orderly, safe, regular and responsible migration and mobility of people, including through the implementation of planned and well-managed migration policies.</p>		<p>10.7.1: Recruitment cost borne by employee as a proportion of yearly income earned in country of destination.</p>
<p>12.4 By 2020, achieve the environmentally sound management of chemicals and all wastes throughout their life cycle, in accordance with agreed international frameworks, and significantly reduce their release to air, water and soil in order to minimize their adverse impacts on human health and the environment.</p>		
<p>DWCP PRIORITY 3: GOOD GOVERNANCE OF THE LABOUR MARKET</p>	<p>5.2 Eliminate all forms of violence against all women and girls in the public and private spheres, including trafficking and sexual and other types of exploitation.</p>	
<p>8.5 By 2030, achieve full and productive employment and decent work for all women and men, including for young people and persons with disabilities, and equal pay for work of equal value.</p>		<p>8.5.1: Average hourly earnings of female and male employees, by occupation, age and persons with disabilities.</p>
		<p>8.5.2: Unemployment rate, by sex, age and persons with disabilities.</p>



	<p>8.7 Take immediate and effective measures to eradicate forced labour, end modern slavery and human trafficking and secure the prohibition and elimination of the worst forms of child labour, including recruitment and use of child soldiers, and by 2025 end child labour in all its forms.</p>	<p>8.7.1: Proportion and number of children aged 5-17 years engaged in child labour, by sex and age.</p>
	<p>16.7 Ensure responsive, inclusive, participatory and representative decision-making at all levels.</p>	
	<p>17.8 By 2020, enhance capacity-building support to developing countries, including for least developed countries and small island developing States, to increase significantly the availability of high-quality, timely and reliable data disaggregated by income, gender, age, race, ethnicity, migratory status, disability, geographic location and other characteristics relevant in national contexts</p>	





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