



► ILO at a Glance and its Work in Malawi

Working to Promote Social Justice, Employment and Rights at Work because

“Poverty anywhere is a threat to Prosperity”



International
Labour
Organization

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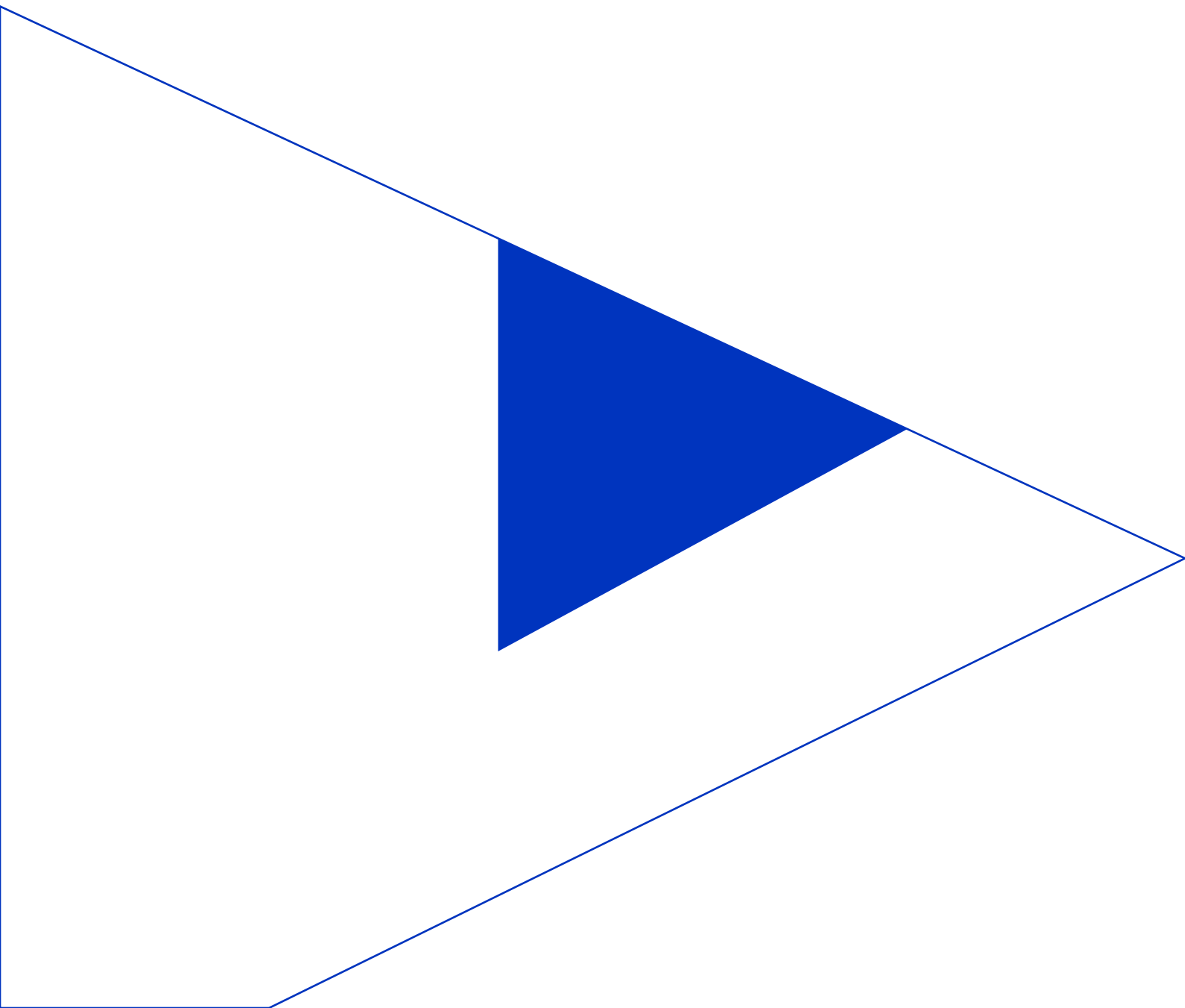
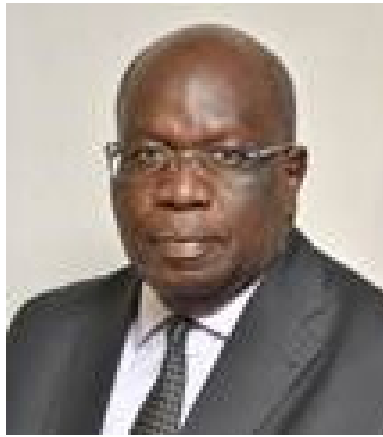


Table of Contents

Foreword.....	ii
Acronyms.....	iii
Introduction.....	1
Structure of the ILO.....	1
The four strategic objectives of the ILO.....	1
The ILO in Malawi.....	2
ILO Projects in Malawi.....	3
Inclusive Growth, Social Protection and Jobs.....	3
Transformation Leadership in Social Protection.....	3
Enhancing Financial Management and Fiscal Sustainability for Social Protection in Malawi.....	4
Social Protection for the SDGs in Malawi: Accelerating Inclusive Progress Towards the SDGs (SP4SDGs).....	4
Accelerating action for the elimination of child labour in supply chains in Africa.....	4
Global Programme on Skills and Lifelong Learning – Malawi Component.....	6
Accelerating progress on HIV and AIDS in the world of work.....	7
Sparking Disability Inclusion Rural Transformation (SPARK).....	9
Addressing Decent Work Deficits and Improving Access to Rights in Malawi’s Tobacco Sector (ADDRESS).....	9
ILO Tripartite Declaration of Principles concerning Multinational Enterprises and Social Policy (ILO MNE Declaration).....	11
Status of Conventions in Malawi.....	11
List of Tables	
Table 1: Malawi Project Listing, June 2021.....	10
Table 2: Status of ratified ILO conventions in Malawi.....	12
Table 3: Malawi’s Key Facts and Figures.....	14
List of Figures	
Figure 1: Percentage Distribution of Employed Population by Sector, Malawi 2019	15

Foreword



The International Labour Organization (ILO) Malawi is delighted to bring this report, “The ILO at a Glance and its Work in Malawi” that highlights various projects and programmes that reflect the ILO’s commitment and contribution to the country’s socio-economic development. The report, among others, demonstrates the ILO’s continued support to the Government of Malawi and the workers and employers in the country represented by our social partners, the Malawi Congress of Trade Unions (MCTU) and the Employers Consultative Association of Malawi (ECAM) respectively, in formulating policies and programmes aimed at improving working conditions and employment opportunities for all women and men in Malawi.

The ILO, within the framework of the second Malawi Decent Work Country Programme (DWCP-II, 2020 – 2023), continues to support national and local authorities in improving policies, governance structures and regulatory frameworks relating to the four pillars of the Decent Work Agenda which focusses on: Employment, International Labour Standards and Fundamental Principles and Rights at Work, Social Protection and Social Dialogue. As a member of Malawi’s United Nations Country Team (UNCT), and within the spirit of delivering as one UN at the country level, the ILO continues to support implementation of the United Nations Sustainable Development Cooperation Framework (UNSDCF, 2019 – 2023).

Amidst the COVID-19 pandemic, ILO Malawi is committed to devising strategic approaches in fulfilling its obligations during this period and collaborate with the GoM, our social partners, and other stakeholders, in delivering on our mandate to improve the quality and coverage of social protection, support social dialogue, end child labour, eliminate forced labour, strengthen the country’s skills development system, and promote the ratification and implementation of International Labour Standards and Fundamental Principles and Rights at Work.

Mr. George Okutho

Director

ILO Country Office for Zambia, Malawi and Mozambique

Acronyms

MDAs	:	Ministries Departments and Agencies
CSOs	:	Civil Society Organisations
DCs	:	District Commissioners
DTDA	:	Danish Trade Union Development Agency
DWA	:	Decent Work Agenda
DWCP	:	Decent Work Country Programme
ECAM	:	Employers Consultative Association of Malawi
GES	:	Girls Empowerment Society
GIZ	:	Gesellschaft für Internationale Zusammenarbeit (German Society for Technical Cooperation)
GoM	:	Government of Malawi
IFAD	:	International Fund for Agricultural Development
ILO	:	International Labour Organization
ILS	:	International Labour Standards
MCTU	:	Malawi Congress of Trade Unions
MIS	:	Management Information System
MoEPD&PSR	:	Ministry of Economic Planning, Development and Public Sector Reforms
MoGCDSW	:	Ministry of Gender, Community Development and Social Welfare
MOL	:	Ministry of Labour
NGOs	:	Non-Governmental Organisations
NSO	:	National Statistical Office
OSH	:	Occupational Safety and Health
PRSP	:	Division of Poverty Reduction and Social Protection
SCT	:	Social Cash Transfer
SPFs	:	Social Protection Floors
STED	:	Skills for Trade and Economic Diversification
TAML	:	Tea Association of Malawi
TEVET	:	Technical, Entrepreneurial and Vocational Education and Training
UN	:	United Nations
UNCT	:	United Nations Country Team
UNSDCF	:	United Nations Sustainable Development Cooperation Framework
VDC	:	Village Development Committee

1. Introduction

The ILO is the international organization responsible for drawing up and overseeing international labour standards. It is the only 'tripartite' United Nations agency that brings together representatives of governments, employers and workers to jointly shape policies and programmes promoting Decent Work for all. This unique arrangement gives the ILO an edge in incorporating 'real world' knowledge about employment and work.

The unique tripartite structure of the ILO gives an equal voice to workers, employers and governments to ensure that the views of the social partners are closely reflected in labour standards and in shaping policies and programmes. The main aims of the ILO are to promote rights at work, encourage decent employment opportunities, enhance social protection and strengthen dialogue on work-related issues the decent Work Agenda.¹

Main Body of the ILO

The ILO accomplishes its work through three main bodies (The International Labour Conference, the Governing Body and the Office) which comprise governments', employers' and workers' representatives.²

The four strategic objectives of the ILO

The four strategic objectives of the ILO are:

- To promote and realize standards and fundamental principles and rights at work
- To create greater opportunities for women and men to decent employment and income
- To enhance the coverage and effectiveness of social protection for all
- To strength tripartism and social dialogue

The ILO in Malawi

Malawi became a Member state of the ILO in 1965. Since then, Malawi has ratified a total of 32 ILO Conventions as well as the Forced Labour Protocol. ILO Malawi's comparative advantage is highly appreciated by the Government, social partners, and development partners. This is evidenced by ILO's effective response on various technical and financial assistance portfolios such as; labour market information, skills development, employment intensive public works, gender mainstreaming, labour administration, pro-employment budgeting, and support to strategic positioning of social partners for effective and representative support to their membership. ILO Malawi has extensive experience supporting national and local authorities in improving policies, governance structures and regulatory frameworks relating to the four pillars of the Decent Work Agenda. ILO Malawi has effective engagement mechanisms and high-level policy contacts with key local and international partners a strong network of national partners; and convening power as well as competence in rights-based approaches that is based on national, regional and international labour standards.

2. ILO Projects in Malawi

ILO Malawi is currently implementing nine projects with a combined estimated value of USD 9.7 million:

Social protection

- 1) Inclusive Growth, Social Protection and Jobs
- 2) Social Protection for the SDGs in Malawi: Accelerating inclusive progress towards the SDGs (SP4SDGs)
- 3) Enhancing Financial Management and Fiscal Sustainability for Social Protection in Malawi
- 4) Transformation Leadership in Social Protection (TRANSFORM)

¹ <https://www.ilo.org/global/about-the-ilo/lang--en/index.htm>

² <https://www.ilo.org/global/about-the-ilo/how-the-ilo-works/lang--en/index.htm>



Tobacco sector

- 5) Addressing Decent Work Deficits and Improving Access to Rights in Malawi's Tobacco Sector (ADDRESS)

Child labour

- 6) Accelerating action for the elimination of child labour in supply chains in Africa (ACCEL)

Skills

- 7) Global Programme on Skills and Lifelong Learning (GPSL3)

HIV/AIDS

- 8) Accelerating Progress on HIV and AIDS in the World of Work

Disability inclusion

- 9) Sparking Disability Inclusion Rural Transformation (SPARK)

ILO's key achievement and results in Malawi

Inclusive Growth, Social Protection and Jobs

The Inclusive Growth, Social Protection and Jobs project contributes to the Malawi Decent Work Country Programme Outcomes (MWI152) of Enhanced and Extended Workers' Social Security Benefits and Sustainable Development Goals (SDGs): 1, 3, 5, 8 and 10. The project is funded by Irish Aid to the tune of USD 2 million running from March 2016 to December 2021.

The programme focusses on social protection and employment intensive investment

programs (EIIP) through public investment.

The project's milestones include:

- Conducted and completed several studies that include the following:
 - ✓ Strengthening institutional coordination of social protection in Malawi in 2018.
 - ✓ Local economy on social protection study that analysed the impact of Social Cash Transfer (SCT), public works and subsidy-to see which is cost-effective and at the same time is being implement in more efficient manner (2018).
 - ✓ Assessment of the Provenance of Social Accountability for Malawi National Social Support Programme in 2019 whose objective was to review existing social accountability mechanisms and make necessary recommendations for enhancing social accountability for social protection at district and local community levels.
 - ✓ Assessment of Malawi Social Protection Management Information System (MIS) in 2020.
 - ✓ Supported technically and financially the feasibility study on social insurance schemes in Malawi.
- Supported review of National Social Protection Policy in Malawi.
- Supported development of Strategic Plan for Malawi's SCT Programme.
- Supported the Government of Malawi to implement public expenditure tracking survey (2020).
- Capacity building in 23 districts: trainings and orientations and sensitisation meetings on Social Protection.
- Conducted meetings with Parliamentary Committees on Budget and Finance and Social Affairs to raise awareness on importance of social protection in Malawi.
- Engaged political parties in raising awareness and analysing their manifestos in line with social protection and presented existing gaps using the 2019/2020 budget.
- Engaged Civil Society Organisations (CSOs) and media on role on social protection as a contribution to national development.
- Routine support to govt in budgeting, travel support to international meetings and others.
- Initiated community awareness of traditional leaders (at TA and Village Development Committee (VDC)) to sensitise them on understanding of social protection and how programmes have impacted their lives.

Transformation Leadership in Social Protection

The Transformation Leadership & Building and Managing Social Protection Floors in Africa, commonly referred to as TRANSFORM, is one of the main components under the Inclusive Growth, Social Protection and Jobs. It was identified in 2018 as an effective method to capacitate officials and decision makers at all levels in the social protection sector, from national level senior policymakers to district officials in the frontlines of service delivery. The project runs from 2019 to 2021 and is a joint venture between the German Technical Cooperation (GIZ) and the ILO that teamed up to support Government of Malawi in building capacity of the social protection sector.

The project's achievements include:

- Conducted district council sensitization meetings in 22 districts by 2021 that was targeted at raising awareness on the importance of TRANSFORM as a social protection capacity building initiative.
- Conducted training of senior policy makers that targeted District Commissioners (DCs).

- Conducted training of district officers from 23 districts of Chikwawa, Chiradzulu, Nsanje, Mwanza, Neno, Thyolo, Mulanje, Phalombe, Dowa, Nkhosakota, Ntchisi, Kasungu, Mzimba, Mchinji, Salima, Lilongwe, Dedza, Ntcheu, Balaka, Mangochi, Machinga, Blantyre and Zomba.
- Conducted training of additional master trainers in a quest to respond to the rising demand for TRANSFORM.
- Organised an orientation workshop with DCs in March 2020 targeting all district commissioners in a quest to scale up TRANSFORM concept in social protection. This orientation workshop was a follow up to district sensitization meetings that were conducted in February 2020.

Enhancing Financial Management and Fiscal Sustainability for Social Protection in Malawi

The project aims to support the Government of Malawi in increasing fiscal space for social protection and enhancing its financing capacity with a long-term perspective to ensure the expansion and sustainability of the social protection system. The project will inform the Government on the potential mechanisms (existing and new) to increase financing for non-contributory programmes, assess the feasibility and potential gains of introducing more comprehensive social insurance schemes, and improve the capacity of Government and key stakeholders in financial management and financing for social protection.

The project's milestones include:

- Ongoing work on feasibility study on introduction of social insurance schemes in Malawi and a study assessing multiplier effects of social protection.
- Ongoing development of a Financial Management and Financing Module and a training of Senior Government Officials is planned for September 2021.

Social Protection for the SDGs in Malawi: Accelerating Inclusive Progress Towards the SDGs (SP4SDGs)

The joint UN Programme; Social Protection for the SDGs in Malawi: Accelerating Inclusive Progress Towards the SDGs is being implemented by three UN Agencies; UNICEF, ILO and WFP. This program supports review of the Malawi National Social Support Policy (NSSP) which defines the framework for the implementation of social protection programmes to ensure a comprehensive and coordinated approach while at the same time supporting the gradual increase in allocation of domestic fiscal resources to the sector and a prototype for utilising Social Protection systems to respond to shocks was tested targeting about 5000 beneficiary households. The ILO is supporting the review and update of NSSP using a dialogue-based participatory approach.

The project's achievements include:

- Supported registration process of the Covid-19 Urban Cash Intervention (CUCI).
- On-going support to the National Social Support Policy Review.
- In line with policy review process, the project will support dissemination of the updated policy and advocacy work to ensure understanding and buy in by relevant stakeholders.

Accelerating action for the elimination of child labour in supply chains in Africa

The Accelerating action for the elimination of child labour in supply chains in Africa (ACCEL Africa) project is funded by the Ministry of Foreign Affairs of the Netherlands. The overarching goal of the project is to accelerate the elimination of child labour in Africa through targeted actions in selected supply chains in six African countries: Cote d'Ivoire, Egypt, Malawi, Mali, Nigeria and Uganda. The project is being implemented over a four-year period from 15



November 2018 to 15 November 2022. In Malawi, the project focusses on eliminating child labour in tea and coffee supply chains and has two strategic goals: (1) Policy, legal and institutional frameworks are improved and enforced to address child labour in global supply chains; (2) Innovative and evidence-based solutions that address the root causes of child labour in supply chains are institutionalized. The project's target areas include coffee and tea growing communities in five districts: Chitipa, Mzimba, Ntchisi, Mulanje and Thyolo.

The following are some of the key achievements the ACCEL Africa project:

- Facilitated Malawi's accession to Alliance 8.7 Pathfinder Country status in March 2020.
- Supported launch of the second National Action Plan on Child Labour (NAP-II, 2020 – 2025) and the National Child Labour Mainstreaming Guide in June 2020.
- Promoted national celebrations of World Day Against Child Labour in June 2020 and June 2021.
- Supported update of the National Occupational Safety and Health (OSH) Profile, mainstreaming links to child labour, published in February 2021.
- Established implementation partnerships with the Employers Consultative Association of Malawi (ECAM) and the Tea Association of Malawi (TAML), which commenced in December 2020.
- Facilitated research on the tenancy labour system which was presented to the Ministry of Labour in March 2021.
- Undertook research on social finance needs and opportunities to support cooperatives, trusts and associations to address the root causes of child labour, in collaboration with

Wageningen University & Research (WUR).

- Facilitated the development and launch in June 2021 of International Year for the Elimination of Child Labour Action Pledges on the part of the Government of Malawi (GoM) and four social partner organizations, namely the Employers Consultative Association of Malawi (ECAM); Tea Association of Malawi (TAML); Malawi Congress of Trade Unions (MCTU); and TAMA Farmers Trust).

Global Programme on Skills and Lifelong Learning – Malawi Component

The Global programme on Skills and Lifelong Learning-Malawi component is a two-year program implemented from January 2021 to December 2022 and is funded by the Government of Norway with the sum of USD 1 Million. The programme builds on the successes of the SIDA funded Skills for Trade and Economic Diversification (STED) project and Norway funded Skills for Employability project in Malawi implemented from 2015 to 2020. The two projects were aimed at guiding the integration of skills development in sectoral policies and the SKILL UP project (2018-2020). The Malawi programme is expected to contribute to the key country programme outcomes, the Malawi DWCP, the Sustainable Development (SDGs,) the ILO P&B Outcomes, the United Nations Joint plan frameworks and the Country's priority development framework, the Malawi Growth and Development Strategy (MDGS III).

With 20.4% of the Malawi population being unemployed, the COVID-19 pandemic has further driven more people into poverty and unemployment through job loss and economic deprivation making the situation more severe. In the given context, the Government of Malawi has facilitated skills development as key for socio-economic development and has earmarked skills development to empower different groups of people including women, youth and persons with disabilities. It is against this background that the Malawi component of Global programme on Skills and Lifelong Learning aims to achieve the four critical outcomes to ensure that women and men in particular vulnerable groups are skilled to access the labour market in accordance with current sectoral demands and future skill needs: (1) Skills supply is better aligned with the needs of international trade sectors, (2) Increased capacity of the ILO constituents to design and deliver innovative and effective learning options, encompassing work-based learning and quality apprenticeship; (3) Strengthened governance model for quality skills development and implementation, and (4) Skills for social inclusion programmes is developed and responds effectively to the needs of vulnerable communities including out of jobs youth and women due to COVID-19 pandemic.

Achievement and implementation progress:

- Completed the daily Skills for Trade and Economic Diversification (STED) Report. The report was presented to stakeholders for recommendations.
- Engaged the Ministry of Labour, Skills and Innovation (MoLSI) in preparations for Prior Learning Programme (LP) launch. Currently, developing implementation arrangements with the MoLSI.
- Initiated process of developing E-learning materials for workplace learners and teachers in collaboration with NRC. The draft Curriculum for online learning has been developed. Soon will have stakeholder meeting with TVET institutions, ECAM and enterprises that are practicing organic agriculture focusing on production of vegetables using organic means.
- Currently, engaged NGOs (under outcome 4) where a consultant was first engaged to review existing programmes for vulnerable groups in the previous project and identify the gaps and the need for post-training support. This has been completed and programmes completed-to be training vulnerable groups comprising young women, among others. The materials will be tested next week with a small group of 20 young women after pretesting.
- Built capacity of MoL by supporting Ministry officials that are being trained by the

International Training Centre (ITC) of the ILO to implement labour market information systems (under outcome 3).

- Revamped stakeholder dialogue with Government of Malawi on the National Skills Strategy (NSS) by developing implementation agreements to complete NSS under Outcome 3.

Accelerating progress on HIV and AIDS in the world of work

In November 2019 the ILO Governing Body adopted an updated strategy on HIV and AIDS in the world of work to contribute to reaching the 2030 Agenda goal of ending AIDS by 2030. The strategy responds to the evolving landscape of the HIV and AIDS epidemic and takes into consideration the needs and guidance of ILO tripartite constituents. The project has a global outreach and supports constituents in high-burden countries in Africa, Asia, the America and Europe, and in other countries where there are strategic entry points. Its primary stakeholders are ILO's tripartite constituents, stakeholders in national HIV and AIDS programmes, Joint UNAIDS Secretariat, co-sponsoring organisations at country level, NGOs representing persons living with HIV, persons with disabilities, LGBTI persons, migrant workers, and young women.

In Malawi, the project contributes to Malawi's DWCP Priority 2 on "Ratification and application of standards and fundamental principles and rights at work"; Outcome 6 on "Gender equality and equal opportunities and treatment for all in the world of work" and Outcome 7 on "Adequate and effective protection at work for all" in the 2020-2021 P& B. The project aligns with the National HIV Strategic Plan, National HIV /AIDS Policy, National HIV Workplace Policy and the HIV and AIDS (Prevention and Management Act (2018) amongst others.

As a co-sponsoring organization of the Joint United Nations Programme on HIV/AIDS (UNAIDS) ILO's work supports implementation of the UNAIDS new strategy and is a member of the Malawi Joint Team on HIV/AIDS contributing to UNAIDS UBRAF Outputs 1.1 on "HIV Testing and counselling", Output 6.1 on "HIV-related legal and policy reforms and output 4.1 on "HIV services for key populations".

The project's achievements include:

- Supported Government through the Ministry of Labour to develop an HIV and AIDS (Prevention and Management) Workplace regulation (2020) to be used by Labour Inspectors to assess employers' compliance to the HIV Act. This will facilitate getting information on implementation and effectiveness of HIV and AIDS workplace programmes, thereby ensuring protection of rights of persons with disabilities and PLHIV at the workplace.
- Partnered with Pakachere Institute for Health Development & Communication (IHDC), between November- December 2020 to implement HIV Self Testing in rural Tea estates in Thyolo District with the objective of increasing demand for HIV testing services amongst estate workers. Nine estates (Conforzi, Naming'omba, Zoa, Mafisi, Thunga, Nchima, Mianga, Kasembeleka, and Masawa) were reached with HIVST services. 795 individuals were reached with information on benefits of HIVST; 1,329 HIVST kits were distributed to estate workers and 12 estate workers were screened positive and referred for confirmatory HTS at nearby facility centres.
- Supported the Ministry of Labour to revise and finalise the National HIV/AIDS and Wellness Policy that will ensure equality and non-discrimination in employment and occupation at work for PLHIV, women and people with disabilities in respect to their health.
- Supported the Ministry of Labour to strengthen the capacity of labour inspectors in HIV, gender and disability laws and regulations so they are better equipped to conduct labour inspections.
- Supported MCTU to raise awareness of and strengthen capacity of workers unions to respond to gender-based violence and HIV in times of COVID-19 in Thyolo District through

the use of Study Circles.

- Collaborated with Government (Ministries of Labour, Health, Gender) ECAM, MCTU, MANET+ and Civil Society Organisations to develop and print posters carrying COVID-19 messages focusing on Gender-Based Violence, people living with HIV, persons with disabilities, and informal workers in the context of COVID-19. The messages focussed on preventing Covid-19 respect for human rights, reduction of stigma and discrimination and gender-based violence.
- Collaborated with ECAM to develop TV and Radio programs to increase awareness of employers' roles in promoting Human Rights and equal opportunities and treatment for persons with disabilities, PLHIV, women and girls and workers in informal economy in the context of COVID-19. The programmes focused on highlighting the impact of COVID-19 on businesses in Malawi, employers' perspectives on impact of COVID-19 on their businesses and how employers can make decisions that respect the rights of employees in times of COVID-19. The links of the programmes are:

<https://sites.google.com/view/gediloaidsknowledge/upcoming-events#h.rx8yi8wmb9iw>

<https://sites.google.com/view/gediloaidsknowledge/upcoming-events#h.qtr4fwc59kyt>

<https://sites.google.com/view/gediloaidsknowledge/upcoming-events#h.v2h8tj1d191t>

Sparking Disability Inclusion Rural Transformation (SPARK)

Sparking Disability Inclusion Rural Transformation (SPARK) is one of the newest programmes within the ILO Malawi portfolio. SPARK is a five-year programme to be implemented from April 2021 to March 2024 with financial support from the International Fund for Agricultural Development (IFAD). The project is being implemented by a consortium of three members comprising the ILO, Light for The World and Procasur.

The 2030 Agenda for Sustainable Development and Sustainable Development Goals (SDGs) highlight the need for inclusion of persons with disabilities. Thus, governments and international bodies feel build up their capacity to support disability inclusion in their programmes and service delivery. The SPARK Project's aim is to promote disability inclusion income generation for person with disabilities through IFAD programmes, raise awareness on their needs and overcome stigma among rural development professionals, households, representative bodies, and communities. SPARK's Overall objective is that Persons with disabilities, particularly women and youth with disabilities, become active participants in, and benefit from, rural development projects tailored to fit the specific profiles of their disabilities, priority needs, constraints, and opportunities.

The project has four programme components and these: **Component 1:** Innovative support to promote decent and viable rural job opportunities for persons with disabilities. This will entail developing technologies that can support effective disability inclusion in rural development programmes; **Component 2:** Create an enabling environment for the social and economic inclusion of persons with disabilities by investing in strengthening the capacity of disabled peoples' organisations to be able to represent the needs of person with disabilities and offer technical expertise on disability inclusion; **Component 3:** Knowledge management and communication guided by action learning; and **Component 4:** Programme Management.

In addition, the programme's plan for delivery includes putting persons with disabilities in the lead by, among others, setting up disability inclusion academies to train and certify a certain group of persons with disabilities as Disability Inclusion Facilitators (DIFs). The programmes **outputs and outcomes** are: (i) At least 7,000 persons with disabilities received tailored support (including technical and technological) and are fully engaged in economic activities along the selected agricultural and pastoral value chains. This will see the income of direct beneficiaries

increased by at least 30%; (ii) Disability-inclusive approaches that can be integrated in rural development programmes tested, documented and ready to be scaled up and (iii) Interests of rural persons with disabilities reflected in Government policies at provincial, regional or national level, strategies, or programmes.

The project's achievements include:

- Conducted the baseline survey, planning with PSU/PIU/PMU, recruitment of Disability Inclusion Advisor, Capacity building of 15 Disability Inclusion Facilitators, awareness raising, Cross-regional Digitalized Learning route, Linking DPOs and IFAD projects, policy engagement, establishing Helpdesk and Documentation and learning.

Addressing Decent Work Deficits and Improving Access to Rights in Malawi's Tobacco Sector (ADDRESS)

Addressing Decent Work Deficits and Improving Access to Rights in Malawi's Tobacco Sector (ADDRESS) is a four-year project to be implemented from December 2020 through to November 2024. The project is funded by the Royal Norwegian Embassy in Lilongwe and has a budget of USD 1,980,310. The overall objective of the project is to ensure that, the Government, employers' and workers' organizations effectively address decent work deficits in the tobacco sector and ensure access to rights, in particular fundamental principles and rights at work as a means to improve livelihoods, incomes and food security.

The project strategy is based on the ILO's global Integrated Strategy to address decent work deficits in the tobacco sector, and is further framed by Alliance 8.7 for which Malawi is a Pathfinder Country. Based on three building blocks of the ILO's global Integrated Strategy: (1) enabling policy environment; (2) strengthened social dialogue; and (3) addressing decent work deficits in tobacco-growing communities including child labour and including through economic diversification, the project follows a two-pronged strategy combining institutional development component with a direct support component.

The project will contribute to national development plans such as the 2030 Agenda and Sustainable Development Goals (SDGs) that recognize the importance of decent work. Building on the momentum of the 2030 Agenda, the project will support Malawi's efforts to achieve a number of SDGs, in particular SDG 8 on economic growth, full and productive employment and decent work for all as well as SDG 1 on ending poverty, SDG 2 on ensuring food security, and SDG 10 on reducing inequality. Among others, the project will contribute to the achievement of Target 8.7 of the Sustainable Development Goals (SDGs), which calls for "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".

The project's achievements include:

- Conducted quantitative survey of the tenancy labour system, to be implemented by the National Statistical Office (NSO) and in collaboration with ACCEL and the ILO MAP-16 project. A number of important preparatory activities have been
- Carried out tenancy labour survey inception report (completed in May 2021), setting out the methodology for the survey, including sampling, listing and household selection, building on lessons learned from the pilot survey in Kasungu district.
- A qualitative study of Malawi's tenancy farming system has been completed in partnerships with other projects, in particular ACCEL and MAP-16 project.

Table 1: Malawi Project Listing, June 2021

No	Project Title	Donor	Geographical Coverage	Total Budget US\$	Start date	End date
1	ACCEL AFRICA	The Ministry of Foreign Affairs of the Netherlands	Coffee and tea growing areas of Chitipa, Mulanje, Mizimba, Thyolo, and Ntchisi districts	1,736,547.16	15 November 2018	15 November 2022 (48 months)
2	Global Programme on Skills and Lifelong Learning	8 of Norway (NORAD)	North (3 project sites), Central (3 project sites) and Southern Region (5 project sites)	1,000,000.00	January 2021	December 2022 (24 months)
3	Accelerating progress on HIV and AIDS in the world of work	International Partners, Global Fund, UNAIDS (UBRAF, Country Envelopes)/ILO RBTC/RBSA	Across Malawi		November 2019	December 2021
4	Social protection: Inclusive Growth, Social Protection and Jobs	Irish Aid	Across Malawi	2,000,000.00	December 2016	December 2021
5	Transformation Leadership in Social Protection	GIZ-ILO	Chiradzulu, Phalombe, Nsanje, Chikwawa, Mwanza, Neno, Thyolo, Phalombe and Zomba,		September 2019	December 2021
6	Enhancing Financial Management and Fiscal Sustainability for Social Protection in Malawi	European Union	National level	EUR 199,983.00	01 October 2020	31 September 2021
7	Social Protection for the SDGs in Malawi: Accelerating inclusive progress towards the SDGs	Joint SDG Fund	National Level	1,999,937 ILO Component 380,920	1 January 2020	31 December, 2021
8	Sparking Disability Inclusion Rural Transformation (SPARK)	IFAD	Chitipa, Karonga, Rumphhi, Nkhatabay, Zomba, Chiradzulu and Phalomb	Budget estimate 547 091,71 (for 5 countries)	April 2021	March 2024
9	Addressing Decent Work Deficits and Improving Access to Rights in Malawi's Tobacco Sector (ADDRESS)	Royal Norwegian Embassy	Across Malawi with special focus in tobacco growing districts	1,980,310 (including 1% UN levy)	December 2020 -	November 2024 (48 Months)



3. ILO Tripartite Declaration of Principles concerning Multinational Enterprises and Social Policy (ILO MNE Declaration)

As part of its mandate, the ILO country office is providing advisory services to the Government of Malawi on different fronts including on the design and implementation of public policies as well as on how the enterprises can incorporate principles of ILSs. The ILO is further providing guidelines to MNEs and ILO constituents in areas related to employment, training, conditions of work and life, and industrial relations founded on the principles contained in ILSs.

Status of Conventions in Malawi

The ILO Country Office provides support to the Government of Malawi to ratify conventions. There have been 32 Conventions and 1 Protocol³ in total for Malawi. These are: Fundamental Conventions (8 of 8); Governance Conventions (Priority) (3 of 4); Technical Conventions (21 of 178). Out of the 32 Conventions and 1 Protocol ratified by Malawi, 28 are in force, No Convention has been denounced and 5 instruments have been abrogated.

The International Labour Standards (ILS) ratified by Malawi include a number of ILO Conventions that have direct relevance to employment and labour issues facing the country's tobacco sector and the rural economy at large. These include the: Labour Inspection (Agriculture) Convention (No. 129); Right of Association (Agriculture) Convention (No. 11); Workmen's Compensation (Agriculture) Convention (No. 12); and, most recently, the Safety and Health in Agriculture Convention (No.184). In terms of forced labour, Malawi ratified the recently adopted Protocol to the Forced Labour Convention (Protocol No. 29) on 7 November 2019, becoming one of the first 'Fifty for Freedom' countries to do so. Malawi is also a party to the Forced Labour Convention (No. 29) and the Abolition of Forced Labour Convention (No. 105), and has ratified both the Minimum Age Convention (No. 138) and the Worst Forms of Child Labour Convention

³ The ILO Forced Labour Protocol

(No. 182), the latter of which has been universally ratified by all ILO member states.

Table 2: Status of ratified ILO conventions in Malawi

Convention	Date	Status	Note
Freedom of association, collective bargaining, and industrial relations			
C011 - Right of Association (Agriculture) Convention, 1921 (No. 11)	22 Mar 1965	In Force	
C087 - Freedom of Association and Protection of the Right to Organise Convention, 1948 (No. 87)	19 Nov 1999	In Force	
C098 - Right to Organise and Collective Bargaining Convention, 1949 (No. 98)	22 Mar 1965	In Force	
Forced labour			
C029 - Forced Labour Convention, 1930 (No. 29) P029 - Protocol of 2014 to the Forced Labour Convention, 1930 ratified on 07 Nov 2019 (In Force)	19 Nov 1999	In Force	
C105 - Abolition of Forced Labour Convention, 1957 (No. 105)	19 Nov 1999	In Force	
Elimination of child labour and protection of children and young persons			
C138 - Minimum Age Convention, 1973 (No. 138) Minimum age specified: 14 years	19 Nov 1999	In Force	
C182 - Worst Forms of Child Labour Convention, 1999 (No. 182)	19 Nov 1999	In Force	
Equality of opportunity and treatment			
C100 - Equal Remuneration Convention, 1951 (No. 100)	22 Mar 1965	In Force	
C111 - Discrimination (Employment and Occupation) Convention, 1958 (No. 111)	22 Mar 1965	In Force	
Tripartite consultation			
C144 - Tripartite Consultation (International Labour Standards) Convention, 1976 (No. 144)	01 Oct 1986	In Force	
Labour administration and inspection			
C081 - Labour Inspection Convention, 1947 (No. 81)	22 Mar 1965	In Force	
C129 - Labour Inspection (Agriculture) Convention, 1969 (No. 129)	20 Jul 1971	In Force	
C150 - Labour Administration Convention, 1978 (No. 150)	19 Nov 1999	In Force	
Employment policy and promotion			
C159 - Vocational Rehabilitation and Employment (Disabled Persons) Convention, 1983 (No. 159)	01 Oct 1986	In Force	
Employment security			
C158 - Termination of Employment Convention, 1982 (No. 158)	01 Oct 1986	In Force	
Wages			
C026 - Minimum Wage-Fixing Machinery Convention, 1928 (No. 26)	22 Mar 1965	In Force	
C099 - Minimum Wage Fixing Machinery (Agriculture) Convention, 1951 (No. 99)	22 Mar 1965	In Force	
Working time			

Convention	Date	Status	Note
C089 - Night Work (Women) Convention (Revised), 1948 (No. 89)	22 Mar 1965	In Force	
Occupational safety and health			
C045 - Underground Work (Women) Convention, 1935 (No. 45)	22 Mar 1965	In Force	
C155 - Occupational Safety and Health Convention, 1981 (No. 155)	22 Mar 1965	In Force	
C184 - Safety and Health in Agriculture Convention, 2001 (No. 184)			
C187 - Promotional Framework for Occupational Safety and Health Convention, 2006 (No. 187)			
Social security			
C012 - Workmen's Compensation (Agriculture) Convention, 1921 (No. 12)			
C019 - Equality of Treatment (Accident Compensation) Convention, 1925 (No. 19)			
Migrant workers			
C097 - Migration for Employment Convention (Revised), 1949 (No. 97)			
Indigenous and tribal peoples			
C050 - Recruiting of Indigenous Workers Convention, 1936 (No. 50)	07 Jun 1966	Not in force	Abrogated Convention - By decision of the International Labour Conference at its 107th Session (2018)
C064 - Contracts of Employment (Indigenous Workers) Convention, 1939 (No. 64)	07 Jun 1966	Not in force	Abrogated Convention - By decision of the International Labour Conference at its 107th Session (2018)
C065 - Penal Sanctions (Indigenous Workers) Convention, 1939 (No. 65)	22 Mar 1965	Not in force	Abrogated Convention - By decision of the International Labour Conference at its 107th Session (2018)
C086 - Contracts of Employment (Indigenous Workers) Convention, 1947 (No. 86)	22 Mar 1965	Not in force	Abrogated Convention - By decision of the International Labour Conference at its 107th Session (2018)
C104 - Abolition of Penal Sanctions (Indigenous Workers) Convention, 1955 (No. 104)	22 Mar 1965	Not in force	Abrogated Convention - By decision of the International Labour Conference at its 107th Session (2018)
C107 - Indigenous and Tribal Populations Convention, 1957 (No. 107)	22 Mar 1965	In Force	
Specific categories of workers			
C149 - Nursing Personnel Convention, 1977 (No. 149)	01 Oct 1986	In Force	

An assessment of the percentage distribution of the employed population by sector in 2019 shows that agriculture is the largest employer accounting for nearly 73 percent of the total employed population followed by other service activities (10.6 percent) and Constriction (2.7 percent). Electricity, gas steam and air conditioning supply and Mining and quarrying accounted for the lowest employed population at 0.2 percent.

Table 3: Malawi's Key Facts and Figures

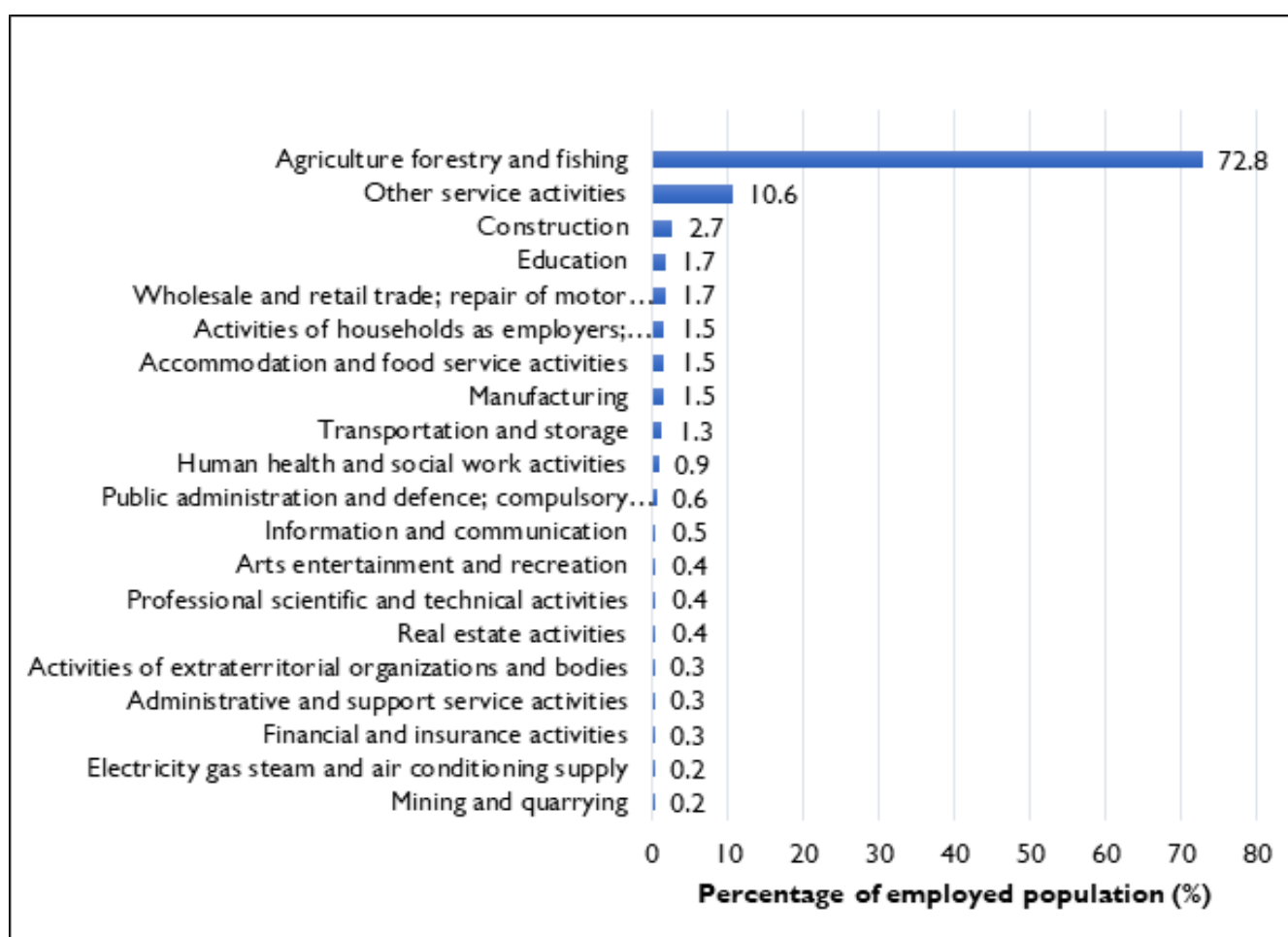
Selected Key Indicator	2017	2018	2019
Total Population		17.4 million	17.6 million
Working Age Population			9,188, 275 (52.3%)
Annual Population Growth Rate			2.9
Labour Force Participation Rate (%)			72
Labour force Population			6,614,065
Employed Population			5,389,463 (81.5%)
Formal employment			39%
Informal employment			36%
Formal sector			
Informal sector			83%
Household sector			7%
Own use production Work			53%
Unemployed Population		1,224,602	
Time related underemployment			27% ²
unemployment rate		20.4	21
youth unemployment rate	7.58%	7.48%	7.52%
Youths NEET Population	32.9%		
Labour market effectiveness ranking		76/140 (medium level)	
Social protection coverage			21%
Economic Statistics			
GDP in Current Market Prices (MK' Million)	6,417,321.4	7,113,141.6	8,098,520.6
GDP growth	5.2	4.0	5.0
HDI ³	0.473	0.478	0.483

⁴2013 estimate

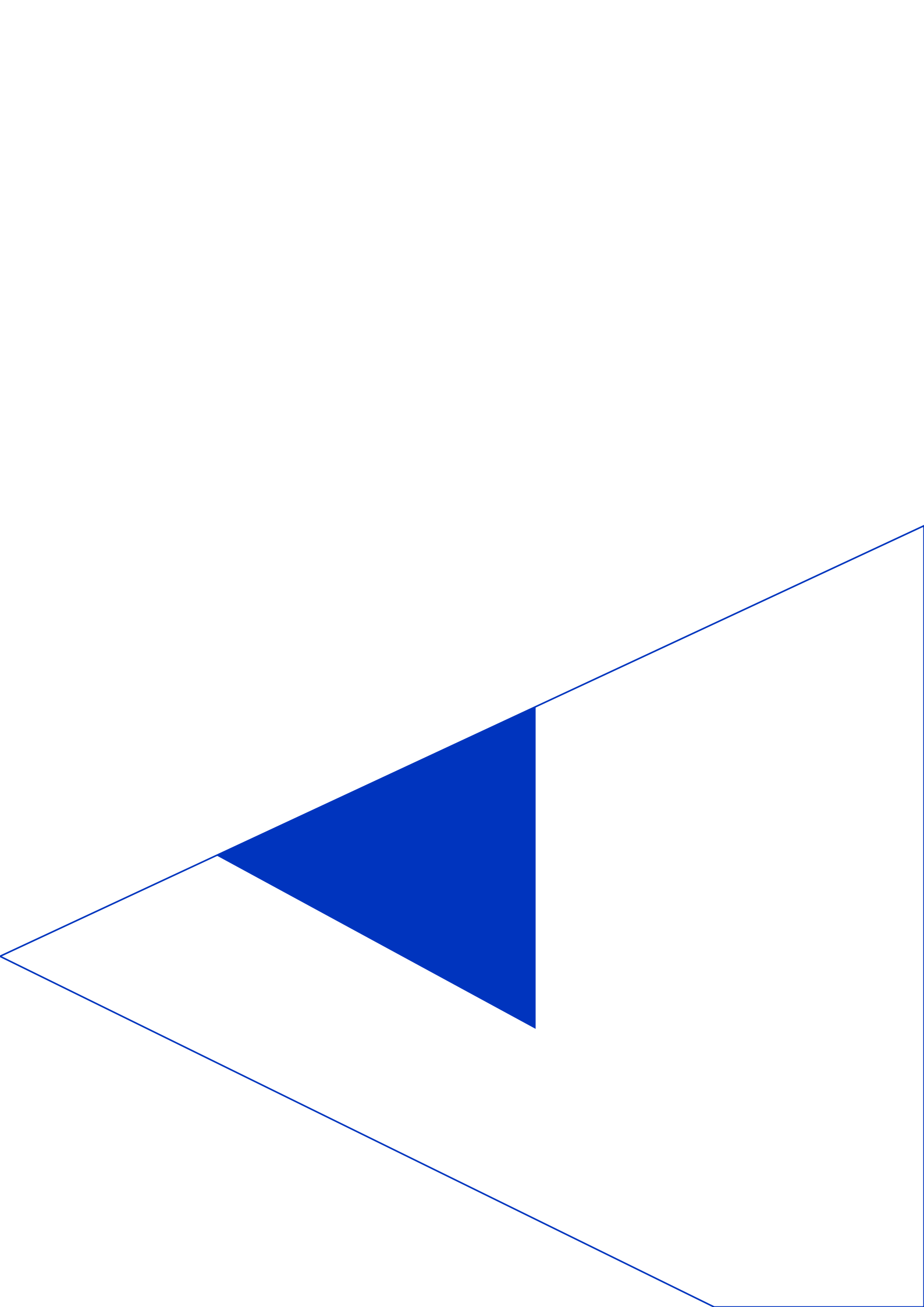
⁵ Malawi's HDI trends based on consistent time series data and new goalposts. Human Development Report 2020 The Next Frontier: Human Development and the Anthropocene. Briefing note for countries on the 2020 Human Development Report



Figure 1: Percentage Distribution of Employed Population by Sector, Malawi 2019



Source: Computed from National Statistical Office (NSO) 2019 population and housing census data.





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