

***Thematic Portfolio Social Protection in  
Central Africa 2022-2026***

***Uganda: UGA21003***

***DRC: COD21005***

***Rwanda: RWA21002***

**Consolidated Annual report June 2022-  
July 2023.**



Kigali, September 2023

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## 1. Introduction/Executive Summary

This consolidated annual report of the Thematic Portfolio Social Protection (TPSP) in Central Africa, covers the first year of the implementation of the three interventions (Democratic Republic of Congo, Rwanda, and Uganda), from July 2022 to June 2023.

The portfolio focuses on Decent work (DW) and Social Protection (SP) across five strategic pillars inspired by ILO's Decent Work Agenda: i) Employment creation and enterprise development, ii) Standards and rights at work, iii) Social protection, iv) Social dialogue, and v) Policy development and learning at national and regional levels. The Portfolio includes a regional component comprised of regional initiatives which concern Rwanda, Uganda, DRC, and eventually other East Africa Community member states.

The Portfolio shares the same Theory of Change and the same general and specific objectives. However, each country has translated this into its specific context to align with the countries' priorities.

**Table1: Objectives of the Thematic Portfolio Social Protection**

<b>Thematic Portfolio Social Protection in Central Africa 2022-2026</b>		
<b>General objective</b>	To improve the living conditions and resilience of the most vulnerable populations by investing in social protection systems and decent work, as well as contributing to the promotion of their sustainable and inclusive socioeconomic development.	
<b>Democratic Republic of Congo</b>		
Specific agreement signed on 7 <sup>th</sup> June 2022 with a budget of 16,200,000 Euro		
	Specific Objective 1	<i>Des emplois décents et productifs sont créés dans les secteurs visés via les Centres de Ressources</i>
	Specific Objective 2	<i>Sensibiliser et promouvoir les droits et normes du Travail Décent</i>
	Specific Objective 3	<i>Un accès abordable pour les travailleurs/euses vulnérables et leurs familles à une protection sociale de qualité</i>
	Specific Objective 4	<i>Les travailleur/euses vulnérables et les chercheur/euses d'emploi sont représentés dans les organes du dialogue sociale</i>
	Specific Objective 5	<i>L'élaboration de politiques et de dialogue national sur le travail décent sont renforcés grâce à l'apprentissage fondé sur des données factuelles et à la mise en réseau et aux échanges régionaux</i>
<b>Rwanda</b>		
Specific agreement signed on 20 <sup>th</sup> May 2022 with a budget of 17,600,000 Euro		
	Specific Objective 1	Increased access to decent work through (i) enterprise development of micro and small enterprises through business development services and supporting access to finance; and (ii) improving the employability of individuals faced with skills gaps
	Specific objective 2	Improved working conditions of informal workers employed in precarious employment in mining, construction, manufacturing, and trade through strengthened institutional actors, improved awareness,

		and roll out of collective agreements at the enterprise level
	Specific objective 3	Increased access to social services through the operationalization of Para social workers and the piloting of maternity leave approaches for women in the informal sector
	Specific objective 4	
	Specific objective 5	An improved enabling environment at the national level and regional level for decent work and social protection through supporting research and strategy formulation
	Specific objective 6	Regional initiatives on decent work and topics of mutual interest are strengthened through evidence-based learning and regional networking and exchange
<b>Uganda</b>		
Specific agreement signed on 22 <sup>nd</sup> June 2022 with a budget of 16,200,000 Euro		
	Specific objective 1	Decent employment is created and enhanced for youth and women in agriculture, tourism and the green economy.
	Specific objective 2	Fundamental Principles and Rights at Work for formal and informal workers are better respected, protected and fulfilled.
	Specific objective 3	Workers and their families have increased access to existing social protection mechanisms covering health and maternity risks.
	Specific objective 4	Tripartite representative actors engage in effective Social Dialogue for advancing the Decent Work Agenda.
	Specific objective 5	Policy Development and national dialogue on decent work is strengthened through evidence-based learning and regional networking and exchange.

In this introduction, **key elements of the self-evaluation** conducted by the program teams in the three countries of intervention will be highlighted and more details for each country on the progress on achievement of the results will be provided in the next chapter.

The self-evaluation revealed that the program is very relevant to the partner countries. The project encompasses two major SDGs, namely SDG1 “No poverty” in particular the section 1.3. “social protection system for all”; and SDG8 “Decent work and economic growth”, in particular the section 8.5 “full and productive employment and decent work” and in section 8.8 “protection of labour rights”. Although every country has nuances in its evaluation, the effectiveness is satisfactory; overall, it is expected that all outputs will be delivered before the end of the interventions. Efficiency is satisfactory in general as well as the sustainability of the results.

*En RDC, l’intervention combine des stratégies qui visent un appui pour le renforcement des institutions nationales et provinciales impliquées dans les thématiques de l’intervention d’un côté avec des activités qui toucheront directement un grand nombre de bénéficiaires sur terrain, majoritairement des femmes et jeunes qui œuvrent dans le secteur informel. Dans un pays où l’accès à l’emploi est difficile, où plus de 90% du travail se situe dans le secteur informel et dans des emplois*

*précaires, et où les conditions de travail pour une large partie des travailleurs restent difficiles, le projet a toute sa pertinence.*

*L'efficacité du programme est mise en défis à cause de la complexité du programme qui se déroule au plusieurs niveaux (province, national, régional) et dans différentes provinces avec des différentes réalités économiques. En plus, les objectifs décrits dans le cadre logique initial étaient très élevés et avec des cibles diverses. Le cadre logique et les activités de mise en œuvre ont été modifiés dans ce sens.*

*Durant les huit premiers mois après la signature de la convention spécifique, les inputs pour bien démarrer le projet et assurer son fonctionnement fluide n'étaient pas encore complets, ce qui a ralenti quelque peu le démarrage du projet. A la fin de la première année de l'intervention ces éléments pratiques sont pour la plupart disponibles. Actuellement l'équipe du projet prépare la concrétisation des premières activités et sous-activités de l'intervention et il est confident que les outputs seront atteints. Néanmoins ce sera dans le rapport annuel suivant qu'il sera possible de porter un jugement correct sur ce point.*

*L'équipe juge qu'il est trop tôt pour donner un jugement fondé et fiable sur la durabilité de l'intervention. La concrétisation du projet n'a pas suffisamment avancée pour cela. Cependant, sur base de la proposition de l'intervention telle qu'elle avait été élaborée et par la suite quelque peu modifié par l'équipe de l'intervention, et sur base des premiers pas que l'intervention a posé durant la première année de la mise-en-œuvre, il y a espoir et engagement pour évoluer vers une performance souhaitée.*

**In Rwanda**, the program will contribute to the Rwandan government's effort to create a total of 1.5 million decent jobs (at least 200,000 decent annual jobs) in the country by 2024. Given that the labour market of Rwanda is still characterized by high levels of informality (Proportion of informal employment in non-agriculture employment is 69%), major labour underutilization (59%), a high unemployment rate (24.3%) (Females: 27.3% & Males: 20.7%) and time-related underemployment (32.3%), this program constitutes a good contribution to combat all these issues.

Assuming that all other conditions remain unchanged, the program outcomes are expected to remain sustainable because they are embedded in national systems and in natural activities of national partners. Moreover, the priorities of the program are aligned with the international goals that Rwanda adopted. The aim is to build capacities of the national actors to embed, adopt and adapt to the new practices promoted by the intervention. Rwanda has established strong mechanisms of coordinating implementation of policies including established structures (both horizontal and vertical) involving all potential stakeholders and ensuring strong commitment and accountability and support system mechanisms. However, it is too early to assess sustainability of the BDS and job creation activities, which are only starting or under contracting.

**In Uganda**, the project is well anchored in national policies and remains highly relevant to the needs identified for the target group. The intervention logic, although the team finds it ambitious for the time available, is appropriate. The targets of the first year of implementation have globally been reached, all stakeholders have been involved and mobilised by the Project team in order to achieve the impact. A risk assessment has been organised in November 2022 and the team is planning to reassess the status again at the end of the year 2023. The Project could adjust to the evolving situation, including the governance crisis faced by the main trade unions umbrellas (National Organisation of Trade Unions – NOTU and the Central Organisation of Free Trade Unions – COFTU). The target remains achievable by the deadline of the Project.

Based on the implementation plan, most activities were on schedule. Certain activities were delayed (eg. boosting of the coffee and cocoa sectors), but this had no impact on the delivery of outputs for year one. The outputs are and will most likely be delivered on time.

While only sustainable activities are methodically considered, the Project achievements remain sensitive to the global and regional economic context. The 2022-2023 Ebola outbreak took a considerable toll on the economic activities in the implementation areas, with the tourism sector suffering most. In addition, the chronic under-funding of the Ministry of Gender, Labour, and Social Development (MoGLSD), exacerbated by the recent global inflation, had implications on pillars 2, 4 and 5. In a bid to boost the sustainability prospects of the job creation (the most substantial pillar), a cost-reflective and possibly profitable green incubator is considered to be implemented. Two of the project's direct grants intend to strengthen the relation between training institutes and the private sector, to unleash and possibly tap into private funds. In addition, the project is planning Training of Trainers (ToT) at different level of the intervention (Pilar 2,3,4 and 5), an investment that could not have been covered by the MoGLSD at the time being, equipped the public actors with solid roots, demonstrating the relevance of such training for emulation, more especially in the field of labour inspections.

**Progress in realizing development results.** In general, in all the three countries, the first year of implementation constituted the start-up phase, and little was achieved at outcome level. The matrix of outcome indicators and targets is attached to this report for reference.

The **budget execution rates** are 7%, 13% and 6% for DRC, Rwanda, and Uganda respectively. The low execution rate is justified by the fact that the first year of implementation, the teams focused on the preparations of the activities, including hiring the program teams, review and alignment of the logic framework with the reality of ground, engaging stakeholders and partners and agreeing on the project results and activities (through steering committees) and launching contracting processes of the partners to implement the activities (through grants, public tendering processes and call for proposals).

## 2. Implementation Status of Thematic Portfolio Social Protection

### 2.1. Evolution of the Context

***At regional level the context did not evolve, however at institutional level few changes that can influence positively the implementation of the program happened.***

***En RDC, dans la période couverte par le rapportage il y a eu quelques évolutions au sein des institutions partenaires qui pourraient possiblement influencer positivement la mise en œuvre de l'intervention :***

- *Un nouveau Secrétaire Général de l'Emploi et Travail, et Secrétaire Général de la Prévoyance Sociale ont été nommés. Les premiers contacts avec ces deux personnes sont positifs et ils démontrent toutes les deux une ouverture et un engagement envers le projet.*
- *Il y a des évolutions à l'Inspection Générale de Travail. Une réforme globale de l'institution est prévue et commence à se mettre en place. Simultanément un grand nombre d'inspecteurs part à la retraite et sera remplacé par de nouvelles personnes, qui sont en cours de recrutement. L'intervention prévoit une activité de "Soutien aux missions régaliennes de l'Inspection". Cette période de transition à l'Inspection pourra constituer une*



- opportunité car les renforcements prévus par Enabel pourront aider à accompagner ces changements et à mettre des fondements forts pour permettre à l'Inspection de repartir sur un nouvel élan et d'améliorer la réalisation de ses missions de base.*
- *En mai 2023 la directrice générale de l'Office National de l'Emploi (ONEM) a été suspendue par la Ministre d'Emploi, Travail et Prévoyance Sociale. La directrice adjointe de l'ONEM a alors été nommée Directrice Générale ad intérim. C'est cette même personne qui était déjà le contact principal de l'équipe d'intervention pour les activités prévues avec ONEM et sur lesquelles des échanges constructifs étaient en cours depuis mars 2023. Sa nomination comme Directrice Générale ad intérim pourra influencer positivement la collaboration envisagée avec ONEM vue que la nouvelle directrice y croit fortement et s'engage activement sur ce dossier.*
  - *Au niveau politique les tensions entre la RDC et le Rwanda persistent depuis le démarrage de l'intervention en juin 2022. Cela constitue une contrainte pour la participation d'Enabel RDC aux activités du volet régional du portefeuille (résultat 5). Suite aux tensions politiques, et les risques de sécurité que cela pourrait emmener, il n'est actuellement pas permis pour l'équipe Enabel RDC de participer physiquement à des événements régionaux. Pour l'instant la participation aux échanges et activités s'effectue à distance.*

**In Rwanda, the general context of the program in Rwanda has not evolved, and no major changes occurred.** This year, the program's steering committee has been set up under the leadership of the Ministry of Public Service and Labor (MIFOTRA). The steering committee is active and oversees the smooth running of the program activities. Although falls out of the reporting period, in September 2023 the Minister of Public Service and Labor as part of a wider Cabinet reshuffle was replaced by the former Minister of Gender and Family Promotion, with whom Enabel holds good relations. The former Minister was subsequently appointed Deputy Director General and Director for Africa at the International Labor Organization. Both changes are considered positive although the transition of partnership and steering to the new Minister will have to be managed.

**In Uganda, the economic and structural context has not changed much since the formulation.** Nonetheless, this year has been marked by the revision of the Employment Act, which the project supported the Decent Work Country Programme (DWCP) for Uganda's revision is also about to be finalised. It will offer tripartite-plus partners in Uganda an opportunity, through an integrated and collaborative framework, to promote decent work as a key component of the country's national development strategy. The DWCP also facilitates the harnessing and directing of the ILO's comparative knowledge, instruments, advocacy, and cooperation at the service of the tripartite constituents in a results-based framework to advance the decent work agenda in Uganda. Major constraints have been identified to achieve change process and the project's objectives including:

- The partnership between MoGLSD and Enabel is new. As a normal result, the partnership takes time to be build, to agree on respective roles and responsibilities. This situation is made more complex in regard to the limited institutional capacity of the MoGLSD, characterised by under-funding and understaffing of the MoGLSD.
- Chronic underfunding of the Labour Department and the MoGLSD as a whole. The Ministry of Gender, Labour and Social Development budget for the Financial Year 2023/2024 has been reduced by over 80 per cent. The Ministry's budget is Shs21.999 billion down from Shs74.984 billion in the previous year. This decision will literally bring the Ministry's programmes and operations to a halt. Among the departments affected include the direct

counterpart of the project, the Department of Labour, Industrial Relations, and Productivity which is being allocated only Shs 25 million per quarter.

## **2.2. Progress in realizing development results.**

In general, in all the three countries, the first year of implementation constituted the start-up phase, and little was achieved at outcome level. The matrix of outcome indicators and targets is attached to this report for reference.

### **2.2.1. Progress in realizing development results in DRC.**

*En RDC, du point de vue outcome la première année est utilisée comme une période de préparation. Cependant plusieurs activités ont été préparées en vue de réaliser les outputs.*

#### **Résultat 1 : Des emplois décents et productifs sont créés dans les secteurs visés via les Centres de Ressources**

*Plusieurs partenariats sont envisagés pour arriver à réaliser les objectifs du Résultat 1 :*

- *Collaboration avec les Centre de Ressources (CdR) de Lubumbashi et Kinshasa pour définir les champs de collaboration et investiguer les possibilités par convention subsidie ou en régie.*

*Quelques petits travaux de réhabilitation ont été effectués dans les CdR de Lubumbashi et Kolwezi.*

- *Proposer l'outil de First Employment Facility pour les partenaires comme la Fédération des Entreprises du Congo (FEC).*

*Le scan organisationnel est finalisé et une proposition de collaboration avec FEC pour l'établissement du dispositif « First Employment Facility » est en cours d'élaboration.*

- *Initier la collaboration avec FOREM dans l'appui vers l'ONEM*

*Des échanges entre ONEM – Enabel -FOREM ont également commencé depuis mars 2023 et aboutiront à la signature d'un Accord Spécifique de Coopération (ASC) avec Forem en octobre 2023. Le Forem fournira un accompagnement à l'ONEM pour le développement de leur dispositif d'évaluation, conseil, orientation pour les chercheurs d'emploi et la prospection du marché de travail. Une visite par ONEM au Forem en Belgique sera organisée en septembre 2023*

#### **Résultat 2 : Sensibiliser et promouvoir les droits et normes du Travail Décent**

*L'équipe d'intervention a préparé et lancé un marché public pour mener un diagnostic des droits et normes du travail décent pour les secteurs visés. L'objectif de ce diagnostic est de mieux comprendre la situation actuelle dans certains secteurs, afin de bien orienter les actions concrètes sur terrain.*

*A partir de mars 2023 des échanges ont eu lieu entre Enabel et l'Inspection Générale de Travail. Suite à cela il été convenu d'organiser une analyse organisationnelle de l'Inspection Générale de Travail afin de voir plus clair dans le fonctionnement actuel, les opportunités et les défis. Par après, sur base des résultats de l'analyse organisationnelle, les deux organisations se mettront d'accord sur le contenu exact des appuis qu'Enabel donnera. Le marché public pour l'analyse organisationnelle a été préparé et lancé. Le consultant vient d'être sélectionné. Simultanément l'équipe d'intervention mène des échanges avec BIT RDC qui appuie également l'Inspection Générale de Travail, afin de voir comment s'aligner dans nos appuis respectifs.*



**Résultat 3 : Un accès abordable pour les travailleurs/euses vulnérables et leurs familles à une protection sociale de qualité**

*L'équipe d'intervention a préparé et lancé un marché pour mener une analyse pour un dispositif innovant d'indemnisation pour les femmes pendant la période de grossesse et maternité n'a pas été attribué comme aucun des candidats avait une proposition convaincante. Le marché public sera donc relancé, dans l'espoir de pouvoir l'attribuer cette fois-ci.*

*La préparation d'une convention de subside avec 3 membres de la Plateforme de Coordination du Travail Décent (PCTC) est en cours.*

*En ce qui concerne le renforcement des mutuelles de santé, dans un premier temps l'équipe d'intervention s'est renseigné auprès de différents acteurs sur ce qui existe en termes de mapping de mutuelles de santé en RDC. La conclusion de cette analyse interne étant que des bases existent mais qu'un mapping complet est absent, l'équipe d'intervention a préparé et lancé un marché public pour effectuer un mapping des mutuelles de santé qui sont présentes dans les zones de l'intervention. La sélection d'un consultant devrait se faire dans les semaines à venir. Si le marché public est attribué le mapping sera organisé d'ici septembre/octobre 2023.*

*Pour la promotion du cadre public de régulation de l'offre avec la demande des soins, l'équipe d'intervention a eu une première rencontre avec le Comité Technique de Coordination du Conseil National de CSU durant laquelle quelques idées pour l'appui à la stratégie nationale en CSU et l'intégration des mutuelles ont été lancées.*

**Résultat 4 : Les travailleur/euses vulnérables et les chercheur/euses d'emploi sont représentés dans les organes du dialogue sociale**

*Les trois activités pour réaliser le résultat 4 (sensibiliser et soutenir l'adhésion des travailleurs/euses vers des syndicats, structurer et renforcer des groupes ciblés et des femmes dans le dialogue sociale, renforcer des dialogues sociaux et structure avec les acteurs tripartites) seront réalisés par WSW, SolSoc et IFSI qui sont trois membres de la PCTD. Il est prévu de signer une convention de subside avec ces organisations et l'invitation à élaborer une proposition d'action a été envoyée par l'équipe d'intervention au mois de mai 2023.*

**Résultat 5 : L'élaboration de politiques et de dialogue national sur le travail décent sont renforcés grâce à l'apprentissage fondé sur des données factuelles et à la mise en réseau et aux échanges régionaux**

*L'équipe d'intervention avait décidé en début d'année, lors de la planification pour 2023, que le 5ième résultat, qui est un résultat transversal en appui à l'atteinte des autres résultats, ne serait pas une priorité pour 2023. En conséquence la progression sur l'organisation des activités du résultat 5 est légère, mais avec l'objectif de déjà réaliser des progrès considérables en 2023.*

### 2.2.2. Performance of outcome in Rwanda

At outcome level, the overall achievement shows that it is the indicator of “the labour inspections conducted / followed up with the support of the project” that has been carried out. Labor inspections carried out with the project support are 2,008 out of a total of 3,000 planned in the year, reaching 66.93%. If we compare this progress with the final target of 10,000 inspections, we get 20.08%. Moreover, several activities have been carried out to achieve the following outputs:

#### **Result 1: Increased access to decent work through enterprise development and improving employability of individuals faced with skills gaps.**

To achieve this result a number of partners have been engaged and brought on board, some through direct grant and others through public contract:

- A grant was awarded to Profemmes Twese Hamwe (PFTH), a coalition of civil society organizations dedicated to advancing the status of women in Rwanda. The grant's primary goal is to enhance the income of women and girls engaged in informal cross-border trade within the Kivu belt zone. Its key objectives include empowering and sustaining micro and small enterprises by providing support in areas such as business development, access to finance, financial assistance, and establishing market linkages.

During the specified period, PFTH has already identified 1,400 beneficiaries consisting of women and girls involved in cross-border trade. They have been organized into 28 credit-saving groups and received training in financial literacy, business management, and entrepreneurship. Additionally, 710 women engaged in informal cross-border trade have undergone capacity-building programs to boost their confidence and improve their communication skills with clients.



*Women in informal cross border trade selected by Pro-femmes Twese Hamwe*

- 4 Business Development Services (BDS) providers have been contracted to promote self-employment and deliver business development services to Small and Medium Enterprises-SMEs (existing & new enterprises) and they will work with both existing and new SMEs in

Rusizi district and only with existing SMEs in Rubavu district and the City of Kigali. BDS providers for other districts of intervention (Nyamasheke, Karongi and Rutsiro) are not yet contracted.

- A skills assessment study was commissioned and completed. The skills highlighted by the assessment, provide an opportunity to design strategic interventions and training ecosystem that is local-based, and target disadvantaged and vulnerable youth and women, in the informal sector, in the districts of intervention. Such designs and support aim at creating and promoting opportunities for skills development, self-employment, and business competitiveness, taking advantage of each District's economic potential, current and future.
  - Under the Workplace Learning (WPL) framework, for the implementation of the grant signed with Rwanda TVET Board (RTB), a total number of 336 trainees (161 boys and 175 girls) have been enrolled in 6 TVET schools, in masonry, tailoring, carpentry, mechanics and welding. The first batch started on 26<sup>th</sup> June for a period of 12 months.
- 
- To promote access to finance and business competitiveness, the program team is finalizing the grant agreement with Business Development Fund (BDF) that will provide start-up capital for new MSEs and micro leasing for existing MSEs in selected sectors which are manufacturing and trade.
  - Business competitions will also be organized by the Ministry of trade and industry (MINICOM). The grant process to MINICOM as a main organizer of the business competitions has been initiated and the main objective of the action is to empower young people to invest in innovative entrepreneurship ideas and promote business competitions leading to awarding best projects with working capital and equipment funding.
  - A grant to Private Sector Federation (PSF) was launched, to strengthen their capacity to engage in PPDs (Public private dialogues) and also working with trade unions to improve working conditions of employees through social dialogues.

## **Result 2: Improved working conditions of informal workers employed in precarious employment in mining, construction, manufacturing,**

Main partners for the implementation of the output are social partners (Government, workers and employers).

Under the grant signed with MIFOTRA:

- A consultant (RIC HOUSE Ltd) has been hired to upgrade the Integrated Labour Administration Information System. This will enhance the management of the labour administration data including child labour data, labour disputes, etc.
- All 33 labour inspectors across the county have been trained to ensure the compliance with international labour standards.
- 242 Staff in employment and entrepreneurship ecosystem have been trained (Business Development and Employment Unit staff in all districts and staff at central level) to make

them able to proactively coordinate and propose solutions to enhance the creation of decent and productive jobs.

- Social partners Fora were held at provincial level with 1,153 participants to raise awareness on compliance to labour standards.
- The Celebration of 2023 Occupational Safety and Health (OSH) world day has been held on 25th May 2023. It was an occasion for MIFOTRA to increase awareness of employers for protecting employees in the workplace from accidents, injuries, and exposure to harmful substances. During this event a workplace wellness programme was launched as a tool to ensure a safe and healthy workforce and boost productivity in Rwanda.

Under the grant signed with Rwanda Extractive Workers 'Union (REWU) and *Syndicat des Travailleurs des Entreprises de Construction, Menuiserie et Artisanat* (STECOMA) awareness campaigns were conducted (REWU: 10 mining companies & STECOMA: 5 construction companies) on collective bargaining targeting employers and employees.

They also trained 90 trade unions' leaders, members and employers in Collective Bargaining Agreements (CBA) negotiation. Based on that REWU helped in signing 2 CBAs and 3 Collective Bargaining Agreements are under negotiation by STECOMA.

### **Result 3: Increased access to social services through the operationalization of Para social workers and access to social security schemes.**

Rwanda Social Security Board (RSSB) has been engaged as a partner to pilot the increase coverage of the maternity leave for women in the informal sector. The grant agreement is not yet signed, the action proposal is awaiting final approval by Enabel.

RSSB will pilot mechanisms for establishing a maternity insurance scheme for women in the informal economy (own account workers, informally employed in informal enterprises, and informally employed as casual and seasonal workers with no contracts by formal enterprises) to alleviate the consequences of income and health insecurity during pregnancy and childcare shocks. This will be done through a feasibility study that will be conducted to provide insight into the income of pregnant women and nursing mothers, the loss incurred during the maternity leave period, possible scenarios of implementation of the project being mindful of required membership, contribution (if applicable), and benefits to be paid.

Local Administrative Entities Development Agency (LODA) has also been contracted through direct grant. The grant is in the process and the action proposal is being reviewed by MODOPs.

Through that collaboration with LODA, the Para-social worker's mechanism, a community-based volunteerism was envisaged as a delivery instrument to break the barriers of capacity and information gaps.

The expected results are that:

- The extremely poor and vulnerable are empowered through sensitization on their rights, entitlements, roles, and responsibilities and enrolled on existing social protection schemes (at least 2% increase in the coverage)
- Bridge the gaps in a range of information and service gaps that are important to livelihoods enhancement of the extreme poor and vulnerable, hence linking the extreme poor and vulnerable to existing social-economic opportunities and services.



#### **Result 4: Enhanced social dialogue mechanisms in the four priority sectors of intervention.**

REWU organized a training of union leaders on workers' rights in mining sector, membership to union, management, and leadership of trade union. 50 people including 12 women and 38 men attended the training.

REWU recruited 461 new members and STECOMA recruited 500 new members working in the mining and construction sectors respectively.

#### **Result 5: An improved enabling environment at the national level and regional level for decent work and social protection through supporting research and strategy formulation.**

From 16<sup>th</sup> to 19<sup>th</sup> May, the Government of Rwanda represented by the Ministry of Public service and Labour hosted the 19<sup>th</sup> ILO Regional Seminar for labour-based practitioners. Enabel through Result 5 of the portfolio has facilitated 179 national and regional labour practitioners and other relevant participants to attend the Seminar.

#### **Result 6: Regional initiatives on decent work and topics of mutual interest are strengthened through evidence-based learning and regional networking and exchange.**

##### **6.1. Regional events/workshops/meetings for learning and networking**

From 28th November 2022 to 02 December 2022 a **Kickoff regional workshop** was organized in Kigali and brought together all program teams from the three countries of the intervention (DRC, Rwanda, and Uganda), to generate clarity, ownership, and a common understanding of the portfolio logic among implementing teams; to develop a comprehensive M&E framework for the

Portfolio; to initiate preliminary reflections on key learning issues and to review the risk matrix; to define the governance of the Portfolio and agree on the reporting mechanisms at the regional level; and to initiate a reflection analysis, country per country, on the output's indicators and baseline



Belgian cooperation played an active role in the organization and funding of the **19<sup>th</sup> Regional Seminar for Labour-based Practitioners, under the theme, “Promoting skills and productive (decent) jobs for our common better future”**. In addition to financial support of around EUR 80 600, Enabel-Rwanda, through the project team, actively provided technical support to the MIFOTRA in the general organization of the Seminar. It was a high-level event with 1,056 participants. The conference led to a Ministerial

declaration:

<https://shorturl.at/stvxz>.

In the framework of the Seminar, on Tuesday 16/05, Enabel in collaboration with HIVA /KU Leuven, organized a side-event to launch the Regional Collaborative Action Research Initiative (RCARI) on decent Work and Social Protection.



A panel discussion was held on key challenges regarding decent work and social protection and On the panel, there were representatives of the following partners to the TPSP: EAC, ILO, HIVA (Hoger Instituut Voor Arbeid) and Government officials from Uganda and Rwanda.

It was an opportunity for HIVA to meet the representatives of the selected National research institutes and hold discussions upon the research topics and the way forward. The RCARI was the spotlight project on the HIVA website in June <https://hiva.kuleuven.be/en>



A documentary film showcasing the impact of the Decent Work and Social Protection Portfolio intervention in Rwanda was featured during the side event. To watch the documentary, you can scan the provided QR code. Alternatively, you can access the video by following this link: [Enhancing employment and decent work in Rwanda: Enabel's collaborative approach](#)

Under the Memorandum of Understanding (MoU) and operational agreement established with the East African Community (EAC), Enabel played a pivotal role in providing support and facilitation to Partner State Experts and the EAC Secretariat. This assistance was aimed at coordinating the Meeting of Legislative Draftspersons and Social Security Experts, which took place from June 19th to 21st, 2023, in Kigali, Republic of Rwanda.



The primary objective of this meeting was to finalize the Directive for the coordination of social security benefits within the EAC. This Directive serves to streamline and uphold social security rights and benefits for both workers and self-employed individuals across the East African Community. The draft Directive outlines the provisions for acquiring and maintaining social security rights and benefits, ensuring their portability throughout the region.

The Meeting was attended by Legislative Draftspersons, Labour and Social Security Experts from the Partner States. All member states were represented (Burundi, DRC, Kenya, South Sudan, Rwanda, United Republic of Tanzania).

### **6.2. Action research on topics of mutual interest**

Based on existing cooperation agreement between Enabel and KU Leuven University, a ASC between the two institutions was signed, to formalize their cooperation through KU LEUVEN University Research Institute for Work and Society, HIVA. HIVA will provide expertise to support enhancing the capacity of national research institutes (NRIs) on action research on topics related to decent work (topics of mutual interest)

NRIs that will carry out the research with guidance of HIVA have been identified by country teams in consultation with their partners, the selection was conducted based on the criteria developed by the regional team in collaboration with HIVA. The identified NRIs are: Chair de la Dynamic Social (CDS) in DRC, Economic and Policy Research Center (EPRC) in Uganda and Institute of Policy Analysis and Research (IPAR). Both CDS, IPAR and EPRC have been invited to submit their action proposals for direct grants.

Research topics to be investigated have been proposed and validated by country teams and their partners. The topics proposed are: Promoting Decent Work in Micro, Small and Medium sized Enterprises (Rwanda and Uganda); the link between green, social and solidary economy in promoting decent work (DRC and Uganda); the business case for labour inspection and administration, how to create a win-win case for both employees and employers (Uganda, Rwanda and DRC). Action research on portability of social security benefits and rights is planned to be conducted by NRIs in collaboration with the EAC.

### **6.3. Creation of an online knowledge-sharing and E-learning space:**

For synergy and complementarity purposes, a Decent work toolbox for knowledge sharing developed by VET Toolbox is also serving the TPSP and this will also be a repository of the findings of the action research for learning purpose. The current version of the toolbox is accessible here <https://www.decentworktoolbox.eu/>. A regional task team was formed with HQ focal point and all the three countries of the intervention are represented, for continuous review and update of the content of the toolbox. The IT infrastructure of the toolbox will be reviewed to assess the possibility to upgrade it, to accommodate the e-learning courses related to decent work and social protection.

International Training Center of ILO is engaged, and discussions are underway to assess if they can provide support on the e-learning space of the toolbox/platform. A request for permission to work with ITC-ILO, as a UN agency has been developed and awaits input from MODOPs.

### **6.4. Governance for setting up the Regional Technical Committee:**

Regional Technical Committee has been formed and is composed of (i) IMs of the TPSP in the three countries, (ii) their counterparts in the line ministries, (iii) EAC representatives, and (iv) ILO representatives. The first meeting was held on 10th March 2023 and the second meeting is scheduled for November 2023.

### 2.2.3. Performance of outcome in Uganda

**For Uganda**, this year has been a start-up phase with no results showing in the outcome indicators yet. However, many important activities for achieving the outcome have been prepared or carried out, and the team considers that the implementation as a whole is progressing within deadlines. The results achieved through these activities are detailed below.

#### **Result 1: Decent employment is created and enhanced for youth and women in agriculture, tourism, and the green economy.**

Although no jobs were created this year by the Project, the team has kick-started the preliminary activities that will create jobs in the agriculture, tourism, and green sectors.

These preparatory activities include launching a consultancy to map coffee and cocoa cooperatives, sending a call for proposals for hospitality trades, supporting the MoGLSD to operationalise the Sector Apprenticeship Committee (SAC) on hospitality and its subcommittee and drafting the call for proposals for a direct grant for green entrepreneurship and incubation hub. The Project has also identified a group of 50 people to be trained in the apiary sector and 40 people to be trained in the fibre sector, in direct implementation. It is also worth noting that the groups supported by the SSU-SDF grant create an opportunity for the project to start on already mobilised and organised groups to keep them creating decent jobs.

In regard to the coffee and cocoa sectors, the Project team held consultative meetings with farmers, consultants and agencies supporting those sectors. Many actors are already supporting the productivity of coffee and cocoa sectors in the Albertine and Rwenzori regions. This includes the private sector, the government, and Civil Society Organisations (CSOs), from which successes will be leveraged to increase productivity in the industry.

The Project also launched a consultancy to map and profile coffee and cocoa cooperatives in the Rwenzori Albertine regions to identify opportunities to enhance their productivity and engagement in the decent work agenda. The consultancy is ongoing with data, analysis and reporting writing. However, given the size of this activity (2M euros) and its technical dimension, it was decided to organise a backstopping mission by the expert in Agriculture & Food Systems from the Enabel HQ in October 2023 (Yessie Meyer).

Preliminary activities on tourism product development have been conducted, including conducting a stakeholder meeting with the members of the Uganda Tours Association (UTA), where fair tourism certification development was recommended. Based on this, the Project launched a consultancy bidding process awaiting award. The Project developed the ToR for product development for tourism products. At the end of the reporting period, the tender was about to be awarded to an existing fair-trade tourism certification supported in South Africa with the same anticipated principles of reasonable wages and working conditions, proper purchasing and operations, equitable distribution of benefits, and respect for human rights, culture and the environment.

The Ugandan National Apprenticeship Framework (UNAF) is a strategy designed by MoGLSD to enhance youth employability and productivity, in close collaboration with Employers and Workers' Organizations. It aims at addressing the current skills mismatch and unemployment challenge in Uganda via promoting work-based learning and partnerships with the private sector on skills development. The project is planning to organize different workshops with stakeholders to disseminate the framework.

As described in the technical and financial file of the project, Uganda Hotel Owner Association (UHOA), a not-for-profit employer-led organization, has been identified to be in the driving seat to roll out the apprenticeship scheme in the Albertine-Rwenzori Region, in order to boost the hospitality and tourism sectors.

The organisational assessment for UHOA was finalised in April 2023, and the invitation for action proposal was sent early June 2023. The total amount for this grant is expected to be 800 000 euros and the specific objective is: '750 Youth and Women in the Albertine and Rwenzori regions have an increased opportunity to engage in decent work, are better protected by labour rights, and benefit from social protection and more inclusive social dialogue'. The team is hoping for a signature in August 2023.

**Result 2: Fundamental Principles and Rights at Work for formal and informal workers are better respected, protected and fulfilled.**

The activities related to inform people about their rights and standards at work, are to be achieved with support from ILO and the FPS Employment, Work, and Social Dialogue (FPS-EWSD). Tripartite meetings between ILO, FPS-EWSD and Enabel have been conducted since October 2022. During the month of March 2023, a team from FPS-EWSD conducted a scoping mission to Uganda from which they interacted with various categories of people from the MoGLSD, social partners and labour officers in the districts. This led to the finalisation of the new scope of work for both ILO and FPS-EWSD.

The challenge encountered under this result so far is the delay in signing of the framework agreement between Enabel and ILO headquarter offices in Brussels and Geneva respectively. This is delaying the finalisation of the ASC outlining the conditions of work with the ILO country office in Uganda.

The project supported Labour Day and the first Annual National Labour conference. The conference was considered a success by MoGLSD and all stakeholders. It was held under this year's National Labour Day celebration's theme "Promoting Positive Work Culture and Ethics: A Prerequisite for Increased Investment, Employment Opportunities and Household Incomes". As was the main objective, the conference provided a platform for different stakeholders to engage in discussions on harnessing a positive work culture and ethics among the workforce. A total of 163 people attended the conference. The conference was televised on NBS Television and is estimated to have reached about 1, 664,376 viewers. Proceedings from the conference were featured in various media including Radio, Television, newspapers, and social media.

The project also developed a documentary for Labour Day to showcase the impact of the Decent Work Interventions Country Program (DWCP) interventions in Uganda and highlight the importance of promoting decent work for sustainable development. The documentary is yet to be widely disseminated <https://shorturl.at/aoFJW>.

The Project has planned to do targeted awareness creation and training for Enabel staff, Enabel beneficiaries of past and current programs including the new portfolio and amongst partner (SB4U, PSFU, BIO, World Bank, Belgium NGOs, etc.) to ensure that decent work principles are integrated across all interventions. The ToRs and the questionnaire to assess the level of awareness of labour rights and standards at work for the targeted groups have been finalized. The next step will be to digitize the survey tool from which the target groups can respond to the survey, so the planned training with results from the survey against the actual facts in the laws, policies and guidelines of Uganda is properly delivered.

A grant to Mbarara University of Science and Technology (MUST) and another grant to the Uganda Association of Women Lawyers (FIDA-Uganda) are initiated. MUST is to conduct action-oriented research on GBV at the workplace targeting agriculture, tourism, and hospitality sectors in the Albertine and Rwenzori regions while

FIDA-Uganda implements the action recommendations from the action research yet to be conducted by MUST. The progress made with the two grantees are:

- An organization assessment for both MUST & FIDA-Uganda were done and reports approved.
- Final Scopes of work for both MUST & FIDA-Uganda have been approved.
- Letters of invitation to elaborate on action proposals together with accompanying Enabel templates for both grantees have been sent to MUST and FIDA-Uganda.

MUST has a clear mandate to research gender-related themes, and consequently has intensive expertise in this area. An organizational assessment of the faculty conducted in 2023 confirmed that it has the correct management, financial and technical capacities to commit to a Grant Agreement and manage the funds autonomously. As a membership organisation, FIDA is the leading women's rights organization advancing gender equality through the promotion of women's rights in Uganda. FIDA has exclusive and unique expertise in the area of women's rights and is recognised by the government as a legitimate counterpart in this area.

The Capacity Needs Assessment which was conducted between December 2022 and February 2023, to determine the MoGLSD and district's operational capacity needs to provide leadership and coordination, and monitoring and evaluation of the national response to the Decent Work and Social Protection Agenda at the national and district level. The findings from the Capacity Needs Assessment have informed the development of a Capacity Development Plan for the labour inspection officials at the Ministry and districts. The labour officials are willing to learn and improve their skills, knowledge and capabilities, especially in regard to labour inspections and administration in Uganda.

A baseline study for result areas 2 and 4 of the Project was conducted. One of the objectives of the baseline was to establish National and District representative baseline value data on the percentage increase in the labour inspections at national and district levels. The survey was conducted among the labour inspectors drawn from the Project geographical implementation areas of Albertine and Rwenzori. Ministry officials also participated in the study to understand their perspective on labour inspections at the national level. The survey established 665 labour inspections as baseline inspections conducted by labour officers. It was also found out that once the project supports the labour officers with tools and equipment, the inspections would increase by 40%.

The revision of the labour inspection tools such as the labour checklist, guidelines on labour inspections and code of conduct for labour inspectors have been regarded as an initial step to collect data on labour status and to compile an annual report at the end of 2023 as there are currently issues related to data collection, storage, and reporting on the labour officers' side. So, the primary process activity for the main activity of the annual status report on the labour inspection is achieved on time. However, the revision of this checklist also implies an amendment in the employment law, and this means approval of those documents is to take some time.

### **Result 3: Workers and their families have increased access to existing social protection mechanisms covering health and maternity risks.**

To increase demand for health insurance, it quickly appeared that savings groups (more especially Village Savings and Loan Associations - VSLAs but also burials groups) were a good entry points to sensitise people to first save for health. A first tender was launched and awarded (ongoing at the end of the reviewed period), to map out and assess the supply and governance of Community Health Insurance (CHI) schemes and savings schemes in the Albertine and Rwenzori Regions and to conduct an analysis of the demand for CHI in the Albertine and

Rwenzori Regions. This study will help the team to have a better understanding of the context before starting 'real' implementation of the strategy.

A second tender was launched and awarded at the end of the reviewed period to address the knowledge gaps that exist in the area of financial education and health insurance among 1,000,000 targeted beneficiaries. The consultant is required to develop a ToT manual and a trainers' guide to cover modules in Financial Education and Health Insurance. After the training manuals are finalized and approved by Enabel, the consultant will roll out two 5-day ToT workshops in Albertine and Rwenzori Regions involving 80 participants (Social Protection Project staffs, relevant districts officials, VHTs, CHI promoters etc). The 5-day training of trainers' workshop is intended to build the capacity of the selected participants to deliver such trainings before cascading them to at least 2,000 beneficiaries (through the already existing saving groups).

Two innovative solutions to improve the access to social security for informal workers, focusing on risks related to health and/or maternity, have been identified: (i) Contacts were made with MTN AYO to evaluate their willingness to support the creation of a mobile insurance product, (ii) Another 'innovative' solution to facilitate access to maternity health is a potential grant with Babies and Mothers Alive (BAMA) NGO. The BAMA Foundation has been identified to implement the Mama Rescue Initiative aimed at reducing delays associated with childbirth. It is planned that Bama Foundation will pilot the mama rescue initiative in 2 selected districts. A selection criterion is to be developed between BAMA, Decent Work and the Social Protection Project of Enabel. Approval for BAMA as a direct grantee is ongoing, but the scope of work has already been defined. The specific objectives the team envision for this grant are:

- To support VSLAs to save for health.
- To sensitise and train VSLA members on savings and health insurance.
- To support expectant mothers to attend at least 4 antenatal visits that are recorded.
- To provide transportation services to expectant mothers in labour from villages to health centres in an average of 15 minutes.
- To support women with life-threatening complications from health centres to hospitals.

The transportation services, through a mobile platform, is considered to be the innovative part of this grant.

**Result 4: All workers are represented in social dialogue or other forms of structured dialogue at all levels. Their rights are defended, extended, and acquired, with a focus on women and youth.**

This is to be achieved in collaboration with ILO, through a grant, to train Labour Union Federations including the National Organization of Trade Unions and the Central Organization of Free Trade Unions (NOTU/COFTU) and Sectoral Labour Unions on decent work, especially in the informal sector to mobilize and unionize the vulnerable workers. The process activity achieved was the project entry meetings held with the technical officials of the unions in Kampala. This major activity has not been achieved yet pending the finalization of the framework agreement between Enabel and ILO Headquarters. As for the employer's side, the project was able to conduct an inception meeting in February 2023. The trainings that the representatives of employers are to receive are also delayed due to the lack of a formal cooperation agreement between Enabel and ILO.

During the partner's inception meetings with NOTU and COFTU in January and February 2023, the leaders of the Unions vowed to support the Project achieve its objectives. Recently, the trade unions in Uganda are facing a leadership crisis. Both NOTU and COFTU are still engaged in a leadership crisis with various individuals claiming

to be leaders of the federations. Political interference in trade union affairs is another challenge faced by unions in Uganda. Government authorities may attempt to influence union activities, co-opt union leaders, or restrict their ability to freely express their opinions or challenge government policies. This can undermine the independence and effectiveness of trade unions. The governance issues are continuing to affect the operations of the workers' associations in the country. Since both NOTU and COFTU have leadership crisis, it has become impossible for Enabel team to determine the rightful office bearers because from time and again, the team is continuing to receive phone calls from different people asking us to stop engaging with the current office bearers at NOTU and COFTU.

**Result 5: Policy Development and national dialogue on decent work is strengthened through evidence-based learning and regional networking and exchange.**

The intervention supported the MoGLSD to develop a research study proposal on assessing the binding constraints to labour productivity in key sectors of the economy. It has been approved by the Steering Committee of the Study and Expertise Fund Project led by Enabel waiting for minor revisions from the Ministry side to proceed with procurement processes.

The intervention also supported merging 2 employment bills (one drafted by a private member of the parliament and another one from the MoGLSD). The Employment Act, 2006 is the principal Act of Parliament that governs individual employment relationships and other connected matters. The Ministry commenced the review of the Act to address salient gaps identified by the users and other stakeholders. Amendment of the same Act was also sponsored by a Private Member of Parliament. The above processes resulted in two bills that are before Parliament for amendment of the same Act. There was therefore a need for the Parliamentary Committee on Gender, Labour and Social Development to harmonize the bills mentioned into one. With the Project's support, differences and similarities in the Employment (Amendment) Bill 2022 and Employment (Amendment) (No.2) Bill, 2022 were discussed together with the Ministry and Parliamentary members; the Bills have been consolidated into a comprehensive one; it has been passed by the parliament and is now awaiting assent by the President.

21 public servants and civil servants benefited from peer-to-peer learning and capacity building through the discussions held to revise the Labour checklist, to develop Code of Conduct for the Labour Officers, to identify issues and support which will be given by Belgian FPS-ELSD during their scoping mission to Uganda as well as knowledge sharing and exchange during the Labour Conference led by Enabel in May 2023.

Revision of Labour checklist has been regarded as an initial step to collect data on Labour status and to compile an annual report at the end of 2023 as there are currently issues related to data collection, storage, and reporting on Labour officers' side.

Both Labour Conference and launch of the Parliamentary Forum on Labour, Decent Employment, and Productivity paved the way for both peer-to-peer exchange as well as visibility of the project at national level through media coverage. Labour Conference was live-streamed, and the launch of the Parliamentary Forum on Labour, Decent Employment and Productivity was also on the national news. This gave the leverage of public visibility of the Project and stronger advocacy for decent work as well as social protection nationwide.

The Project supported participation of 3 national participants (1 female and 2 males) including Assistant Commissioner-Labour Productivity, Assistant Commissioner-Industrial Relations, and Senior Research Fellow



from Micro Economics Department of Economic Policy Research Center (EPRC) to the 19th ILO Regional Seminar for Labour-based Practitioners under the theme: “Promoting skills and productive (decent) jobs for our common better future” led by Government of Rwanda and ILO in Kigali, Rwanda between 15-19 May 2023.

## **2.3. Synergies and Complementarities**

### **2.3.1. With other interventions of the Portfolio**

*En RDC, il y a trois complémentarités qui sont explorées et qui sont en voie de développement. Il s’agit de la complémentarité avec l’intervention KinEmploi à Kinshasa, le nouveau portefeuille pays sur Haut-Katanga et Lualaba, et le volet santé du nouveau portefeuille pays.*

- *Depuis le démarrage du projet il y a eu des échanges avec KinEmploi. La dernière réunion a eu lieu le 17 mai 2023. C’est à cette occasion que quelques actions conjointes à entamer avant fin 2023 ont été identifiées. En dehors de cela KinEmploi, et plus précisément le Centre de Ressources à Kinshasa, participe aux échanges que l’intervention mène avec l’ONEM pour associer des agents de l’ONEM au Centre de Ressources. La mise-en-place du cadre de concertation tripartite à Kinshasa sera réalisée ensemble avec KinEmploi.*
- *Pareil comme pour KinEmploi déjà durant la formulation de l’intervention Travail Décent et Protection Social en RDC il était prévu que les activités du premier résultat de l’intervention, qui vise l’emploi décent, seraient mises-en-œuvre à travers les Centres de Ressources de Lubumbashi et de Kolwezi. Ainsi l’intervention devra apporter des services complémentaires aux Centres de Ressources. Le portefeuille pays sur Haut-Katanga et Lualaba est impliqué dans les échanges avec ONEM et avec la FEC, avec qui l’intervention Travail Décent et Protection Sociale en RDC prévoit des collaborations. A Lubumbashi un cadre de concertation qui rassemble les acteurs de la formation et l’insertion pour discuter et agir ensemble sur des sujets d’intérêt commun a été créé avec l’appui du portefeuille pays précédent. L’intervention Travail Décent et Protection Sociale en RDC a prévu une activité de soutien à la mise-en-place d’un tel cadre de concertation dans les trois zones de l’intervention. A Lubumbashi il est convenu que l’intervention donnera un soutien pour assurer la continuation et le renforcement du cadre. En dehors de tout ça quelques échanges ont eu lieu par rapport à l’alignement des deux interventions.*
- *Complémentarité avec volet santé portefeuille pays : Dans le portefeuille pays il y a un volet santé important qui comprend des activités d’appui institutionnel, avec une partie prévue pour appuyer la Couverture Sanitaire Universelle (CSU). Comme l’intervention Travail Décent et Protection Sociale en RDC a prévu une activité d’appui à la stratégie nationale en CSU et l’intégration des mutuelles, il ay aura concertation avec l’équipe santé pour décider ensemble comment orienter cette activité. Un premier échange a eu lieu mais des décisions doivent encore être prises.*

### **In Uganda**

The Social Protection portfolio started at the time when the previous DGD funded portfolio was closing. The team took this as an opportunity to learn as much as possible from the previous interventions, and more especially from Support Skilling Uganda project (SSU). The SSU project through SDF grants supported many groups in green skills in Kasese and Kabarole regions. However, the support provided by the SDF grant was limited to training for a short period of time. This left many groups with gaps, especially in marketing, quality, branding, and group dynamics. Therefore, the social protection project, together with the SSU team, has conducted an assessment to identify the gaps to some of the groups and address them to enhance decent job creation (see point 3.3).

The project supported the MoGLSD to develop two proposals for calls made by Study and Expertise Fund Project led by Enabel:

- A research study proposal on assessing the binding constraints to labour productivity in key sectors of the economy. It has been approved by the Steering Committee of the Study and Expertise Fund Project and is waiting for minor revisions from the Ministry side to proceed with procurement processes.
- A study fund proposal to understand the extent to which digitalization impacts gender-based violence in the world of work exploring opportunities and challenges. If the study is approved, it will provide good insights to the intervention.

Under pillar 2, the project engaged with Support to the Development of Human Resources project, to receive guidance and tools in order to organise the capacity needs assessment of the labour department within MoGLSD.

In the coming months, strong synergies will be built with the new Enabel bilateral program in Uganda (2023-2027) with pillar 1 on skilling, employment and entrepreneurship for decent jobs (WeWork).

### **In Rwanda**

Social Protection team was involved in the evaluation of the integration of decent work in the development of agriculture value chains for Enabel Projects in Rwanda (PRISM and BIO) commissioned by the Special Evaluation Office for the Belgian Development Cooperation, and the intervention drew a lot of the lessons, that will be used for the DW assessment planned under the regional component of the portfolio. The mainstreaming of DW dimension in all Enabel portfolio (in the sectors of health, agriculture and urbanisation) is one of the key recommendations of the assessments and the TPSP will play a key role in its realisation.

Under the VET toolbox, Enabel HQ has developed a DW toolbox which is an online practical tool on decent work to guide practitioners on how to integrate DW considerations in their work. For sustainability and complementarity purposes, the program contributed technically and financially to the platform improvement and hosting. The content of the DW toolbox will be reviewed and updated to respond to the objectives of the online DW and SP learning platform planned for by the TPSP.

### **2.3.2 With third-party assignments**

*A Lubumbashi Enabel met actuellement en oeuvre le projet VET toolbox qui vise l'insertion professionnelle, un objectif que l'intervention Travail Décent et Protection Sociale partage dans le premier résultat sur l'emploi décent. VET toolbox travaille sur quelques secteurs préidentifiés et vise à mieux adapter les formations aux besoins du marché afin d'améliorer les compétences spécifiques des jeunes. Une complémentarité réelle est envisageable avec l'activité d'élaboration d'un dispositif pilote de "First Employment Facility" de notre intervention qui a comme objectif d'accompagner des jeunes vers un emploi salarié.*

In Rwanda, a workshop has been organised to discuss synergies between Enabel and GIZ programs/interventions and in terms of Social Protection, synergies were highlighted especially on the support to the digitalisation of social service and social protection in Rwanda. Consultations between both organisations will continue to ensure there is no duplication rather complementarities.

### **2.3.3 Other synergies and complementarities**

*En RDC, la Plateforme de Coordination Travail Décent focalise sur les thématiques du travail décent et de la protection sociale. Trois membres de PCTD (WSM, IFSI et SolSoc) réalisent un programme quinquennal 2022-2026 financé par la DGD en RDC, et cela dans les mêmes zones d'intervention du projet d'Enabel. Il est prévu de signer une convention de subside avec ces trois organisations qui mettront en œuvre une partie considérable des*

*activités des résultats 2, 3 et 4 du projet ainsi que quelques activités du premier et cinquième résultat. L'objectif est d'entrer dans une réelle collaboration entre différentes organisations partenaires afin d'augmenter l'impact sur terrain, et non pas de simplement externaliser certaines activités. Actuellement le processus de co-construction de la proposition pour la convention de subside est entamé.*

*Le bureau de BIT en RDC réalise actuellement un projet de renforcement de l'Inspection Générale de Travail. Comme l'intervention Travail Décent et Protection Sociale prévoit également une activité de soutien au Ministère du Travail dans ses missions régaliennes d'inspection, il est souhaité de se concerter avec BIT afin de pouvoir aligner ses actions avec leur projet en vue d'augmenter l'impact des deux approches.*

**In Rwanda**, at regional level an MoU has been signed between Enabel and EAC to provide a framework that will facilitate and strengthen collaboration in the area of mutual interest, especially for the DW and SP matters and for the implementation of the TPSP.

At national level, the intervention established synergies and complementarities through Social Protection Technical Working Group (TWG), and Employment and Private Sector Development TWG, respectively. The SP-TWG is co-chaired by the Ministry in charge of social protection (Ministry of Local Government) and the Foreign and Commonwealth and Development Office (FCDO) representing the development partners.

Building on the Empowering Women in Informal Cross-Border Trade in the Great Lakes Region (EWICBT), grant is signed with Pro-Femmes Twese Hamwe to build complementarities in the region of operation and reach an increased number of women in cross border trade. The grant aims at empowering 1400 women in informal cross-border trade in the Kivu belt area.

### **In Uganda**

During the period under review, the project has been able to establish synergies and complementarities, especially at the national level. The DW & SP project was incorporated into several working groups including the Prevention and Control of Sexual Harassment Technical Working Group (TWG). This group is comprised of 28 members comprising of various Ministries, Departments, Agencies, Development Partners, Civil Society Organizations, Development Partners etc. This group was constituted to provide a platform for coherent coordination of the activities. With support from Enabel's DW & SP project, the TWG will undertake a review of existing Employment (Sexual Harassment) Regulations 2012.

The project is also part of the Development Partners Sector working group on Social Protection in Uganda. This sector working group is typically a collaborative platform where different stakeholders, including government agencies, development partners (international organizations, donors), non-governmental organizations, and other relevant entities, come together to coordinate and align their efforts within a specific sector, such as social protection.

## 2.4. Budget monitoring

### 2.4.1. Budget Preparation and Planning and execution in DRC

Table6: Budget preparation, planning and execution for DRC.

Result name	DRC			
	Total Budget	Disbursement Amount	Balance	Execution rate
OS : Les femmes et les jeunes en âge de travailler dans la région des Grands Lacs ont davantage de possibilités d'accéder à un travail décent, sont mieux protégés par les droits du travail et bénéficient d'une protection sociale et d'un dialogue social plus inclusif.	9,839,300	67,888	9,771,412	1%
R1 : Des emplois décents et productifs sont créés dans les secteurs visés via les Centres de Ressources.	4,296,300	58,127	4,238,173	1%
R2 : Sensibiliser et promouvoir les droits et normes du Travail Décent	1,001,700	116	1,001,584	0%
R3 : Un accès abordable pour les travailleurs/euses vulnérables et leurs familles à une protection sociale de qualité	2,128,800	511	2,128,289	0%
R4 : Les travailleur/euses vulnérables et les chercheur/euses d'emploi sont représentés dans les organes du dialogue sociale	731,700	-	731,700	0%
R5 : L'élaboration de politiques et de dialogue national sur le travail décent sont renforcés grâce à l'apprentissage fondé sur des données factuelles et à la mise en réseau et aux échanges régionaux	1,680,800	9,133	1,671,667	1%
<b>General Means</b>	<b>3,759,300</b>	<b>718,427.03</b>	<b>3,040,873</b>	<b>19%</b>
<b>International Means for DRC Congo</b>	<b>2,601,400</b>	<b>425,961.24</b>	<b>2,175,439</b>	<b>16%</b>
<b>Total Budget</b>	<b>16,200,000</b>	<b>1,212,276</b>	<b>14,987,724</b>	<b>7%</b>

## 2.4.2. Budget preparation, planning and execution of the intervention in Rwanda.

Table 7: Budget preparation, planning and execution of intervention in Rwanda.

Result name	Rwanda			
	Total Budget	Disbursement Amount	Balance	Execution rate
<b>SO: Women and young people of working age in the Great Lakes region have an increased opportunity to engage in decent work, are better protected by labour rights, and benefit from social protection and more inclusive social dialogue</b>	<b>14,604,770</b>	<b>1,584,152</b>	<b>13,020,619</b>	<b>11%</b>
R1: Decent employment is created and accessible for youth and women in selected sectors to increase their revenue and contribute capacity for social protection schemes.	8,860,000	979,558	7,880,442	11%
R2: The fundamental principles and rights at work for workers in the formal and informal economy are better respected, protected, and fulfilled in selected sectors prone to violations of these principles and rights.	1,925,000	354,345	1,570,655	18%
R3 : Increased access for workers and their families to improved social protection mechanisms, particularly in the informal economy, with a focus on health insurance and guaranteed income especially during maternity leave.	1,184,250	-	1,184,250	0%
R4: All workers are represented in social dialogue or other forms of structured dialogue at all levels. Their rights are defended, extended, and acquired, with a focus on women and youth.	1,375,000	117,431	1,257,570	9%
R5: Policy development and national dialogue on decent work is strengthened through evidence-based learning, and regional networking and exchange (transversal)	341,320	67,838	273,482	20%
R6: Regional Component	919,200	64,980	854,220	7%
<b>General Means</b>	<b>2,995,230</b>	<b>637,898</b>	<b>2,357,332</b>	<b>26%</b>
<b>Total Budget</b>	<b>17,600,000</b>	<b>2,222,050</b>	<b>15,377,951</b>	<b>13%</b>

### 2.4.3. Budget preparation, planning and execution of the intervention in Uganda.

Table 8: Budget preparation, planning and execution of the intervention in Uganda.

Result name	Uganda			
	Total Budget	Disbursement Amount	Balance	Execution rate
<b>SO: Women and young people of working age in the Great Lakes region have an increased opportunity to engage in decent work, are better protected by labour rights, and benefit from social protection and more inclusive social dialogue</b>	<b>10,893,160</b>	<b>177,868</b>	<b>10,715,292</b>	<b>2%</b>
R1: Decent employment is created and accessible for youth and women in selected sectors to increase their revenue and contribute capacity for social protection schemes.	6,424,600	<b>107,382</b>	<b>6,317,218</b>	<b>2%</b>
R2: The fundamental principles and rights at work for workers in the formal and informal economy are better respected, protected, and fulfilled in selected sectors prone to violations of these principles and rights.	1,515,000	<b>36,811</b>	<b>1,478,189</b>	<b>2%</b>
R3: Increased access for workers and their families to improved social protection mechanisms, particularly in the informal economy, with a focus on health insurance and guaranteed income especially during maternity leave.	1,103,560	<b>5,875</b>	<b>1,097,685</b>	<b>1%</b>
R4: All workers are represented in social dialogue or other forms of structured dialogue at all levels. Their rights are defended, extended, and acquired, with a focus on women and youth.	1,050,000	<b>1,979</b>	<b>1,048,021</b>	<b>0%</b>
R5: Policy development and national dialogue on decent work is strengthened through evidence-based learning, and regional networking and exchange (transversal)	800,000	<b>25,821</b>	<b>774,179</b>	<b>3%</b>
<b>General Means</b>	<b>5,306,840</b>	<b>800,245</b>	<b>4,506,595</b>	<b>15%</b>
<b>Total budget</b>	<b>16,200,000</b>	<b>978,113</b>	<b>15,221,887</b>	<b>6%</b>

As shown in the tables above, the budget execution rates are 7%, 13% and 6% for DRC, Rwanda and Uganda respectively. The low execution rate is justified by the fact that the first year of implementation, the teams focused on the preparations of the activities, including hiring the program teams, review and alignment of the logic framework with the reality of ground, engaging stakeholders and partners and agreeing on the project results and activities ( through steering committees) and launching contracting processes of the partners to implement the activities (through grants, public tendering processes and call for proposals).



### 3. Lessons learned.

#### DRC

*Le succès de cet exercice réside dans le fait que ce processus de clarification a permis à l'équipe de mieux comprendre le contenu du projet, de s'appropriier le projet et d'éclaircir davantage le chemin à entamer. La leçon apprise est donc que c'est important de prendre un peu de temps et de recul pour bien orienter et s'appropriier le projet avant de se lancer dans l'action.*

*Les défis pour la première année de l'intervention sont perçus au niveau global :*

- *Il y a beaucoup de parties prenantes qui entourent l'intervention et cela à tous les niveaux : d'autres interventions d'Enabel en RDC, les acteurs étatiques, la société civile locale, la société civile internationale, les acteurs multilatéraux, ... Toutes ses parties prenantes voient un intérêt dans l'intervention et sont enthousiastes pour pouvoir y contribuer ou aider à orienter la direction de l'intervention. En soi c'est positif de susciter autant d'enthousiasme, mais le défi en est que cela donne des pressions/attentes venant de plusieurs côtés et que cela demande beaucoup de concertation à chaque pas que l'intervention veut poser, ce qui ralentit le démarrage concret des activités. **La leçon apprise c'est qu'il faut en tenir compte que le temps de préparation d'activités peut être assez long suite à l'importance de se concerter avec toutes les parties prenantes.***
- *L'intervention couvre trois zones d'intervention en RDC : Kinshasa, Lubumbashi et Kolwezi. D'un côté cela pose un défi pour assurer la cohérence interne du projet, l'avancement conjoint sur les activités du projet tout en veillant à prendre en compte les spécificités de chaque zone concernée. De l'autre côté le fait d'être présent à Kinshasa au niveau national et dans deux zones au niveau provincial, avec des collaborations prévues avec des acteurs étatiques des niveaux nationaux et provinciaux pose également un défi car il faut aligner ses deux niveaux qui habituellement ne collaborent pas forcément très bien. La leçon apprise ici c'est que ça revient à Enabel de veiller à l'alignement entre le niveau national et provincial et à jouer un rôle actif pour bien impliquer les deux niveaux.*
- *Le fait d'appartenir à un portefeuille régional vient avec deux défis :*
  - *Même si chacun des trois pays à son intervention spécifique il est prévu des activités qu'il faut mener activités ensemble ainsi que l'alignement du point de vue rapportage, suivi et évaluation. Cet alignement pour la réalisation des activités et pour tout ce qui est rapportage, suivi et évaluation n'est pas évident parce que les trois interventions avancent dans un autre rythme. Ainsi il a pris plus de temps pour l'intervention en RDC pour réellement démarrer, comme l'équipe de l'intervention est seulement arrivé à partir d'octobre et comme il a fallu un temps pour l'appropriation de l'intervention. Cela a comme conséquence qu'il n'est pas toujours facile de trouver un rythme commun avec les autres pays .*
  - *Les tensions politiques entre la RDC et le Rwanda, qui ont fortement augmenté depuis le démarrage de l'intervention en juin 2022 a comme conséquence qu'actuellement l'équipe RDC est exclu d'activités d'échange entre les trois pays, pour des raisons de sécurité. Cela rend la participation au volet régional plus compliqué et pourrait mener au retrait du volet régional par l'équipe RDC.*

#### Rwanda

It's too early to report success, but today's achievements are promising. For example, 2 collective agreements have been signed with mining companies and achieved the target number of participants in regional events. Both of these successes show that concerted efforts with all stakeholders are essential to achieving certain ambitious goals.

The failure of the BDS NGO tender in Karongi, Rutsiro and Nyamasheke districts posed a significant challenge in implementing business development services in the concerned districts. No NGO met the proposed selection criteria for this service. As a result, we must re-advertise the tender or proceed to call for proposals. One lesson we learned is to assess/anticipate/nurture potential participation in calls.

## **Uganda**

The fact that the Project team has met and built strong relationships with all stakeholders is considered a cross-cutting success for all pillars. Some partnerships were on the verge to be signed by the end of the reported period (see section 3.1.2.1), more especially under PILAR 1 (UHOA) and PILAR 2 (MUST and FIDA).

The partnership between MoGLSD and Enabel is new. As a normal result, the partnership takes time to be build, to agree on respective roles and responsibilities. This situation is made more complex in regard to the limited institutional capacity of the MoGLSD, characterised by under-funding and understaffing of the MoGLSD. These are seen as cross-cutting challenges for the whole project.

Given the size of pillar 1 (6M) and its technical dimensions, the strategy required to start some of the activities (more especially 1.1 and 1.3) and ensure sustainability has been complicated to determine. The scope is broad, and the budget is substantial; a whole 'formulation' for those activities is required. It was decided to organise a backstopping mission by the expert in Agriculture & Food Systems from Enabel Brussels HQ in October 2023.

### **Strategic learning questions**

The strategic learning questions identified at regional level to be further investigated under the RCARI, by NRIs in collaboration with HIVA include:

- Business case of labour inspection and administration, to be led by EPRC from Uganda.
- Promoting Decent Work in Micro, Small and Medium sized Enterprises, to be led by IPAR from Rwanda
- The link between green, social and solidary economy in promoting decent work, to be led by CDS from DRC
- Portability of social security benefits will be jointly conducted by the three NRIs, the lead NRI is yet to be determined.

## **4. Appendix**

The detailed matrix of outcome indicators and targets is found at this link( [Excel](#)) and the summary per country are below:

## 4.1 Outcome indicators matrix (DRC)

<b>Outcome:</b> : Les femmes et les jeunes en âge de travailler dans la région d'intervention en RD Congo ont une possibilité accrue de s'engager dans un travail décent, d'être mieux protégé.es par les droits du travail et bénéficient d'une protection sociale et d'un dialogue social plus inclusif					
<b>Outcome indicators</b>	<b>Valeur de base</b>	<b>Valeur année précédente</b>	<b>Valeur année rapportage</b>	<b>% atteint par rapport à l'objectif annuel</b>	<b>Cible finale</b>
1.1 Pourcentage de bénéficiaires soutenus par le projet avec un revenu accru, ventilé par âge (jeunes), sexe, secteur et handicap	0	N/A	N/A	N/A	60%
1.2 Pourcentage de bénéficiaires ayant un emploi nouveau ou amélioré (y compris les travailleurs salariés, indépendants et saisonniers du secteur informel) dans les 6 mois suivant le soutien du programme, ventilé par âge (jeunes), sexe, secteur, handicap et type de travail (salariés, indépendants, saisonniers)	0%	N/A	N/A	N/A	60%
2.1 Nombre de personnes bénéficiant de normes et de droits au travail améliorés facilités par le programme, ventilé par sexe, âge (jeunes) et secteur	0	N/A	N/A	N/A	10,000
2.2 Nombre d'inspections du travail réalisées/suivies avec l'appui du projet	0	N/A	N/A	N/A	260
3.1 Nombre de personnes bénéficiant de mesures de protection sociale améliorées, avec le soutien du projet, ventilées par âge (jeunes), sexe, secteur, handicap, type de prestations, statut (in)formel, etc.	0	N/A	N/A	N/A	38,400

4.1 Nombre de documents de position et/ou de recommandations et/ou de directives formelles liées à l'agenda DW produits par les partenaires du dialogue social tripartite et bipartite aux niveaux national et sectoriel	8	N/A	N/A	N/A	30
4.2 Adhésion aux syndicats et aux organisations d'employeurs engagés dans le dialogue social, ventilée par âge (jeunes), sexe, statut d'emploi, secteur et handicap	0	N/A	N/A	N/A	Increase of 5%
5.1 Nombre de problèmes liés aux politiques signalés par l'intervention discutés par les décideurs politiques ciblés, ventilés par niveau géographique/sectoriel et problèmes résolus/non résolus	0	N/A	N/A	N/A	5
5.2 Nombre de messages de plaidoyer et de preuves utilisés dans les déclarations politiques, les politiques, les plans/éléments médiatiques par les parties prenantes ciblées, ventilés par type de partie prenante et niveau géographique/sectoriel	0	N/A	N/A	N/A	5
5.3 Nombre d'évolution du degré d'appropriation et de mise en œuvre des résultats régionaux par les principales parties prenantes, ventilé par type de partie prenante et niveau géographique	0%	N/A	N/A	N/A	60%

## 4.2. Outcome indicator matrix (Rwanda)

<b>Outcome:</b> Women and young people of working age in Uganda’s intervention zone have an increased opportunity to engage in decent work, are better protected by labour rights and benefit from social protection and more inclusive social dialogue.					
<b>Progress indicators/markers</b>	<b>Base value</b>	<b>Value preceding year</b>	<b>Value reporting year</b>	<b>Target reporting year</b>	<b>Final target</b>
1.1 Percentage of beneficiaries supported by the project with increased income, disaggregated by age (youth), sex, sector and disability	0	N/A	N/A	N/A	75%
1.2 Percentage of beneficiaries having a new or improved job (incl. employed, self- employed and seasonal workers in informal sector) within 6 months after programme support disaggregated by age (youth), sex, sector, disability and type of work (employed, self- employed, seasonal)	0%	N/A	N/A	N/A	80%
2.1 Number of people benefitting from improved standards and rights at work facilitated by the programme, disaggregated by sex, age (youth) and sector	0	N/A	N/A	N/A	15,584
2.2 Number of labour inspections conducted /followed up with the support of the project	4,101	N/A	2,008	3,000	10,000
3.1 Number of people benefitting from improved social protection measures, with the support of the Project, disaggregated by age (youth), sex, sector, disability, type of benefits, (in)formal status, etc.	0	N/A	N/A	N/A	1000

4.1 Number of position papers, and/or formal recommendations and/or directives linked to the DW agenda produced by tripartite and bipartite social dialogue partners at national and sectoral levels	0	N/A	N/A	N/A	30
4.2 Net membership of Unions and Employers Organizations engaged in social dialogue, disaggregated by age (youth), sex, employment status, sector, and disability		N/A	N/A	N/A	Increase of 10%
5.1 Number of policy issues flagged by the Intervention discussed by targeted policymakers, disaggregated by geographic/sectoral level and resolved/ unsolved Issues	0	N/A	N/A	N/A	4
5.2 Number of advocacy messages and evidence used in political statements, policies, plans/media items by targeted stakeholders, disaggregated by stakeholder type and geographic/sectoral level	0	N/A	N/A	N/A	4
5.3 Number of evolution of degree of ownership and implementation of regional outputs by key stakeholders, disaggregated by stakeholder type and geographic level	0%	N/A	N/A	N/A	60%

### 4.3. Outcome indicator matrix (Uganda)

<b>Outcome:</b> Women and young people of working age in Uganda’s intervention zone have an increased opportunity to engage in decent work, are better protected by labour rights and benefit from social protection and more inclusive social dialogue.					
<b>Progress indicators/markers</b>	<b>Base value</b>	<b>Value preceding year</b>	<b>Value reporting year</b>	<b>Target reporting year</b>	<b>Final target</b>
1.1 Percentage of beneficiaries supported by the project with increased income, disaggregated by age (youth), sex, sector and disability	0	N/A	N/A	N/A	60%
1.2 Percentage of beneficiaries having a new or improved job (incl. employed, self- employed and seasonal workers in informal sector) within 6 months after programme support disaggregated by age (youth), sex, sector, disability and type of work (employed, self- employed, seasonal)	0%	N/A	N/A	N/A	50%
2.1 Number of people benefitting from improved standards and rights at work facilitated by the programme, disaggregated by sex, age (youth) and sector	0	N/A	N/A	N/A	8250
2.2 Number of labour inspections conducted /followed up with the support of the project	665	N/A	N/A	N/A	931
3.1 Number of people benefitting from improved social protection measures, with the support of the Project, disaggregated by age (youth), sex, sector, disability, type of benefits, (in)formal status, etc.	0	N/A	N/A	N/A	2000



4.1 Number of position papers, and/or formal recommendations and/or directives linked to the DW agenda produced by tripartite and bipartite social dialogue partners at national and sectoral levels	8	N/A	N/A	N/A	16
4.2 Net membership of Unions and Employers Organizations engaged in social dialogue, disaggregated by age (youth), sex, employment status, sector, and disability	T=1,350,360 F=540,144 M=810,217	N/A	N/A	N/A	Increase of 5%
5.1 Number of policy issues flagged by the Intervention discussed by targeted policymakers, disaggregated by geographic/sectoral level and resolved/ unsolved Issues	0	N/A	N/A	N/A	3
5.2 Number of advocacy messages and evidence used in political statements, policies, plans/media items by targeted stakeholders, disaggregated by stakeholder type and geographic/sectoral level	0	N/A	N/A	N/A	3
5.3 Number of evolution of degree of ownership and implementation of regional outputs by key stakeholders, disaggregated by stakeholder type and geographic level	0%	N/A	N/A	N/A	50%