

Kingdom of Eswatini

▶ **Decent Work  
Country Programme  
2022–2025**



# MEMORANDUM OF UNDERSTANDING

## BETWEEN THE INTERNATIONAL LABOUR ORGANIZATION AND THE GOVERNMENT OF THE KINGDOM OF ESWATINI AND THE REPRESENTATIVES OF EMPLOYERS' AND WORKERS' ORGANIZATIONS

### OVERVIEW

- ▶ [Decent Work Country Programmes \(DWCPs\)](#) have been established as the main vehicle for delivery of ILO support to Member States and are considered the distinct ILO contribution to UN country programmes. They constitute one main instrument to better integrate regular budget and extra-budgetary technical cooperation.
- ▶ This DWCP is for the period from 2022-2025

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## ▶ Memorandum of Understanding between the International Labour Organization, the Government of the Kingdom of Eswatini and the Representatives of Employers' and Workers' Organizations

WHEREAS the Government of the Kingdom of Eswatini (Government), the undersigned Employers' and Workers' organizations, and the International Labour Organization, represented by the International Labour Office (ILO), wish to collaborate in order to promote and advance decent work in the Kingdom of Eswatini,

WHEREAS the ILO cooperates with its Member States in order to achieve the principles and objectives set forth in its Constitution as an international organization,

WHEREAS the ILO and the tripartite constituents in Eswatini (Government, Employers, Workers) desire to strengthen the development cooperation and to work together to achieve the objectives of the attached Decent Work Country Programme (DWCP) prepared for the purpose,

WHEREAS a DWCP has been undertaken from 2010 until 2014 that was subsequently extended until 2017.

NOW THEREFORE the Parties hereby agree as follows:

1. The Parties affirm their commitment to collaborate in the implementation of the DWCP. The following are agreed as priorities of the DWCP:
  - Prosperity – Promoting Sustainable and Inclusive Growth
  - People – Investing in Human Resources and Social Development
  - People – Accountable Governance, Justice and Human Rights
2. The ILO agrees to assist in the mobilization of resources and to provide development cooperation in the implementation of the DWCP, subject to its regulations, rules, directives and procedures, the availability of funds and conditions to be agreed upon in writing.
3. In relation to the DWCP and to any related activities of the International Labour Organization in the country, the Government shall apply, to the Organization, its personnel and any person designated by it to participate in ILO Activities, the provisions of Convention on the Privileges and Immunities of the Specialized Agencies, 1947 and its Annex I relating to the ILO, in line with the Revised Standard Agreement signed on 18 August 1969.
4. This Memorandum of Understanding (MoU) may be modified by agreement between the Parties.
5. Nothing in or relating to this MoU shall be construed as constituting a waiver of the privileges and immunities enjoyed by the International Labour Organization.

The DWCP document is attached to this MoU. In the event that the terms contained in the DWCP document are incompatible with the terms of this MoU, including the provisions referenced in paragraph 3 above, then the MoU shall govern and prevail.

The Parties agree that this MoU may be signed either electronically or in handwritten form in six (6) originals. The Parties further agree that the electronic signatures appearing on or logically associated with this MoU are equivalent to handwritten signatures for the purposes of validity, enforceability and admissibility.

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

IN WITNESS WHEREOF, the undersigned, being duly authorized representatives of the Parties, have signed this MoU in English on the dates and at the places indicated below. If this MoU is translated into another language, the English version shall govern and prevail.

This Memorandum of Understanding signed on 17 November 2022.

**For the International Labour Organization**

Name: Joni MusABAJANA

Title: Director Pretoria

Signed: [Signature]

Place: 17-11-22  
Mbabane

**For the Kingdom of Eswatini**

Name: Cleopas Siko Dlamini

Title: Prime Minister

Signed: [Signature]

Place: Mbabane

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Name: E. Nathi Dlamini

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Signed: [Signature]

Place: Mbabane

**For the Federation of Eswatini Business Community**

Name: Mullisile Dlamini

Title: Vice President

Signed: [Signature]

Place: Mbabane

**For the Trade Union Congress of Swaziland**

Name: Mduduzi Coma

Title: Secretary General

Signed: [Signature]

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Name: PHENDULILE ZIKACAWA

Title: SECRETARY GENERAL

Signed: [Signature]

Place: MBABANE



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## ▶ ACRONYMS

<b>ACTEMP</b>	Bureau for Employers' Activities
<b>ACTRAV</b>	Bureau for Workers' Activities
<b>AfCFTA</b>	African Continental Free Trade Area
<b>AGOA</b>	African Growth and Opportunity Act
<b>AIDS</b>	Acquired immunodeficiency syndrome
<b>ATUSWA</b>	Amalgamated Trade Union of Swaziland
<b>AU</b>	African Union
<b>BE</b>	Business Eswatini
<b>CAS</b>	International Labour Conference Committee on the Application of Standards
<b>CEACR</b>	Committee of Experts on the Application of Conventions and Recommendations
<b>CFA</b>	Committee on Freedom of Association
<b>CMAC</b>	Conciliation Mediation and Arbitration Commission
<b>COMESA</b>	Common Market for East and Southern Africa
<b>COVID-19</b>	Coronavirus disease 2019
<b>DWCP</b>	Decent Work Country Programme
<b>DWT</b>	Decent Work Team
<b>EAC</b>	East Africa Community
<b>EDWCP</b>	Eswatini Decent Work Country Programme
<b>ESEPARC</b>	Swaziland Economic Policy Analysis and Research Centre
<b>FESBC</b>	Federation of the Eswatini Business Community
<b>FESWATU</b>	Federation of Swaziland Trade Unions
<b>FSECC</b>	Federation of Swaziland Employers and Chamber of Commerce
<b>GDP</b>	Gross Domestic Product
<b>GNI</b>	Gross National Income
<b>HIV</b>	Human immunodeficiency virus
<b>ICT</b>	Information and Communications Technology
<b>ILO</b>	International Labour Organization
<b>LAB</b>	Labour Advisory Board
<b>LFS</b>	Labour Force Survey
<b>LMIC</b>	Low and Low Middle-Income Countries
<b>LMIS</b>	Labour Market Information Systems
<b>MoCIT</b>	Ministry of Commerce, Industry and Trade
<b>MoET</b>	Ministry of Education and Training
<b>MoF</b>	Ministry of Finance
<b>MoLSS</b>	Ministry of Labour and Social Security
<b>MoSCYA</b>	Ministry of Sports Culture and Youth Affairs
<b>MSMEs</b>	Micro, Small and Medium Enterprises
<b>NDCs</b>	Nationally Determined Contributions
<b>NDP</b>	National Development Plan



<b>NDPA</b>	National Disability Plan of Action
<b>NEET</b>	Not in Education, Employment, or Training
<b>NHTC</b>	National Handcraft Training Centre
<b>NQF</b>	National Qualifications Framework
<b>NSCSD</b>	National Steering Committee on Social Dialogue
<b>OSH</b>	Occupational Safety and Health
<b>OVCs</b>	Orphans and Vulnerable Children
<b>PWDs</b>	Persons With Disabilities
<b>RSP</b>	Royal Swaziland Police
<b>SACU</b>	Southern African Customs Union
<b>SADC</b>	Southern African Development Community
<b>SDGs</b>	Sustainable Development Goals
<b>SWASA</b>	Eswatini Standards Authority
<b>TB</b>	Tuberculosis
<b>TFTA</b>	Tripartite Free Trade Area
<b>TUCOSWA</b>	Trade Union Congress of Swaziland
<b>TVET</b>	Technical and Vocational Education and Training
<b>UNDS</b>	United Nations Development System
<b>UNFPA</b>	United Nations Population Fund
<b>UNSDCF</b>	United Nations Sustainable Development Cooperation Framework
<b>USA</b>	United States of America

## 1 Introduction

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From April 2019 to August 2020, the United Nations Development System (UNDS) engaged Government entities, civil society, academia, non-governmental organisations, and the private sector in a highly participatory and consultative process to develop the United Nations Sustainable Development Cooperation Framework (UNSDCF) for Eswatini. The UNSDCF is the framework that guides the UN's support to achieving Eswatini's SDGs, mitigating the impact of the COVID-19 pandemic, and addressing existing development challenges. During UNSDCF stakeholder consultations conducted in June and July 2020, stakeholders validated several of the UN's comparative advantages. The emerging UNSDCF 2021–2025 set an overall goal to support “A prosperous, just, and resilient Eswatini where no one is left behind”. It also identified outcomes that leverage the comparative advantages of various UNDS agencies towards realising the overall goal. The International Labour Organization's (ILO) contribution, informed by its mandate and comparative advantage, is detailed in a country-specific results-based framework called the Decent Work Country Programme (DWCP). The DWCP serves two main objectives: to promote decent work and to organise ILO knowledge, instruments, advocacy, and cooperation at the service of tripartite constituents (Government, Employers and Workers Organizations) to advance the Decent Work Agenda. The Decent Work Agenda consists of four pillars (employment creation, social protection, rights at work, and social dialogue) that are inseparable, interrelated, and mutually supportive. The ILO contribution to the Eswatini UNSDCF 2021–2025 is presented in The Kingdom of Eswatini Decent Work Country Programme (EDWCP) 2022–2025.

The EDWCP 2022–2025 is the successor to the EDWCP 2010–2014, extended to 2017. It is also referred to

as the DWCP II, denoting its status as a second-generation DWCP. In July 2018, an evaluation of the EDWCP 2010–2014 was presented and validated by national stakeholders. The EDWCP 2022–2025 builds on the progress and lessons learnt during the previous EDWCP while responding to new challenges and opportunities. The approach to the EDWCP 2022–2025 is to support national efforts at operationalising global, regional, and sub-regional frameworks and, where necessary, promote actions towards the inclusion of the frameworks within national programmes and plans.

In drafting a second-generation DWCP for Eswatini, the ILO Office in Pretoria has ensured that it aligns with the new UNSDCF priorities and is guided by the ILO's Integrated Strategy on Fundamental Principles and Rights at Work 2017–2023. The Integrated Strategy envisages four interwoven types of change: Public Policies and Governance, Empowerment and Representation, Partnerships and Advocacy, and Knowledge and Data.

The EDWCP 2022–2025 is structured around two priorities of the UNSDCF, notably **Prosperity** and **People**. The key outcome under the Prosperity priority is (i) Promoting Sustainable and Inclusive Economic Growth; and under the People priority the key outcomes are (ii) Investing in Human Resources and Social Development; and (iii) Accountable Governance, Justice, and Human Rights. Gender is mainstreamed across all the priorities.

The priorities for the EDWCP 2022–2025 will facilitate ILO technical and capacity support to the Government and Social Partners in addressing development priorities aligned primarily with SDG 8 and contribute to targets under SDGs 1, 2, 3, 4, 5, 7, 9, 10, 11, 16 and 17.

The priorities of the EDWCP 2022–2025 enhance Eswatini's operationalisation of *the African Union Declaration on Employment, Poverty Eradication and Inclusive Development in Africa*, the African Union's *Agenda 2063* aspirations for a prosperous Africa based on inclusive growth and sustainable development, and the ILO Abidjan Declaration on *Advancing Social Justice: Shaping the future of work in Africa*.

The EDWCP 2022–2025 aligns with the SADC Industrialisation Strategy and Roadmap (ISR) 2015–2063 and recognises women and youth's high unemployment levels and economic marginalisation. It underscores the importance for member states to widen the scope and quality of participation by women and youth in the industrialisation process by facilitating their improved access to finance, skills development, SME support programmes, and the integration of SMEs into domestic, regional, and global value chains. The ISR also recognises the importance of adopting green technologies and other measures to reduce industrialisation's impact on livelihoods and climate change.

The EDWCP 2022–2025 continues the work towards the attainment of the SADC Decent Work Programme (2021–2025) priorities which are: Improved opportunities for decent work for all, particularly women, youth and persons with disabilities; Improved ratification and application of international labour standards; Improved social protection coverage for all with sustainable financing; Improved

social dialogue and labour market institutions for socio-economic progress and decent work; and Improved labour migration governance for regional development and integration.

Nationally, the EDWCP 2022–2025 supports the National Development Plan 2019–2022 and the new NDP 2023/24–2027/28 that Cabinet approved in September 2022. Both National Development Plans are anchored in the National Development Strategy and Vision 2022, which highlights the nation's desire to be "amongst the top 10% of the medium human development group of countries founded on sustainable economic development, social justice and political stability". Recognising that the NDP 2019–2022 has not been able to achieve most of its objectives during its timeframe, the Government of Eswatini decided to pursue the same priorities under the new NDP 2023/24–2027/28. The priorities of the NDP 2023/24–2027/28 are based on six strategic policy initiatives notably: Improving good governance, Economic recovery and fiscal stability; Establishing a competitive, job-creating private sector; Investing in human capital and social development with a focus on skills development, youth employment, quality healthcare and education for all; Promoting efficient service delivery that respects human rights, justice and the rule of law; An efficient economic infrastructure network and innovation; Well-managed natural resources and environmental sustainability. Some priorities of the EDWCP 2022–2025 resonate very strongly with the priorities of the NDP.

## ▶ 2 Country progress towards decent work and sustainable development

The section draws on the Eswatini Common Country Assessment and various supplementary documents to present an overview of the country's context and decent work challenges. The summary of decent work challenges is organised based on the ILO Centenary Declaration's three pillars. The Centenary Declaration focuses on three main concerns, namely: Strengthening the capacities of all people to benefit from the opportunities of a changing world of work; Strengthening the institutions of work to ensure adequate protection of all workers and reaffirming the continued relevance of the employment relationship; and Promoting sustained, inclusive, and sustainable economic growth, full and productive employment, and decent work for all.

### 2.1 Development Context

The Kingdom of Eswatini is one of the smallest countries in Africa, covering an area of around 17,363 square kilometres and a population of 1,093,238 (2017). The population is youthful, with a median age of 21.7 years. Women constitute 51% of the population<sup>1</sup>. A national study on the Demographic Dividend (2018) indicates that Eswatini can harness its demographic dividend to boost its socio-economic development.

The economy of Eswatini is relatively diversified, with agriculture, forestry, and mining accounting for about 13% of GDP, manufacturing (textiles and sugar-related processing) representing 37% of GDP,

and services – with government services in the lead – constituting 50% of GDP. Eswatini had a Gross National Product (GNI) per capita of US\$3,328.90 in 2020 and fell into the lower-middle-income country (LMIC) category. With an HDI score of 0.611, it was ranked 138 out of 189 countries in 2019<sup>2</sup>, placing it in the medium HDI category. In the past, the country enjoyed prosperity - achieving economic growth rates above 5%, attracting foreign direct investment, and having a vibrant private sector supported by a skilled and healthy labour force. It invested substantially in infrastructure development, building roads, dams, and health and education facilities. However, since 2006, the growth rate has remained below 5%, with an estimated average of 1.2% for the 2020/21 financial year, recovering from a revised 0.4% for 2019/20<sup>3</sup>.

Critical characteristics of Eswatini's economy include a small private sector, an informal sector not integrated into value chains, infrastructure challenges, significant skills mismatches, and slow uptake of new technologies. These factors, among others, limit productivity, investment, industrial development, and structural transformation.<sup>4</sup> A lack of commercialisation and diversification of small-scale producers' activities, excluding the smallholder rural communities from the mainstream economy, and the absence of an enabling environment for the private sector to conduct business with poor rural disaggregated farmers impact the scope of economic inclusion.

1 Government of Eswatini 'Governance' <http://www.gov.sz/index.php/about-us-sp-15933109/governance>, accessed 1 July 2020

2 UNDP 2020, Human Development Report

3 Central Bank of Eswatini, Annual Integrated Report 2020/2021

4 The African Competitiveness Report

Eswatini has a high mobile cellular penetration, equivalent to 97% of the population. Internet penetration lags but is increasing, growing from 26.2% in 2014 to 47% in 2017. Digitalisation challenges include access to stable electricity supplies, affordability, and upskilling schoolteachers<sup>5</sup>.

Eswatini's LMIC status masks several developmental challenges. Most notable among these are: a skewed income and wealth distribution (Gini coefficient of 0.51<sup>6</sup> and half of the wealth is owned by 20% of the population)<sup>7</sup>, a predominantly rural population (75%), slow progress against poverty, high incidence of poverty (58.9% lived below the national poverty line in 2017), marked disparities between rural and urban areas (70% poor compared to 20%<sup>8</sup>); and a high level of unemployment (33.3%<sup>9</sup>). These development challenges disproportionately impact women and girls, who predominate amongst the poor and unemployed. They often have considerably lower earnings than their male counterparts and are more likely to be in vulnerable employment positions. Social and structural inequalities, including patriarchal traditions and customs, have constrained women's access to productive economic resources and other opportunities, including education and employment.

Life expectancy remains low at 61 years<sup>10</sup>, and the prevalence of HIV among adults aged 15 and older is high (27%), with females below the age of 45 disproportionately affected. Women and adolescent girls make up 63% of people living with HIV<sup>11</sup>. Evidence shows that unsafe sexual practices,

combined with behavioural, socio-cultural and economic factors, exacerbate the vulnerability of women and girls to HIV and AIDS and that gender inequality is a critical driver of the epidemic in Eswatini. However, through investments directed towards HIV prevention and treatment interventions targeting the hardest-to-reach and most vulnerable populations, Eswatini has made remarkable progress in the fight against HIV and AIDS in recent years. The country reduced AIDS-related deaths by 50%, from 6,600 in 2010 to 2,300 in 2019 and reduced new HIV infections by 50%, from 13,000 to 6,500 in the same period. By 2020, Eswatini surpassed the 95-95-95 global HIV target and was declared by UNAIDS as one of only two countries in the world to achieve this ambitious target. Transformative gender-based HIV/AIDS prevention programmes that included men and male partners of adolescent girls and young women have been instrumental in engaging men in HIV prevention. Through HIV/AIDS programmes facilitated by global partnerships, like DREAMS<sup>12</sup>, Eswatini has implemented supportive prevention programmes that invite and meaningfully engage men. These programmes provide opportunities to discuss life challenges, gender roles and HIV/AIDS risk and support the uptake of HIV/AIDS services by hard-to-reach men. Targeting adolescent girls and young women, DREAMS has facilitated interventions to address the structural drivers that directly or indirectly increase girls' HIV risk, including poverty, gender inequality, sexual violence, and lack of education. Advocacy for the empowerment of women and addressing current unequal gender norms that reduce women and girls' ability to make

5 ESEPARC, 2019. [Fast-tracking private sector-led skills development in Eswatini – Separc](#)

6 United Nations Development Programme (2019) Human Development Report

7 National Development Plan 2019/20 – 2021/22 “Towards Economic Recovery”

8 Central Statistical Office. Swaziland Household Income and Expenditure Survey (SHIES) 2010–2017

9 LFS 2021

10 World Bank

11 The Global Fund - <https://www.theglobalfund.org/en/blog/>

12 DREAMS - The Determined, Resilient, Empowered, AIDS-free, Mentored and Safe (DREAMS) partnership is an ambitious public-private partnership aimed at reducing rates of HIV among adolescent girls and young women (AGYW) in the highest HIV burden countries

informed choices about their sexuality have also been instrumental in the broader strategies to mitigate the high incidence and spread of HIV/AIDS.

Notwithstanding the above, rural women with HIV face multilevel barriers to ART adherence. Support programmes aimed at increasing ART adherence among rural women need to develop targeted policies to alleviate these challenges. Stigma and poverty (hunger) continue to be among other factors negatively affecting adherence.

In the last decade, past economic prosperity has faded, and as indicated above, the economic growth rate has slowed to below the 5% necessary to eradicate poverty and achieve Agenda 2030. 2018 marked the 7<sup>th</sup> consecutive year in which per capita GDP remained well below the peak level of US\$4,657 attained in 2011<sup>13</sup>. The declining economic growth rate has resulted in several challenges, including high accumulative fiscal deficits, a narrowing revenue base, rising expenditures, declining private sector activities, deepening poverty, infrastructure development that is not yet bearing dividends, old infrastructure in deteriorating conditions and inadequate public sector performance and service delivery. The COVID-19 pandemic has further slowed economic growth and worsened the population's living conditions. Eswatini's middle-income status makes it difficult to access concessional financing.

## 2.2 Overview of the labour market

Eswatini has a working-age population of 790,862, of whom 55% are women<sup>14</sup>. As per the ILO definition,

the youth (15-24 years) constitute 32.7% of the working-age population. Applying the African Union's definition of youth (15-35 years), the youth constitute 50.7% (58.1%)<sup>15</sup> of the population. The labour force participation rate is low at 45.9% (49.4% for men and 43% for women). The unemployment rates for males and females stand at 33% and 34%, respectively. The latest employment data show that youth are also facing some challenges. Youth unemployment stands at 54.7% among males and 61.8% among females. Furthermore, the proportion of Youth Not in Employment, Education or Training (NEET) is substantial (35%) and is higher among females (39.7%) than males (30.4%)<sup>16</sup>. The youth labour force participation rate is 43.8% among males and 41.6% among females. People with disabilities (PWDs) make up 13.4%<sup>17</sup> of the population and 18.8% of the working-age population. The unemployment rate for PWDs is 26.6%, with a higher proportion among women (29%) than men (23.3%). Recent employment data<sup>18</sup> show a higher unemployment rate among women (33.9%) than men (32.7%), with young women (20-24 years) comparing most unfavourably to young men in the same age group at 61.5% and 56.7%, respectively.

Of the employed population, 14% are in agriculture, 19% in industry, and 67% in services<sup>19</sup>. Government is the largest employer in the formal sector, but informal work dominates employment. A large proportion (67.5%) of workers are in the informal sector, dominated by agriculture, with women predominating at 70.9% compared to men at 64.3%. More rural residents (70.5%) are engaged in the informal sector than urban residents (29.5%).

<sup>13</sup> Cross-Border Road Transport Agency, 2017

<sup>14</sup> LFS 2021.

<sup>15</sup> LFS 2021

<sup>16</sup> LFS 2021

<sup>17</sup> Population and Housing, 2017

<sup>18</sup> LFS 2021

<sup>19</sup> LFS 2021



Creating more formal jobs to facilitate the transition from the informal to the formal economy would require effective integration of macro-level and industrial policies, labour market institutions, and social protection.

Independent entrepreneurs dominate (74.7%) the micro, small and medium-sized enterprise (MSME) sector. Micro businesses (one to three employees) comprise 17.7%, while small businesses (four to ten employees) make up 6.6%, and medium businesses (11 to 50 employees) make up 1% of the sector. Females comprised most independent entrepreneurs (74%) and two in five or fewer owners of micro, small, and medium businesses. In 2017, the MSME sector employed 92,643 people and reported an estimated monthly turnover of US\$221 million<sup>20</sup>. Wholesale/retail (39%) and agriculture/farming (23%) dominated the sector. An estimated 49% of the MSMEs had, in 2017, been in business for six or more years. Just 25% of MSMEs were registered.

In the last two decades, government efforts to develop the micro-enterprise and SME sector through capacity development programmes and institutions that provide financial and business development support have not delivered the expected results. Key challenges are a lack of finance, poor production techniques, a lack of market linkages and managerial skills, and poor financial management<sup>21</sup>. The Eswatini MSME Policy (2018) attributes the limited effectiveness of Government interventions to the absence of a coherent and comprehensive policy framework for the sector leading to an uncoordinated and ad-hoc approach to providing support to MSMEs. Inadequate coordination has limited the focus on critical areas such as broadening the country's entrepreneurship base, increasing productivity,

and fostering a culture of innovation among the MSMEs. The Ministry of Finance currently awaits tabling a proposed corporate tax rate cut from 27% to 12% to Parliament. This would be a bold step by the Government towards creating employment through entrepreneurship and greater investment in the growth of MSMEs.<sup>22</sup>

## 2.3 Decent Work Challenges

### 2.3.1 National Policies and Priorities for sustained inclusive and sustainable economic growth, full and productive employment, and decent work for all

The Government has prioritised policy development and implementation to improve the macroeconomic environment and support business, employment creation, and entrepreneurship. The National Development Strategy (NDS), Vision 2022, aspires to position Eswatini among the 'top 10% of the medium human development group of countries, founded on sustainable development, social justice, and political stability. Underlying this vision is a focus on the quality of life in the country. The NDS highlights gender equity as one of the critical dimensions of the quality of life that underpin its vision. The NDS identifies seven macro strategic areas to achieve its vision: Sound Economic Management, Economic Empowerment, Human Resource Development, Agricultural Development, Industrialisation, Research for Development, and Environmental Management. Premised on the NDS and Vision 2022, some of key strategic objectives of the National Development Plan are notably; Establishing a competitive, job-creating private sector that supports inclusive and sustainable economic growth; Investing in human capital and social development with a focus on employer-led

20 FinScope, 2017. Micro, Small and Medium Enterprises (MSME) Survey

21 Centre for Financial Inclusion and Fin Mark Trust, 2018: Making Access Possible (MAP) Eswatini Diagnostic

22 UNDP, 2020. *Business Growth and Policy Development for Eswatini's Informal Sector* | United Nations in UN Eswatini

skills development, youth employment, quality healthcare and education for all; and Promoting efficient service delivery that respects human rights, justice and the rule of law. Equally noteworthy is the NDP's commitment towards strengthening investment in infrastructure to support economic recovery and greening economic growth through adopting climate change-related measures to build sustainability and resilience.

The NDP identifies gender and disadvantaged groups as a cross-cutting issue to be addressed across the various macro strategic areas outlined above. It commits the Government to strengthen budgeting processes by integrating these cross-cutting issues, including gender, into development planning at the national and sectoral levels and to promote programmes that improve the national gender scorecard. The NDP also commits to promoting the empowerment of youth, women, people with disabilities (PWDs) and other vulnerable groups with special needs and to implement strategies that promote gender equality and protect the interests of children – both boy and girl children. While the NDP recognises Eswatini's efforts to empower girls as part of its commitment towards gender equality, it recognises that a lot still needs to be done to address their vulnerability. Additionally, the NDP highlights emerging issues concerning the development of the boy-child that beg urgent attention and strategies to ensure that they are not left out. Citing a regional study undertaken by SADC on vulnerability amongst boys (14-20 years) in schools, the NDP points out that boys suffer from socio-economic, knowledge and attitudinal vulnerabilities<sup>23</sup> and have a real sense of being left out and are manifesting this in negative behavioural ways.

The Strategic Roadmap 2019–2023 identifies five sectors of the economy (Education and ICT; Mining and Energy; Manufacturing and Agro-processing; Tourism and Agriculture) as crucial growth sectors based on their ability to deliver high-impact job creation and GDP- and revenue growth. The Strategic Roadmap also recognises that among the challenges confronting the country, more could be done to improve gender diversity, address the needs of special-needs groups (youth and disabled) to ensure inclusive growth, promote an effective social safety net to protect vulnerable citizens; and ensure that no liSwati is left behind.

The National Gender Policy 2010 provides a national framework and strategies for gender mainstreaming and women's empowerment, in line with the Constitution of the Kingdom of Swaziland and other relevant international and regional instruments to which the country is a signatory. Some of the key objectives of the National Gender Policy are to facilitate gender mainstreaming in sector development programmes at all levels; to provide capacity building on gender mainstreaming and analysis for gender focal points within government, civil society, and private sector organizations.

Eswatini has close economic linkages to South Africa, on which it depends for around 85% of its imports and 60% of its exports. As a member of SACU, SADC, and COMESA, Eswatini can benefit from the Tripartite Free Trade Area (TFTA), which now groups SADC/COMESA/EAC. The TFTA constitutes a larger block of 29 countries, enhancing prospects for broader integration and trade expansion in the region and, ultimately, full integration with the rest of the continent through the AfCFTA.

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23 NDP 2023/24 – 2027/28 – Eswatini National Development Plan, p126



The capacity to implement these policy frameworks remains a challenge for the country. Slow implementation, fiscal crisis, drought, and volatile transfers from the Southern African Customs Union (SACU) have hampered progress. The advent of the COVID-19 global pandemic further exacerbated an already fragile economic situation adding another dimension to the fiscal crisis.

As part of its post-COVID-19 recovery plan, Eswatini has earmarked the private sector as the country's new main driver of employment. It aims to transform the Government from being the primary employer to an enabler of growth across all sectors of the economy. The planned transformation entails creating a conducive environment for businesses and enabling small and medium-sized enterprises. Improvements are expected to arise from the reduction of red tape and barriers to entry for big business, micro-enterprises and small and medium enterprises (SMEs); digitising government processes and systems; creating special economic zones to attract high-value investments; relaunching the investor roadmap; operationalising 24-hour borders; changes to the corporate income tax rate; establishing a commercial court and revenue tribunal; convening investment summits, and establishing an international finance centre. Leaving no one behind is an empowerment concept of the Recovery Plan that seek to address issues of marginalisation among youth, women, people with disability, and the informal sector. The Recovery Plan is geared to create high-impact projects that can trickle down to every sector of the economy to improve the social and economic prospects of all eSwatini.

The National Constitution guarantees all citizens equality and equal protection under the law. It further outlaws discrimination based on “gender, race, colour, ethnic origin, tribe, birth, creed, religion, social or economic standing, political opinion, age or disability”. The Constitution specifically mentions women having “the right to equal treatment with men and that right shall include equal opportunities in political, economic and social activities”.

In addition to the plans and visions mentioned above, in 2019, the Government launched a Development Cooperation Policy (2021–2025) to strengthen partnerships for sustainable development. In August 2019, Eswatini launched a Labour Market Information System (LMIS) and remains committed to ensuring the LMIS generates gender responsive LMI data.

### 2.3.2 Strengthening the capacities of all people to benefit from the opportunities of a changing world of work

#### 2.3.2.1 Equal opportunities and treatment in employment

##### *Progress with gender equality and empowering women and girls*

The promotion and protection of women's and girls' rights are provided for in the country's Constitution and furthered through the enactment and amendment of various laws. Despite these measures, Eswatini has a Gender Inequality Index (GII)<sup>24</sup> score of 0.567, ranking 143 out of 162 territories in 2019<sup>25</sup>. Strong patriarchal traditions, values and norms, slow implementation of legislation and poor access

24 Data from 2015, published by UNESCO Institute for statistics, 2018, (5). Reproductive health is measured by maternal mortality and adolescent birth rates; empowerment by the share of parliamentary seats held by women and attainment in secondary and higher education by each gender; and economic activity by the labour force participation rate for women and men.

25 UNDP, Human Development Report, 2020

to means of production, education, health, and economic opportunities have exacerbated gender inequality. Women face further challenges due to gender-based violence, intergenerational sex, early sexual debut, and the burden of caring for the sick and orphaned.

Among the priorities for accelerating progress for women and girls are political participation and representation; digital and financial inclusion; quality education, training and life-long learning for women and girls and access to health care, including sexual and reproductive health and reproductive rights. Regarding informal employment, female informal workers are more concentrated in employment types with lower remuneration, less visibility, and fewer rights at work than men. In this regard, it is essential to analyse the employment patterns and informality thereof with a specific gender lens.

The social and economic marginalisation of women and girls exacerbates their vulnerability to gender-based violence, with one in three women experiencing some form of sexual violence by age 18 and 48% in their lifetime<sup>26</sup>.

### **Youth Inclusion**

Eswatini has made considerable progress in expanding access to primary education for all children, including Orphans and Vulnerable Children (OVCs) and children with special education needs. According to the 2015 gross enrolment ratio, Eswatini has nearly achieved gender parity in primary and lower secondary education, which is a great milestone for female education in Eswatini<sup>27</sup>. The gender disparity begins at the upper secondary level and widens considerably at the higher levels of tertiary education. By age 20, only 15% of young

Swazi women are enrolled in school compared to 45% of their male counterparts.<sup>28</sup>

The divergent enrolment patterns reveal high barriers to education for girls, including cultural gender norms that pressure the girl child to drop out of school early to assume household-related work. The barriers that disproportionately affect and lead to a higher dropout rate amongst girls compared to their male counterparts and render higher education further out of reach for girls include HIV/AIDS, teenage pregnancy, and poverty.

The primary and secondary school education system does not fully empower learners with practical life and entrepreneurial skills to explore different ideas and contribute to the economy. The mismatch between required and possessed skills results from following traditional education pathways that direct young people to formal employment without giving due attention to the labour market and enterprises' skills requirements. Technical Vocational Education and Training (TVET) does not guarantee a smooth transition to wage or self-employment, as the system does not train for some industry-specific processes, and employers complain that TVET graduates lack adequate technical or twenty-first-century skills and mechanisms that support youth entrepreneurship need to be strengthened.

Falling funding for tertiary education, particularly Government scholarships, means that youth are left behind. An environment of limited funding, weak technical support, and the absence of platforms that enable young people to develop innovations have constrained youth innovation. Information and Communications Technology (ICT) limitations impact the development of new business models

<sup>26</sup> WFP

<sup>27</sup> The Barriers and Current State of Female Education in Swaziland (2017) – <http://www.borgenmagazine.com/female-education-in-Swaziland>

<sup>28</sup> *ibid*

and their commercialisation. The Ministry of Sports, Culture and Youth Affairs (MoSCYA) and UNFPA (2016) observe that Eswatini lacks a conducive policy environment for young entrepreneurs while also being among those countries with high costs and long times associated with starting a business<sup>29</sup>. The recommended response measures include policy and legislative actions, finance, and youth empowerment. The National Youth Policy<sup>30</sup> commits to provide all young people with entrepreneurship and innovation education programmes and to empower them with skills to facilitate their employment prospects and participation in the labour market.

Youth are concentrated in the small production units typically associated with the informal economy. To address informal employment among youth and tackle the various obstacles they face, there is a need to integrate public policies, involve social actors, and adopt strategies that are non-discriminatory and responsive to gender. Part of the solution is creating an enabling environment for investment and innovation and forging partnerships with strategic production sectors to create quality jobs.

### **Persons with Disabilities**

The 2017 National Population Housing Census indicated that 13% of the population (equivalent to 146,551 persons) had difficulties or limitations in performing certain functions at the census time. Persons with disabilities (PWD) have poor health outcomes, lower educational achievements, lower employment and economic participation levels, and high poverty rates. The prevalence of disability is much higher in rural areas, where about 70% of the disabled population reside, whilst the remaining 30% live in urban areas. Women constitute the bulk of the disabled in Eswatini, making up an

estimated 64% of the disabled population. The labour force participation rate for disabled men is 45.4% compared to 35.7% for women<sup>31</sup>. The total labour force participation rate amongst the disabled population is 39.2%. Women are also disproportionately affected by unemployment, with the latest employment data showing an unemployment rate of 29% for disabled women compared to 23.3% for men. Due to their limited access to formal employment, PWDs rely primarily on the informal economy for their livelihoods. Their reliance on the informal economy necessitates formulating strategies and implementable action programmes to improve the productive livelihood opportunities and working conditions of PWDs in the informal economy and strengthen their institutions.

Eswatini ratified the United Nations Convention on the Rights of Persons with Disabilities (CRPD) in 2012 and developed a disability policy that seeks to mainstream disability issues across all government development programmes in 2013. An essential step in implementing the policy was developing the National Disability Plan of Action (NDPA) 2015–2020. The NDPA has seven main themes: National Coordination and Mainstreaming Mechanism for Disability, Advocacy and Awareness Raising, Social Protection, Education and Training, Health, Skills Development and the Labour Market, and Infrastructure and the Environment.

### **2.3.2.2 Effective lifelong learning and quality education for all**

With a predominantly young population, Eswatini has the potential to benefit from its demographic dividend. Realising the promise of the demographic dividend calls for sound investments in skills

29 Eswatini National Youth Policy 2020 – page 8, source: Eswatini-National-Youth-Policy-Final-Documents.pdf (snyc.org.sz)

30 Ibid, page 24

31 LFS, 2021

development and expanding youth employment opportunities. In the National Development Strategy, the Government has identified human resources as one of the primary resources at the country's disposal. This recognition led to a National Human Resource Development Policy and Implementation Strategy to guide targeted investment in skills development.

The country has a high primary school net enrolment of 95%, but beyond that, education faces challenges. There are only a few secondary schools, and completion rates are low. Access to tertiary education and Technical and Vocational Education and Training (TVET) is limited owing to limited availability and unaffordability. Other issues include the quality of education or training and a mismatch between skills development and market needs. The NDP estimates that less than 10% of high school leavers enrol in tertiary education.

A lack of adequately trained staff leaves the private sector struggling to fill vacant positions. The LFS 2016 found that 37.1% of the employed population was under-skilled, and 21.8% was over-skilled, leading to skills mismatch cases. TVET and post-primary skills training, more broadly, are mostly unregulated and lack sufficient coordination. The National Qualifications Framework (NQF), which aims to integrate and coordinate national qualification subsystems and improve the transparency, access, progression, and quality of qualifications to the labour market and civil society, is not completed. The supply of training by public and private, formal, non-formal and informal providers is insufficient in quantitative terms to meet the upskilling needs of the economy. Women and persons with special educational needs have constrained access to TVET. More generally, opportunities for lifelong learning in the TVET subsector are limited.

Research conducted by the Economic Policy Analysis and Research Centre (ESEPARC) in 2018 found that of graduates enrolled at the National Handicraft Training Centre (NHTC) between 1995 and 2015, only 47.6% were in formal employment, 25.5% were self-employed, 26.2% were unemployed, and 0.7% were continuing their training. Among the formally employed TVET graduates, only 39.8% were in jobs relevant to their skills. Further, ESEPARC found that fewer than 20% of surveyed companies were satisfied with the skills demonstrated by TVET graduates, and up to 86% of TVET graduates required additional or re-training upon employment.

The International Labour Organization (ILO), through its SIFA-Skills Anticipation Project Component, commissioned a study in Eswatini to map existing data systems, practices, capacities, and related institutional arrangements. Stakeholders validated the mapping exercise findings at the workshop organised in collaboration with the Ministry of Labour and Social Security in Mbabane on 7 October 2020. The mapping identified a misalignment between skills development investments and Eswatini's development priorities and strategies. Further, there was no systematic analysis of labour demand and supply projections to inform more responsive skills development. The mapping study established the need for Eswatini to strengthen its skills dialogue and TVET coordination mechanisms.

Workers in the informal sector, predominantly women, are primarily engaged in low-productivity employment dominated by small-scale agriculture and have few opportunities and incentives to invest in skills development. Yet, Eswatini's ability to utilise the opportunities presented in free-trade arrangements, such as the Tripartite Free Trade Area (TFTA) and the AfCFTA for inclusive development, will depend on the integration of small producers into value chains and their ability to compete.

### 2.3.2.3 Sustainable enterprises and entrepreneurship development

Eswatini enjoys a richness of biodiversity. However, this biodiversity is under threat due to climate change, an increasing population, and a declining economy. Even though it is a low emitter of greenhouse gases (GHG) (equivalent to less than 0.002% of global emissions), Eswatini ranks amongst the 30 countries most vulnerable to climate change<sup>32</sup>. Climate change may worsen existing vulnerabilities through complex economic, social, and environmental risks. Climate change and ecological degradation are linked to challenges and opportunities in the world of work. Unfavourable weather conditions have contributed to a drop in the agricultural sector's production and its contribution to GDP. This has reduced raw material availability for the manufacturing sector and increased food insecurity in rural areas<sup>33</sup>.

Yet climate and environmental challenges also present opportunities to create decent, green jobs across vital economic sectors. The agricultural, agro-processing, manufacturing, energy, tourism, and waste sectors are hotspots for green job creation. Promoting climate-smart, environmentally sound agriculture can increase employment and productivity, improve food security, boost exports, and enhance environmental health. Eswatini can embark on a just transition to a green, environmentally sustainable economy and society with the right and well-coordinated policy mix and gender-responsive green jobs intervention. Stimulating labour productivity requires implementing policies that boost agricultural productivity, increase resilience to climate change, broaden economic diversification, facilitate the transition from an informal to a formal economy, and continue human capital development.

A just transition with inclusive climate action can play a substantial role in transforming gender norms and furthering gender equality while ensuring women have opportunities to participate in combating climate change and spurring green growth.

Facilitating informal enterprises' transition to the formal economy will require building an institutional framework of targeted support programmes. The effectiveness of such programmes depends on their targeting mechanism: how the target group is defined, selected, and reached. Thus, a national diagnostic analysis is critical to understand the factors, characteristics, causes, and informality circumstances.

The Government has committed to taking urgent and long-term actions to reduce the population's vulnerability and national development risks. The NDP 2019/20 – 2021/22 recognises the imperative to mainstream climate change in all sectoral development programmes' planning and budgeting processes to build resilience. In its 2015 Nationally Determined Contributions (NDCs), Eswatini committed to producing a National Adaptation Plan (NAP) focused on building resilience in various sectors, including agriculture, water, biodiversity, and ecosystems, by 2020<sup>34</sup>. For mitigation, the country committed to concentrating on the energy sector, including doubling the share of renewable energy in the national energy mix by 2030 relative to 2010. Having missed the target completion date for the NAP, Eswatini is now aiming for completion in 2021. The completed NAP will face challenges including funding, access to technology, capacity, limited awareness about the NDCs, policy incoherence and limited involvement of non-state actors.

32 ND-GAIN 2017 Country Index, Vulnerability, <https://www.climatewatchdata.org/countries/SWZ#climate-vulnerability>

33 Swaziland Country Synthesis Report

34 The Kingdom of Eswatini, Intended Nationally Determined Contributions (INDC) of The Kingdom of Swaziland to the United Nations Framework Convention on Climate Change, 2015



### 2.3.2.4 Universal access to comprehensive and sustainable social protection

Eswatini's private sector is very thin and characterised by low-paying jobs that make it difficult for people to build meaningful savings. The COVID-19 epidemic has highlighted the disparities in employment protection between the public sector on the one hand and the private sector and the informal economy on the other. The CCA observes that: Eswatini spends about 2.2% of its GDP on the social assistance system providing income support to the elderly, disability grants, and social grants for OVCs. Despite the Government of Eswatini having introduced significant social protection reforms, gaps in coverage remain. There is no comprehensive social protection and insurance policy framework in place that addresses vulnerable groups' needs. Data from the 2016/17 and 2017/18 financial years suggest increased OVCs social protection coverage (from 52,632 to 55,572) and declining coverage of the elderly (94,851 to 65,773) and PWDs (4,779 to 4,641)<sup>35</sup>.

Benefit and social service schemes are fragmented, and there is insufficient coordination between the Government and the donor agencies involved. At the operational level, the implementation capacity remains limited, and there is much scope for improving existing social protection interventions to make them more efficient, effective, accountable, and sustainable. The various social protection schemes would gain from more transparent targeting, rationalised delivery mechanisms, robust management information systems, common registration processes, comprehensive grievance procedures, and coherent monitoring and evaluation frameworks.

A sound social security system is imperative in promoting efficient labour markets, diminishing people's exposure to risks, and enhancing their capacity to protect themselves against hazards and interruption/loss of income. In line with the Constitution (2005), the country has fulfilled various obligations per the dispensation provisions. These included: 1) State-funded Primary Education, 2) Elderly Grants, 3) Phalala Fund (Referral Medical Fund), 4) Financial Support to Orphaned and Vulnerable Children (OVCs), and the Provision of drugs in response to HIV/AIDS challenges, Malaria and TB, to mention a few. Whilst these programmes do have strengths, some weaknesses need addressing.

Social Security Schemes fall short on workers' coverage, risks and needs range, complete conformity to social insurance principles, and appropriate coordination. Social security excludes people in the informal economy and, in some cases, non-nationals. The government of Eswatini adopted a National Social Security Policy in 2021 that provides a framework that seeks to extend the coverage and enhancement of the comprehensiveness of social protection in Eswatini.

#### *Protecting the rights of vulnerable people, including migrants and workers in informal employment*

For most of the 20<sup>th</sup> century, Swazi mine workers comprised a substantive share of the South African workforce. In recent years, the role of South Africa's mines as employers of migrant labour has declined. The decline of Eswatini labour in the South African mining sector has transformed the migratory profile of the country. Informal cross-border trade is vibrant,

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35 Voluntary National Review Annexes

with women comprising the majority of traders. The free movement of persons in the region remains a challenge and has implications for intra-regional business. Seven SADC member states (Botswana, Mozambique, South Africa, Namibia, Zambia, Lesotho and Eswatini) have signed and ratified the SADC Protocol on Free Movement of Persons. The protocol provisions are limited and as restrictive as the other countries that have not ratified the protocol.

Recently, many emSwati, especially women and girls, have been pushed into irregular migration toward South Africa<sup>36</sup>. Irregular migration creates the potential for precarious employment and living conditions between the two countries. Furthermore, as documented in the U.S. Department of State's annual reports on Trafficking (2016/2017), the trafficking and smuggling of women in the South African sex industry is a chronic problem, underlining the need for a gender-responsive approach to labour migration. The Government of Eswatini, in close collaboration with the Social Partners, developed a draft Labour Migration Policy and Action Plan to promote a rights-based governance framework to manage labour migration within, from, and to Eswatini. Both the draft Labour Migration Policy Framework and the Action Plan await adoption by Cabinet, and both give effect to one of the strategic objectives of the SADC Labour Migration Action Plan (2020–2025) to strengthen labour migration policies and regulatory systems for better labour migration governance. This strategic objective also requires member states to consider the ratification and implementation of key global and regional migration instruments, including the SADC Protocol on Employment and Labour (2014) and the SADC Protocol on Facilitation of Movement of Persons (2005). As indicated above, Eswatini has already

signed and ratified the SADC Protocol on Free Movement of Persons.

The lack of social protection for workers in the informal economy and their families makes them particularly vulnerable to shocks since they usually cannot count on the protection provided by social insurance or poverty-targeted social assistance schemes. Limited coverage impacts women in a particularly adverse manner. Policy instruments need to consider the informal economy's diversity concerning the degree of formalisation, employment status, revenues, level of coverage, and the ability to pay different groups within the informal economy. While this diversity makes uniform solutions unrealistic, a basic social security floor combining different instruments can significantly contribute to the transition to formality and dramatically affect poverty reduction. The ongoing effort to establish an unemployment insurance benefit fund will go a long way to address this challenge.

Migrants from Eswatini, like elsewhere in the sub-region, face significant challenges when it comes to receiving accrued social security benefits across borders. Those covered by social security schemes often face challenges regarding the portability of benefits once they return to their country of origin. The SADC Labour Migration Action Plan seeks to facilitate access and portability of such social security benefits for migrant workers and their dependents once they return to their country of origin. To this end, SADC has developed Guidelines for the Portability of Social Security benefits which Eswatini would have to implement in pursuing Eswatini migrants' access to benefits through bilateral arrangements with South Africa.

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36 Tati, 2015

### 2.3.3 Strengthening the institutions of work to ensure adequate protection for all workers and reaffirming the continued relevance of the employment relationship

#### 2.3.3.1 Fundamental principles and rights at work

Eswatini is a signatory to several key international and regional human rights instruments, including the International Covenant on Civil and Political Rights (1966), International Covenant on Economic, Social and Cultural Rights (1966), and the African Charter on Human and People's Rights (1981). Eswatini has been a member of the ILO since 1975 and has ratified 33 ILO Conventions, of which 31 are in force, including the first eight core Conventions under the 1998 ILO Declaration on Fundamental Principles and Rights and two of the four Governance Conventions. Despite ratifying these international and regional human rights instruments, the country's domestic laws and practices have not always complied with these instruments.

The Committee on the Application of Standards has on three occasions (2009, 2010, and 2011), cited Eswatini for falling short of expected standards. To date, the country has received four high-level missions (2006, 2010, 2014 and 2017) to assist in giving effect to the comments made by the ILO Supervisory Bodies (Committee of Experts on the Application of Conventions and Recommendations (CEACR), Committee on the Application of Standards (CAS) and the Committee on Freedom of Association (CFA).

The country has received both technical and financial assistance from the ILO to address the issues of concern, including:

1. Engaging a consultant to undertake research/ study of Eswatini's law and order and security legislation and its impact on the exercise of freedom of association as provided for in the Freedom of Association and Protection of the Right to Organise Convention, 1948 (No. 87);
2. Building the capacity of the tripartite partners by providing training in social dialogue principles;
3. Sensitising the bi-partite parties in their rights under the ILO conventions on freedom of association and the right to collective bargaining, including training in mutual gains negotiations skills;
4. Training senior Royal Swaziland Police (RSP) officers on the principles of social dialogue, freedom of association and collective bargaining, and respect for trade unions' rights in general;
5. Developing a Code of Conduct on the role of the Police and Social Partners during industrial disputes and industrial action;
6. Assisting the Committee to engage in social dialogue on amendments to the Industrial Relations Act (2000) (as amended) following comments by the Committee of Experts. The amendments, which sought to democratise, amongst others, balloting for strike action, were finally promulgated into law through the Industrial Relations (Amendment) Act (2011).

Following an extensive social dialogue process amongst the tripartite partners, the police, and other key stakeholders, a Code of Practice for Industrial and Protest Action (Legal Notice No. 202), 2015 (the Code), was adopted. The Code seeks to promote respect for industrial peace, harmony, and stability, to ensure the free exercise of rights in terms of the Industrial Relations Act (IRA), and to guide the regulation of industrial and protest action. The Code has been in operation for seven years. Its initial application was hailed as a success since protest actions took place without significant violence or confrontation between the protesters and the police. In recent years, however, there has been challenges in its implementation emanating from misunderstandings between the parties



concerning the process of filing applications to stage a protest; municipalities' choice of routes to be used by protestors; the role of marshals during protest actions; and insufficient pre- and post-protest social dialogue between the parties and, more recently, in the restrictive conditions introduced by Government in respect of applications to convene protest actions in the context of the civil and political unrest in the country.

During 2016–2017, Eswatini made positive progress in giving effect to the ILO supervisory bodies' comments regarding freedom of association. The ILO supported the country's research on labour and security legislation and its impact on the exercise of freedom of association as provided in the Freedom of Association and Protection of the Right to Organise Convention, 1948 (No. 87).

The Government developed a plan to address implementation gaps identified by the ILO supervisory bodies, including:

- ▶ Amending the Industrial Relations Act, No. 11 (2014), which led to the registration of two worker and two employer federations, the Amalgamated Trade Union (ATUSWA) in May 2016, and the re-establishment of tripartite structures, namely the Labour Advisory Board and the National Steering Committee on Social Dialogue;
- ▶ Amending Section 40 of the Industrial Relations Act on the civil and criminal liability of trade union leaders created a platform for debate between Government and the social partners;
- ▶ Overhauling the Public Order Act of 1963 to incorporate appropriate measures in line with ratified Convention No. 87 was undertaken. While the House of Senate passed the Bill on 27 July 2017, it is yet to be endorsed by the first chamber;
- ▶ Revising the Code of Good Practice led to the development of a work plan by the tripartite

constituents and the relevant stakeholders on how to implement the Code for Managing Industrial and Protest Action in July 2016; and

- ▶ The House of Senate passing the suppression of Terrorism Bill on 27 July 2017.

In the last few years, the CEACR has made comments on gaps in Eswatini's implementation of C100, C111 and C182, among other core conventions. Eswatini's response in addressing these comments is still a work in progress, and notable strides have been made to address some of the issues raised. One of the key milestones achieved is the adoption of the Sexual Offences and Domestic Violence Act (the SODV Act) No. 15, which came into law in June 2018. This was in response to an observation issued by the CEACR in 2016 that requested Eswatini to urgently adopt the SODV Bill as part of a broader effort to eliminate gender-based violence, the worst forms of child labour and commercial sexual exploitation and trafficking in persons mainly targeting women and girls. The challenge now is to ensure that law enforcement officials are trained on the provisions of the SODV Bill and that the law is adequately enforced. Considering that Eswatini is a country of origin, transit and destination for trafficked women and girls primarily for sexual exploitation and domestic labour, the CEACR has requested the Government to provide information on the application of the People Trafficking and Smuggling (Prohibition) Act No. 11 of 2010, including statistical data on the prevalence of trafficking cases and the number of convictions and penal sanctions imposed. While data on trafficking is generated under the auspices of the Prime Minister's Office, this information is not fully harmonised with national data to make it more readily accessible.

Building on Eswatini's ongoing law reform process towards protecting women's rights is the 2019 Eswatini High Court ruling that the common law doctrine of marital power (giving a husband the

ultimate decision-making power over his wife and the matrimonial property) is unconstitutional as it discriminates against women and denies their constitutional right to equality. Another recent milestone is the Employment Bill adopted by the Labour Advisory Board following amendments to the Act to ensure its complete alignment with the principles set out in Conventions 100 (C100) and 111 (C111). In light of the substantial occupational segregation and wage disparities between men and women in all occupational categories in Eswatini that sees women concentrated in low-paying occupations including in the informal economy, the CEACR, in 2019, issued a Direct Request to the Government in collaboration with its Social Partners, to ensure that any new legislation fully reflects the principle of equal remuneration for work of equal value as enshrined in C100, allowing for the comparison of work that involves similar or substantially similar qualifications, skills, effort, responsibilities, conditions of work, and work of equal value. It is anticipated that the Employment Bill will be adopted before the end of 2023. Once adopted, a lot will still need to be done to ensure the application and enforcement of the amended Act.

Moreover, the Government of Eswatini still must identify and address the underlying causes of pay differentials in both the formal and informal economy, as requested by the CEACR. Also critical, as pointed out by the CEACR, is for the Government of Eswatini, in collaboration with the Social Partners, to ensure that the job evaluation methods used by tripartite Wage Councils are free from gender bias that does not result in the undervaluation of jobs in sectors of the economy where women predominate. The CEACR has requested that special attention be given to the

design or adjustment of sectoral minimum wage schemes to ensure that the rates fixed are free from gender bias and that skills considered to be “female” are not undervalued.

Further amendments instituted in the Employment Bill include eliminating non-gender-neutral language and ensuring equal access to and application of the law. The Employment Bill also extends grounds for non-discrimination to include citizenship, broadening protection to all workers, including migrant workers. The draft also includes a definition and provisions for eliminating violence and harassment in the world of work in line with Convention 190.

Considering the recent inclusion of OSH amongst the four Fundamental Principles and Rights at Work, coupled with the designation of C155 and C187 as Core Conventions, Eswatini will be instituting measures to reform its OSH policies and legislative instruments to ensure their alignment and to consider the ratification of the two OSH Standards which have been incorporated amongst the ILO’s Core Conventions.

The Government of Eswatini also adopted the Persons with Disabilities Act No. 16 of 2018, which entered into force in August 2018 and protects the rights of persons with disabilities, including their access to education and employment. There is a Plan of Action to ensure that persons with disabilities enjoy equal participation in the economy through vocational training, skills development, and access to the labour market. However, the latest employment data show a labour force participation rate among the disabled population of 39%, with women lagging at 35.7% relative to men at 45.4%.<sup>37</sup> This reflects a need to ensure vocational training and skills development

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<sup>37</sup> Integrated Labour Force Survey 2021, Ministry of Labour and Social Security

systems are more responsive to the needs of the disabled and to foster greater participation by disabled women in the educational system.

The CEACR has also requested the Government of Eswatini to take measures to improve equality of opportunity and treatment between men and women in employment and occupation by effectively enhancing women's economic empowerment and access to decision-making positions, as well as by encouraging girls and women to choose non-traditional professions and fields of study while reducing early dropout from school for girls. As of February 2021, women held only 9.6% of all Parliamentary seats, 14.2% of elected seats in deliberative bodies in local government, and 43.4% of all managerial positions<sup>38</sup>.

### 2.3.3.2 Social dialogue

#### *Tripartite dialogues*

Eswatini is a signatory to the Tripartite Consultation (International Labour Standards) Convention, 1976 (No. 144), which establishes procedures for tripartite consultation. The Labour Advisory Board (LAB) is the main tripartite social dialogue institution that serves as the umbrella institution for social dialogue at the national level. The National Steering Committee on Social Dialogue was another structure that operated in parallel until recently when its term of office elapsed. Both structures have, among their roles, advised the Minister of Labour on all issues relating to labour, employment, and social security. The two structures have been operating in parallel, giving rise to dual membership and the overlap and duplication of functions. However, measures are underway to institute reform measures to the national social dialogue mechanism to make it more effective.

Two complementary organisations represent employers in Eswatini: Business Eswatini (BE) and the Federation of Eswatini Business Community (FESBC). And two complementary worker organisations represent labour, notably the Trade Union Congress of Swaziland (TUCOSWA) and the Federation of Swaziland Trade Unions (FESWATU).

BE is the apex and leading private sector business organisation that acts as a bridge for cooperation between business and Government to help remove trade barriers, mobilise investment, foster a good business environment, and promote good practice in corporate governance and corporate citizenship. The FESBC, on the other hand, represents indigenous small and medium enterprises. For 20 years, the Federation has remained a formidable force to reckon with on SME matters. Whereas BE is a well-managed organisation with solid leadership and robust financial strength, FESBC is relatively weak with a fragile monetary base. The biggest challenges faced by the employer representative bodies in Eswatini range from; inadequate internal technical capacity to engage and address all policy issues and a narrow portfolio of revenue-earning services and dwindling membership/subscriptions, particularly during the COVID-19 pandemic.

TUCOSWA is the apex labour organisation comprised of 18 affiliate trade unions and, as of December 2021, has a membership base of 43,000 members in the public sector and parastatals. Within TUCOSWA, proof of membership is very critical. FESWATU, by comparison, is made up of ten affiliate member organisations representing workers in the private sector and has a total membership of 10,787 as of February 2022. This labour federation draws the bulk of its membership from workers in vulnerable employment in sectors such as forestry, agriculture,

<sup>38</sup> Gender data gaps and country performance 2022; Country Fact Sheet | UN Women Data Hub

textile, hospitality, security, and caregiving, among others. Organised labour in Eswatini is an active partner in tripartite platforms of engagement and social dialogue and has driven strong advocacy for labour law reform and the protection of workers' rights. TUCOSWA has also been a vanguard for strengthening and deepening trade union unity and solidarity and enjoys a strong partnership with FESWATU to promote the workers' agenda through a Memorandum of Understanding signed in February 2019. Some of the key challenges faced by worker representative bodies in Eswatini include organising workers in vulnerable employment, including those in atypical forms of employment within the informal economy, and lacking the capacity to engage meaningfully and effectively in collective bargaining.

For purposes of policy engagement at the national level, all the aforementioned representative organisations are recognised by Government. The ratio of representation is alive to ILO standards in that the apex (most representative) organisations enjoy a more significant share of representivity on all tripartite structures as spelt out in their Memoranda of Understanding. The strength of representativity for some social partners is not apparent, and organisational audits will be required to establish their representational power.

The workers' and employers' organisations are making progress in advancing gender parity within their leadership structures, particularly the two labour federations. FESWATU has 60% women representation in its leadership structure. In comparison, TUCOSWA attained near gender parity, with women making up 43% of the National Office Bearers elected to office at its 3rd Quadrennial Congress of 2021. The increased representation of women in leadership and decision-making structures can contribute significantly towards strengthening the voice of women in decision-making processes. Notwithstanding the great strides

in enhancing women's representation within the leadership structures, much remains to be done to enhance capacities to mainstream gender within the organisational structures of the social partners and in collective bargaining processes and agreements. Gender stereotyping and the masculine corporate culture necessitate deliberate interventions to break the barriers to women's participation in business and management. This could potentially address the low representation of women in governing structures within the corporate sector.

The Labour Advisory Board, as the key national social dialogue structure advising on labour issues, has full gender parity among substantive members; among alternate members, there is near gender parity, with women making up 42%. The strong representation of women in the Labour Advisory Board augurs well for gender-responsive policy negotiations. However, this rests significantly on women's agency and self-efficacy.

To strengthen and streamline tripartite consultation and social dialogue, the Government has decided to reform the tripartite consultation and social dialogue mechanisms to better align the functions and coordinate the two structures' operations.

Other institutions led by tripartite governing bodies include:

- ▶ The Conciliation Mediation and Arbitration Commission (CMAC), an alternative dispute resolution mechanism;
- ▶ The Swaziland National Provident Fund (SNPF), which provides retirement benefits for employed persons when they retire in old age or become incapacitated;
- ▶ The tripartite Advisory Technical Committee for Occupational Safety and Health (OSH), which coordinates legislation on OSH at the national level;

- ▶ Wages Councils; and
- ▶ Training and Localisation Committee.

CMAC reports increases in both the number of enquiries received and disputes handled. The reasons for the increases are not identified. However, CMAC posits that it may simply reflect increasing awareness of its services among stakeholders.

Meanwhile, there is a recognition that workers in the informal economy have remained particularly vulnerable because of their lack of voice and representation that would allow them to claim better working conditions, employment opportunities, gender equality and social benefits. Social dialogue is necessary for addressing decent work deficits in the informal economy. However, its effectiveness depends on robust, independent, and representative employer and worker organisations. Efforts are required to strengthen these institutions and empower them for substantive and inclusive social dialogue in which informal economy employers' and actors' representation, including the most marginalised in the sector, is guaranteed. Simultaneously, efforts are needed to capacitate informal economy actors' organisations to facilitate informal sector workers' collective bargaining (where there is an employer).

### *Bipartite dialogue*

There is generally an excellent working relationship and bipartite engagement system between Government and employer organisations on the one hand and Government and workers organisations on the other. Furthermore, there is an established bipartite engagement between the employer and worker organisations to coordinate and guide cooperation on mutual areas of interest for advocacy.

### 2.3.3.3 Labour inspection

The Government has ratified the Labour Inspection Convention 1947 (No. 81). Limited budgetary allocations to the labour inspectorate hinder improvements in the operations and efficiency of labour inspections. In 2018 the ILO Committee of Experts on the Application of Ratified Conventions and Recommendations (CEACR)<sup>39</sup> recommended that the Government take steps to adapt and strengthen the labour inspectorate. The call was to improve the capacity of labour inspectors, including their capacity to identify child labour cases in the informal economy that currently fall outside the inspectorate's coverage. Labour inspection capacity remains limited, with the number of inspectors per 10,000 employed persons declining from 0.26 in 2010 to 0.17 in 2016. Limitations in the inspectorate's capacity have profound implications for ensuring labour law compliance. For this reason, the ILO is extending training support to the labour inspectorate in applying Strategic Compliance Planning methods to effect positive compliance outcomes despite limited resources. Eswatini is now among a few member states of the ILO that are piloting the recently introduced tool on Strategic Compliance Planning which aims to assist member states in strengthening their labour inspections mandate.

### 2.3.3.4 Minimum wage and maximum work time

Eswatini does not have a national minimum wage, and the national authorities have prioritised the need for its establishment. Currently, the country has sectoral Regulation of Wages Orders for the various sectors of the economy, including agriculture, retail textile and apparel, manufacturing, and processing. There are 18 Wages Councils that meet on an annual basis to negotiate basic minimum

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39 (CEACR) 2018



terms and conditions of service for the economy's various sectors. The outcome of these Wage Councils is a Regulation of Wages Order for each industry published in the Government Gazette by the Minister for Labour and Social Security. The proportion of workers earning less than 2/3s of the median monthly earnings declined from 43% in 2013 to 25% in 2016. Over the same period, the proportion of workers with excessive hours (more than 48 hours per week) declined from 43% to 31.9%, the ratio in part-time employment fell from 20% to 8%, the percentage with written contracts improved from 58% to 67%, and the precarious employment rate was reduced to 9.1% from 14%<sup>40</sup>. The CEACR has requested Eswatini to pay special attention to the design or adjustment of sectoral minimum wage schemes to ensure that the wage rates fixed are free from gender bias and that skills considered to be "female" are not undervalued.

More women operate in the informal economy in micro-enterprises, including the agricultural and food-production sectors, than in non-agricultural wage employment.<sup>41</sup> Like all unprotected workers, informal workers are at risk of economic hardship in sickness, maternity, childcare, low pay, occupational injury, or disease because labour laws do not cover them. The regulation of working conditions such as wages, working time, maternity safeguards and related matters is generally non-existent for informal economy workers, and as women constitute the bulk of workers in this sector, they are most affected.

### 2.3.3.5 Safety and health at work

Workplace wellbeing relates to all aspects of working life, from the quality and safety of the physical environment, to how workers feel about their work,

their working environment, the climate at work, and work organisation. Eswatini's Constitution recognises and upholds workers' right to a safe workplace. The Occupational Safety and Health Act No.9 of 2001 provides for the safety and health of persons at work, including plant and machinery use. Specific regulations and occupational safety and health (OSH) procedures are under review to promote safer working conditions in various sectors. Eswatini's Constitution provides a firm and progressive basis for engendering OSH legislation in the country. Consequently, some OSH legislation attempts to address gender issues in the workplace.

Despite efforts made at engendering OSH in legislation, much still needs to be done to ensure that OSH legislation is sufficiently responsive to gender issues. The Occupational Safety and Health Act needs to provide a broad basis for dealing with gender concerns, such as the ergonomic design of workstations and exposure to chemicals that can adversely affect expectant mothers and their unborn children.

There are no known national programmes aimed at eliminating violence and sexual harassment in the world of work in Eswatini. However, several private sector organisations, such as Eswatini Electricity Company and Inyatsi Construction Group Holding (Pty) Ltd, have in-house policies and programmes to tackle work-related violence and sexual harassment. And currently, there are no mechanisms aimed at addressing OSH issues in the informal sector, leaving these workers vulnerable to work-related health and safety risk factors.

The OSH Unit in the Ministry of Labour and Social Security (MoLSS), responsible for ensuring safe and

<sup>40</sup> extracted from a presentation by Thandie Dlamini – Measuring quality of employment 6-8 November 2019

<sup>41</sup> Swaziland Country Synthesis Report 2015

healthy workplaces in the country, faces enormous operational and organisational challenges. Despite strides made towards domesticating some important provisions of C155 through the Occupational Safety and Health Act of 2001, Eswatini's national OSH systems and infrastructure are barely functional.

To strengthen OSH in the world of work, the Government of Eswatini sought the ILO's support in conducting a gender-responsive situational analysis of the national OSH system and infrastructure. The OSH situational analysis culminated in a National OSH Profile adopted and launched in 2021. The National OSH Profile reveals a severe shortage of OSH inspectors and that the OSH Inspectorate Unit experienced challenges in collating, producing, and publishing accident reports due to various factors, including human resource constraints, as accident reports must be sorted out manually to collect the data for analysis. In this vein, the Unit has not been able to release sex-disaggregated data on OSH, including statistics on occupational accidents and diseases, for several years. The only entity that has made noticeable efforts in producing statistics on occupational accidents and diseases is the Workmen's Compensation Unit which falls under the Social Security Department within the MoLSS.

The OSH profile has also identified several policy gaps and has proposed developing a National OSH Policy, reviewing the OSH Act, and ratifying C155 and C187. The Kingdom of Eswatini has since developed a national OSH policy through which gender-responsive preventive and control measures will be operationalised. The draft National OSH policy that currently awaits Cabinet adoption, will also seek to promote equal treatment and non-discrimination, reduce vulnerability, and identify, prevent, and manage all forms of harassment in the workplace.

Considering the proposed abrogation of the Underground Work (Women) Convention, 1935 (No. 45) and the Fee-Charging Employment Agencies Convention (Revised), 1949 (No. 96) that are proposed for abrogation in 2030, the ILO Governing Body, at the recommendation of the Standards Review Mechanism Tripartite Working Group (SRM TWG), has requested the Government of Eswatini to consider ratifying related up-to-date instruments. To close the gap in protection upon the abrogation of C45, Eswatini was encouraged to consider ratifying the Occupational Safety and Health Convention, 1981 (No. 155) and its Protocol of 2002, the Occupational Health Services Convention, 1985 (No. 161), the Safety and Health in Mines Convention, 1995 (No. 176), and the Promotional Framework for Occupational Safety and Health Convention, 2006 (No. 187). Notably, C155 and C187 were recently included as fundamental Conventions within the ILO's Declaration on Fundamental Principles and Rights at Work framework. In place of C96, the Government of Eswatini is requested to consider ratifying the Private Employment Agencies Convention, 1997 (No. 181), the up-to-date instrument concerning private employment agencies.

Eswatini is going through an epidemiological transition and experiencing a double burden of disease that impacts the labour force and its ability to utilise its potential fully. Infectious diseases, particularly HIV and AIDS, tuberculosis, and malaria, remain a serious challenge. Non-communicable diseases (NCDs), including hypertension, diabetes, and cancer, are growing problems<sup>42</sup>. The disease burden impacts the quality of labour and workers' ability to realise their full potential, making tackling communicable and non-communicable diseases a critical business and social concern.

42 [www.unicef.org/eswatini/hiv/aids](http://www.unicef.org/eswatini/hiv/aids)

The world of work is profoundly affected by the global COVID-19 pandemic. In addition to the threat to public health, economic and social disruption threatens millions' long-term livelihoods and well-being. The ILO and its constituents — Governments, workers, and employers — will play a crucial role in combating the outbreak, ensuring individuals' safety and the sustainability of businesses and jobs.

In 2020, in an attempt to mitigate the impact of COVID-19, the Kingdom of Eswatini applied proactive measures to enhance the Inspectorates' capacity to deal with the pandemic. The ILO DWT/CO Pretoria, in partnership with the University of Eswatini, provided support to the Eswatini Ministry of Labour and Social Security towards a Course on Occupational Safety and Health Training and COVID-19. From a pool of 300 unemployed graduates, 40 were selected and trained. This intervention enabled the Ministry to quickly assess over 800 workplaces to determine compliance levels with COVID-19 preventive measures.

A National Workplace Wellness Policy (NWWP) to guide effective implementation, coordination, monitoring and evaluation of the workplace wellness programmes has been under review<sup>43</sup>. The NWWP will complement the National Standard developed by Swaziland Standards Authority (SWASA) in 2013 on 'Wellness and Disease (including HIV and TB) Management Systems (referred to as FDS/SZNS SANS 16001). It will also provide continuity with the work previously supported by the ILO in helping Business Eswatini (BE) and Eswatini Business Health (EBH) to build companies' capacities in applying the SWASA Standard.

### 2.3.3.6 Child labour

Eswatini has in place several constitutional provisions to protect children against child labour (Article 29(1)), abuse, torture, or other cruel, inhumane, and degrading treatment (Articles 19 and 29(2)), and slavery and forced labour (Article 180). Article 29(7) (d) of the Constitution directs Parliament to enact laws that ensure "children receive special protection against exposure to physical and moral hazards within and outside the family". Further, the Constitution provides the right to free education in public schools, at least up to the end of primary school. Supportive legislation is in place through the Free Primary Education Act of 2010. Despite the provisions, an estimated 11.4% (35,368) of children aged five to 14 years are working. Additionally, some children combine work and school, meaning 13% of children are working.

The CEARC has recently drawn the attention of the Government of Eswatini to several observations and direct requests to which the Government is required to respond and take the necessary action. The ILO's CEARC notes that the country falls short of the age of minimum compulsory schooling<sup>44</sup>. The first observation relates to the application of C29 on prohibiting child labour. The CEARC requests the Government to ensure that the voluntary nature of a customary practice that requires rendering services to the king, "Kuhlehla", is explicitly stated in the legislation. The CEARC has also taken a particular interest in the measures undertaken by Eswatini to address human trafficking. The CEARC has also urged the Government of Eswatini to take steps to ensure the adoption of the Employment Bill, including a drafting process that considers the provisions of C138 and C182. Specific observations and direct requests made in this regard implore the

43 [www.unicef.org/eswatini/hiv-aids](http://www.unicef.org/eswatini/hiv-aids).

44 Source for primary completion rate: Data from 2015, published by UNESCO Institute for statistics, 2018, (5).



Government to ‘include within the Employment Bill provisions that regulate and determine light work activities performed by children aged 13 to 15 years and provide for the prohibition of the worst forms of child labour as well as penalties for the infringement of such provisions. In addressing inspections on child labour, the CEARC has asked the Government

to adapt and strengthen the labour inspectorate. Measures to enhance labour inspection include the capacity to identify cases of child labour, including in the informal economy, and to provide updated statistical information on working children, inclusive of the nature, extent, and trends of the worst forms of child labour.

## 3 Priorities and Country Programme Outcomes

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### 3.1 The ILO’s Comparative Advantage

The ILO’s normative mandate, its technical expertise in the world of work, its experience in social dialogue and tripartism, and its convening power are strong assets that the ILO brings to the UN development system (UNDS). A combination of country presence and global processes centred on the International Labour Conference provides the ILO with unique strengths. The ILO supports member states in developing standards, localising constituents’ shared aspirations, continuously making improvements and accounting to peers for adherence to agreed standards. The challenges of globalization, economic crises and the recent COVID-19 pandemic have made the ILO’s international labour standards more relevant than ever in ensuring rights-based and human-centred recovery strategies. The “One UN” approach has enabled the ILO to assist other UN agencies to define decent work-related gaps, priorities and actions that were underpinned by an inclusive growth model. The ILO is also in a relevant strategic position for the future in that it has significantly invested in reflection and consultation to understand future needs in the world of work and has adopted a human-centred approach embedded in the Centenary Declaration for the Future of Work to address these needs. The ILO’s engagement in

global partnerships and collaboration platforms enabled the organization to demonstrate its comparative advantage by being uniquely positioned to promote Decent Work (DW) concepts for a strong economic recovery. The ILO successfully shaped global debates on social dialogue, social protection, and employment concerns, which in turn have led to an increased ability to leverage resources. The agency’s enhanced visibility in the international and national community has been the result of extensive efforts of the ILO to respond to growing demands from constituents and partners.

The ILO has, over the years, provided technical and financial support to Eswatini in several technical areas related to the world of work, including:

- ▶ Supporting the development and implementation of employment policies in line with ILO principles
- ▶ Enhancing access to more and better jobs in economically disadvantaged and crisis-affected areas
- ▶ Improving labour administration systems and machinery for better employment practices
- ▶ Improving social dialogue to achieve job security, productivity, and competitiveness

- ▶ Supporting the development and implementation of policies to manage migration and combat trafficking in line with ILO principles
- ▶ Supporting the development and implementation of policies in line with the ILO Code of Practice for HIV/AIDS in the Workplace and ILO recommendations concerning HIV and AIDS and the World of Work (No.200)
- ▶ Strengthening institutional capacities of employer and worker organisations
- ▶ Strengthening the Government's capacity to ratify and apply international labour standards and fulfil related reporting obligations.

**The ILO approach is in line with the UNDS's comparative advantage as identified by stakeholders during consultations. Components of the comparative advantage include:**

- ▶ Wide-ranging, high-level technical expertise;
- ▶ The ability to create linkages and partnerships in exchange for knowledge;
- ▶ The UN's advocacy for and support of the achievement of the SDGs;
- ▶ The ability to advocate strongly and consistently on sensitive issues such as gender equality and human rights;
- ▶ Contributing to the enactment of policies and pieces of legislation;
- ▶ Being an honest, neutral broker with strong convening power and the capacity to manage multi-dimensional partnerships; and
- ▶ Supporting the Government to convene a wide range of development and humanitarian partners.

## 3.2 Lessons Learnt

One of the lessons learnt in the previous DWCP programme cycle is the need for Eswatini to intensify its efforts to ensure the effective application of its obligations under ratified Conventions to further the decent work agenda. A review of the previous DWCP revealed stark gaps in the application of the International Labour Standards ratified by Eswatini, with a strong recommendation for focused attention to be directed towards addressing this gap in the current (2<sup>nd</sup> generation) DWCP. The Current DWCP directs particular attention towards ensuring legislative and regulatory reform per the provisions of ratified Conventions and advancing the decent work agenda.

Another critical lesson learned is to ensure that the DWCP is designed around priorities that are demand-driven to enhance national ownership, achievement of results and the sustainability of interventions. The design of the current DWCP took this critical principle on board, and, for the first time, a national tripartite drafting committee was established at the onset of the DWCP process to participate in drafting the DWCP. The formulation of the current DWCP was facilitated to enhance responsiveness to the priorities of the tripartite constituents and national ownership. The ILO's strong advocacy for the constituents' involvement in the UNSDCF process helped to ensure the responsiveness of the UN Country Programme to the decent work agenda. This was critical given that DWCPs are now to be formulated within the context of the UNSDCF as part of the reform efforts of the UNDS.

The absence of an implementation and monitoring plan and a national steering committee for the previous DWCP rendered it difficult to monitor and track progress in its implementation. The current DWCP includes a monitoring and

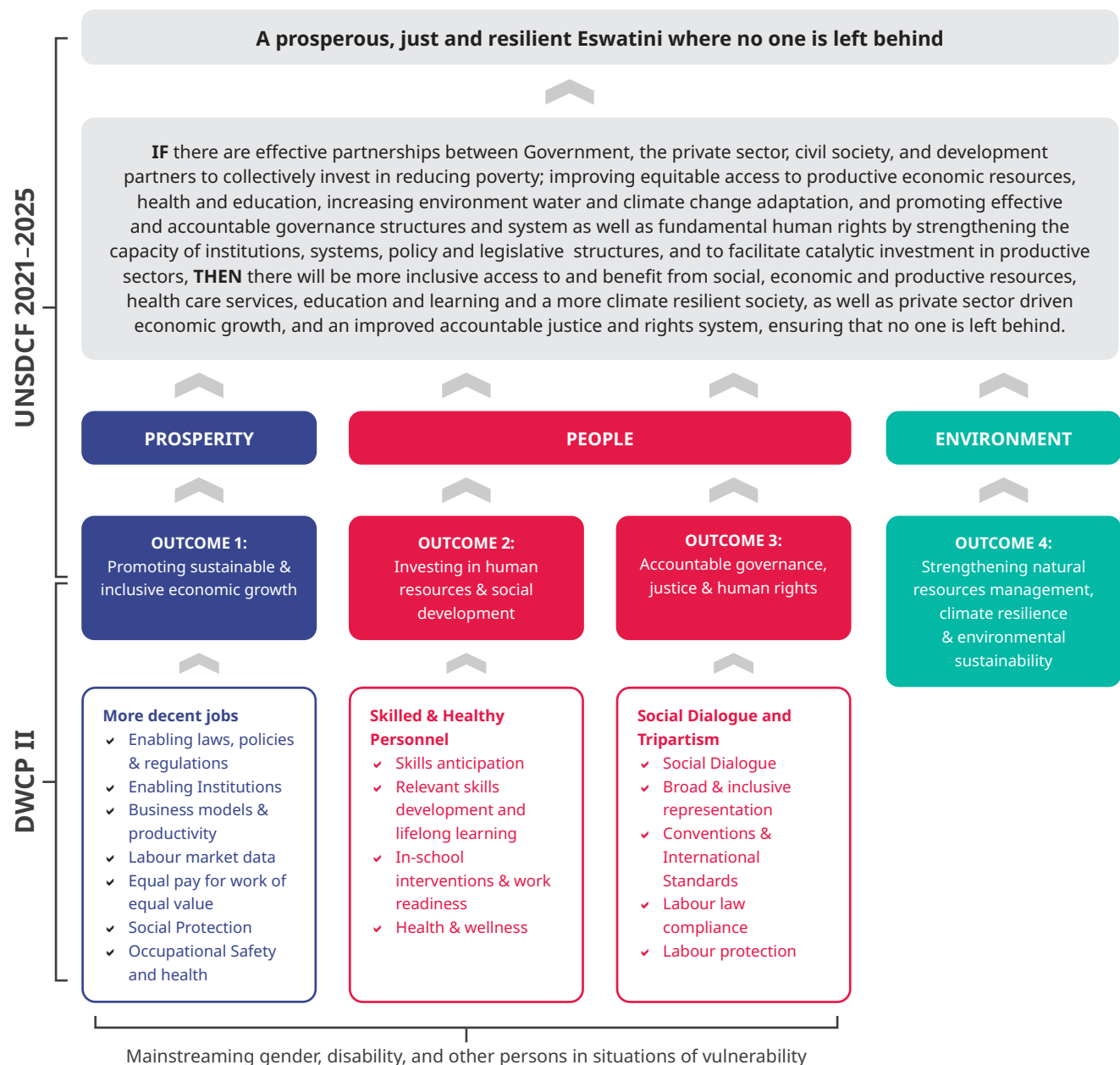
implementation plan strictly aligned with the base document to establish a tracking mechanism in its implementation. The national tripartite partners will establish a functional steering committee that will play a strategic oversight function in respect of

the implementation and management of the DWCP. Clear reporting tools will be developed within the monitoring and implementation framework to facilitate periodic updates on the implementation of the DWCP to the national steering committee.

### 3.3 Overview of the relationship between the UNSDCF 2021–2025 and the EDWCP 2022–2025

The DWCP II supports the achievement of the UNSDCF 2021–2025. Figure 1 below shows the alignment of the DWCP II with the UNSDCF 2021–2025.

**Figure 1: Alignment of the DWCP II with the UNSDCF 2021–2025**



The Eswatini UNSDCF 2021–2025 has three priorities and four outcomes. The three priorities (Prosperity, People and Planet) correspond to the three dimensions of sustainable development — economic, social, and environmental.



### ▶ UNSDCF PRIORITY I: PROSPERITY

#### **OUTCOME 1: *Promoting Sustainable and Inclusive Economic Growth***

**Outcome Statement:** By 2025, women, men, and youth, including marginalised persons, contribute to and benefit from economic progress through greater access to decent employment, equitable social economic opportunities, sustainable enterprise opportunities as well as resilient, financially sustainable social protection systems.



### ▶ UNSDCF PRIORITY II: PEOPLE

#### **OUTCOME 2: *Investing in Human Resources and Social Development***

**Outcome Statement:** By 2025, boys, girls, women, and men, especially the most vulnerable, benefit from equitable access to inclusive, gender-transformative, effective, and efficient quality social services, life-long learning, and market-relevant skills

#### **OUTCOME 3: *Accountable Governance, Justice and Human Rights***

**Outcome Statement:** By 2025, oversight bodies and government institutions at national and regional levels operate in an independent, participatory, and accountable manner, ensuring equal access to justice and services, with a systematic, participatory implementation and reporting mechanism for human rights obligations and SDGs, with a focus on leaving no one behind.



### ▶ UNSDCF PRIORITY III: PLANET

#### **OUTCOME 4: *Strengthening Natural Resource Management, Climate Resilience and Environmental Sustainability***

**Outcome Statement:** By 2025, Eswatini is on an inclusive low-carbon development pathway that is resilient to climate change and in which natural resources are managed sustainably, and community adaptation to climate change is enhanced, for improved livelihoods, health, and food security, especially for vulnerable and marginalised communities.

The EDWCP 2022–2025 aligns with the Prosperity and People priorities and contributes to three of the four outcomes of the UNSDCF 2021–2025, namely, outcomes 1, 2 and 3. And the EDWCP's contribution reflects both the mandate and comparative advantage of the ILO. By adopting the UNSDCF outcomes as its own, the EDWCP outlines the strategic contributions of the ILO to the UNSDCF as agreed with the tripartite partners.

The EDWCP 2022–2025 mainstreams international labour standards, gender equality, tripartism, social dialogue, and institutional capacity development across its priorities. The participation of the tripartite partners through social dialogue at all stages of implementation, monitoring, and evaluation will support both the pursuit of results and capacity development.

training), 10.2 (inclusion without discrimination), and 11.2 (attention to the needs of the vulnerable in transportation). Similarly, attention to women, youth, MSMEs and rural populations triggers multiple SDG targets. Considering the work planned under the EDWCP within this framework will facilitate linking EDWCP contributions to SDG targets achievement and specific ILO instruments. The EDWCP will foster awareness of the SDGs' inter-relatedness throughout implementation, monitoring, and reporting, thereby focusing on processes and outcomes.

### 3.4 The UNSDCF, the DWCP II and the SDGs

#### 3.4.1 Linking the DWCP to the SDGs

The EDWCP outcomes and outputs, while primarily contributing to the achievement of **SDG 8** (promoting sustained, inclusive, and sustainable economic growth, full and productive employment, and decent work for all), will also contribute to other SDGs and their targets through the focus of the work undertaken (what), the approach and strategies for results (how), and the intended beneficiaries of the work (who). Application of this framework to a concern of ILO Convention No. 159 on Vocational Rehabilitation and Employment (Disabled Persons, the employment of PWDs (who) illustrates that access to decent jobs (what) entails removing barriers (how) and thus links several SDG targets. The relevant SDG targets for the employment of PWDs include 8.5 (full and productive employment), 4.5 (eliminating disparities in education and vocational


### 3.4.2 Linking the UNSDCF to the SDGs

UNSDCF Outcomes	SDG Target <sup>45</sup>
<div data-bbox="137 427 288 517" style="background-color: #800040; color: white; border-radius: 50%; width: 40px; height: 40px; display: flex; align-items: center; justify-content: center; margin-bottom: 10px;">1</div> <p data-bbox="165 546 456 920">By 2025, women, men, and youth, including marginalised persons, contribute to and benefit from economic progress through greater access to decent employment, equitable social economic opportunities, sustainable enterprise opportunities as well as resilient, financially sustainable social protection systems.</p>	<ul style="list-style-type: none"> <li data-bbox="491 421 1442 488">1.2 By 2030, reduce at least by half the proportion of men, women and children of all ages living in poverty in all its dimensions according to national definitions.</li> <li data-bbox="491 517 1442 618">1.3 Implement nationally appropriate social protection systems and measures for all, including floors, and by 2030 achieve substantial coverage of the poor and the vulnerable.</li> <li data-bbox="491 647 1442 748">2.c Adopt measures to ensure the proper functioning of food commodity markets and their derivatives and facilitate timely access to market information, including on food reserves, in order to help limit extreme food price volatility</li> <li data-bbox="491 777 1442 878">8.2 Achieve higher levels of economic productivity through diversification, technological upgrading, and innovation, including through a focus on high value added and labour-intensive sectors</li> <li data-bbox="491 907 1442 1052">8.3 Promote development-oriented policies that support productive activities, decent job creation, entrepreneurship, creativity, and innovation, and encourage the formalisation and growth of micro-, small- and medium-sized enterprises, including through access to financial services.</li> <li data-bbox="491 1081 1442 1261">8.4 Improve progressively, through 2030, global resource efficiency in consumption and production and endeavour to decouple economic growth from environmental degradation, in accordance with the 10-Year Framework of Programmes on Sustainable Consumption and Production, with developed countries taking the lead.</li> <li data-bbox="491 1290 1442 1391">8.5 By 2030, achieve full and productive employment and decent work for all women and men, including young people and persons with disabilities, and equal pay for work of equal value.</li> <li data-bbox="491 1420 1442 1520">9.3 Increase the access of small-scale industrial and other enterprises, particularly in developing countries, to financial services, including affordable credit, and their integration into value chains and markets.</li> <li data-bbox="491 1550 1442 1650">10.2 By 2030, empower and promote the social, economic, and political inclusion of all, irrespective of age, sex, disability, race, ethnicity, origin, religion, economic or other status.</li> <li data-bbox="491 1680 1442 1758">10.4 Adopt policies, especially fiscal, wage and social protection policies, to progressively achieve greater equality.</li> <li data-bbox="491 1787 1442 1921">17.9 Enhance international support for effective and targeted capacity-building in developing countries to support national plans to implement all the Sustainable Development Goals, including through North-South, South-South and triangular cooperation.</li> </ul>

<sup>45</sup> The numbering of targets is not sequential as it follows the assigned numbers of SDG Targets.

UNSDCF Outcomes	SDG Target <sup>45</sup>
<p data-bbox="177 472 284 555">2</p> <p data-bbox="165 584 456 842">By 2025, boys, girls, women and men, especially the most vulnerable, benefit from equitable access to inclusive, gender transformative, effective and efficient quality social services, life-long learning, and market-relevant skills.</p>	<p data-bbox="491 465 1442 521">4.3 By 2030, ensure equal access to affordable and quality technical, vocational, and tertiary education, including university</p> <p data-bbox="491 548 1386 633">4.4 By 2030, substantially increase the number of youth and adults who have relevant skills, including technical and vocational skills, for employment, decent jobs and entrepreneurship</p> <p data-bbox="491 660 1406 745">4.5 By 2030, eliminate gender disparities in education and ensure equal access to all levels of education and vocational training for the vulnerable, including persons with disabilities, indigenous peoples and children in vulnerable situations</p> <p data-bbox="491 772 1433 826">5.b Enhance the use of enabling technology, in particular information and communications technology, to promote the empowerment of women</p> <p data-bbox="491 853 1426 907">8.6 By 2020, substantially reduce the proportion of youth not in employment, education or training</p> <p data-bbox="491 934 1366 987">8.b By 2020, develop and operationalise a global strategy for youth employment and implement the Global Jobs Pact of the International Labour Organization.</p> <p data-bbox="491 1014 1362 1099">3.3 By 2030, end the epidemics of AIDS, tuberculosis, malaria and neglected tropical diseases and combat hepatitis, water-borne diseases, and other communicable diseases.</p> <p data-bbox="491 1126 1399 1180">3.4 By 2030, reduce by one-third premature mortality from non-communicable diseases through prevention and treatment and promote mental health and wellbeing.</p> <p data-bbox="491 1207 1420 1292">3.8 Achieve universal health coverage, including financial risk protection, access to quality essential healthcare services and safe, effective, quality, and affordable essential medicines and vaccines for all.</p> <p data-bbox="491 1319 1372 1373">3.9 By 2030, substantially reduce the number of deaths and illnesses from hazardous chemicals and air, water and soil pollution and contamination.</p> <p data-bbox="491 1400 1430 1512">8.7 Take immediate and effective measures to eradicate forced labour, end modern slavery and human trafficking, and secure the prohibition and elimination of the worst forms of child labour, including recruitment and use of child soldiers, and by 2025 end child labour in all its forms</p> <p data-bbox="491 1538 1401 1624">5.4 Recognise and value unpaid care and domestic work through the provision of public services, infrastructure and social protection policies and the promotion of shared responsibility within the household and the family as nationally appropriate.</p> <p data-bbox="491 1650 1437 1704">10.7 Facilitate orderly, safe, regular, and responsible migration and mobility of people, including through the implementation of planned and well-managed migration policies.</p>



UNSDCF Outcomes	SDG Target <sup>45</sup>
<p data-bbox="177 360 288 443">  </p> <p data-bbox="165 477 453 909"> <b>By 2025, oversight bodies and government institutions at national and regional levels operate in an independent, participatory, and accountable manner, ensuring equal access to justice and services, with a systematic, participatory implementation and reporting mechanism for human rights obligations and SDGs, with a focus on leaving no one behind.</b> </p>	<p data-bbox="491 365 1390 421">5.2 Eliminate all forms of violence against all women and girls in the public and private spheres, including trafficking, sexual and other types of exploitation</p> <p data-bbox="491 448 1422 504">5.c Adopt and strengthen sound policies and enforceable legislation for the promotion of gender equality and the empowerment of all women and girls at all levels</p> <p data-bbox="491 530 1445 586">5.5 Ensure women's full and effective participation and equal opportunities for leadership at all levels of decision-making in political, economic and public life</p> <p data-bbox="491 613 1362 692">8.8 Protect labour rights and promote safe and secure working environments for all workers, including migrant workers, in particular women migrants, and those in precarious employment</p> <p data-bbox="491 719 1385 775">16.2 End abuse, exploitation, trafficking and all forms of violence against and torture of children</p> <p data-bbox="491 801 1437 857">16.3 Promote the rule of law at the national and international levels and ensure equal access to justice for all</p> <p data-bbox="491 884 1265 918">16.6 Develop effective, accountable and transparent institutions at all levels</p> <p data-bbox="491 945 1398 1001">16.7 Ensure responsive, inclusive, participatory and representative decision-making at all levels</p>



### 3.5 DWCP PRIORITY 1: Prosperity

#### OUTCOME 1: Promoting Sustainable and Inclusive Economic Growth

##### OUTCOME STATEMENT



By 2025, women, men, and youth, including marginalised persons, contribute to and benefit from economic progress through greater access to decent employment, equitable social economic opportunities, sustainable enterprise opportunities as well as resilient, financially sustainable social protection systems.

**The UNSDCF theory of change for Outcome 1 is that:** *IF an enabling policy and regulatory environment is created with robust data and risk-informed to catalyse responsible private sector investment, if women have equal access to opportunities which can drive economic transformation and sustainable growth; if small -and medium-sized enterprises are supported to generate greater financial value and to increase decent jobs and; if agricultural and rural livelihoods are strengthened; and if the government is capacitated to provide workers and vulnerable groups with financially sustainable social protection systems; THEN people from all walks of life will contribute to and benefit from economic transformation.*

Inclusive economic recovery and growth, including a dynamic private sector, are among Eswatini's highest development priorities. Faced with the challenge of slow progress against poverty, inequality, high unemployment levels, particularly amongst youth, women and PWDs and livelihoods based on rural and informal economies, Eswatini must urgently design and implement gender-responsive policies

and programmes that break past trends and turn the promise of the demographic dividend into reality. Progress in regional and continental integration creates the potential to overcome the limitations of a small domestic market. To benefit fully from the demographic dividend and regional integration, Eswatini needs to spur investment in enterprises, improve the informal sector and small business's integration into value chains, and address infrastructure limitations to business activity. In formulating policies and programmes, the economic inclusion of women, youth, PWDs and rural populations is critical. Promoting an inclusive and expanded social protection system and instituting a National Minimum Wage is critical for Eswatini's inclusive economic recovery, poverty reduction and productive employment. The impact of the COVID-19 pandemic on the economy and the consequent loss of jobs and income by many, particularly people working under conditions of informality with no access to social safety nets, have brought to light the urgent and critical need to institute policy reforms to expand social protection coverage and establish a National Minimum Wage that applies to all sectors of the economy.

The theory of change to ensure sustainable and inclusive economic growth rests on establishing a conducive and gender-responsive legislative, policy and regulatory environment for the development of sustainable enterprises, the transition of the informal economy to the formal economy, and a macro-economic policy environment that promotes productive employment responsive to climate change. Such policy responses should be underpinned by the principles of non-discrimination and leaving no one behind. The theory of change calls for strengthening the capacity of state institutions to perform gender-responsive enabling functions for business growth, particularly small and informal business growth and sustainability, their integration into domestic and global value chains, strengthening national capacity

for the adoption of green and responsible business models (and other innovative business models), and to promote enterprise productivity and sustainability.

Also critical for productive employment and decent work is the need to ensure that health and safety is promoted in workplaces taking into account the health and safety risks to men and women in the formal and informal sectors by adopting appropriate gender-responsive policy interventions. Ensuring inclusive economic recovery and resilience in the face of pandemics and economic downturns also necessitates greater investment in policy reform for a sustainable and inclusive social protection system that leaves no one behind.

Achieving Outcome 1 rests largely on the unconditional commitment of the Government and its social partners to address youth unemployment and to strengthen the policy environment for employment promotion and an inclusive and growth-oriented economy through increased budgetary allocations. Realising this outcome also depends on the Government continuing to prioritise strengthening the policy environment for a more inclusive and expanded social protection system that affords social safety nets for all workers and vulnerable groups in Eswatini. Key risks that may counter efforts by the Government and its social partners include the volatile political situation in the country that could deflect focus away from the country's development agenda, and the persistence of COVID-19 could adversely affect the economy and the public fiscus required to institute policy reforms for job-rich growth and a sustainable and inclusive social protection system, and a sustainable national minimum wage.

### ► OUTCOME STRATEGY

The EDWCP strategy for Outcome 1 is to improve the availability of decent jobs by supporting the development or review of policy, regulatory and

incentive frameworks, to promote an enabling environment for business, to strengthen state institutions to perform enabling functions for business growth and enterprise productivity, and to facilitate the integration of MSMEs and informal sector entrepreneurs into local, regional, and global value chains. The strategy also seeks to build the capabilities of businesses to utilise the enabling environment and to adopt appropriate green and responsible business models. Support towards strengthening the enabling environment for businesses will be underpinned by international labour standards that support sustainable and responsible businesses and decent work. To set enterprises on a path to inclusive and sustainable growth and to enable them to increase productivity, add value, and boost employment, key underlying constraints will be analysed in identified subsectors, markets, and value chains, including from a gender perspective. A comprehensive gender-responsive diagnostic assessment of the informal economy, including economic units in the informal business sector, will be undertaken to better understand the circumstances and nature of informality and the constraints and barriers confronting these economic units on their path to formalisation, in particular women and youth-owned businesses. Targeted interventions on formalisation will be informed by such diagnostic assessments. To address the high levels of poverty and inequality, the ILO will collaborate with relevant UN agencies to strengthen the capacity of national and subnational bodies to promote quality jobs and social protection and to develop and implement targeted gender-responsive interventions that promote employment-intensive infrastructure investment programmes in the rural economy. The ILO will draw upon and utilise normative standards, knowledge, and technical resources to support the review or development of gender-responsive macro-economic, trade, industrial and sectoral policies and programmes that promote employment, decent work, and productivity

and to strengthen national capacities to promote a just transition to environmental sustainability and green jobs in the sectors most affected by climate change. The ILO's support will enhance policy coherence and alignment with international labour standards and strengthen the responsiveness of these policies and programmes to the needs and concerns of marginalised women, youth, PWDs and rural communities.

To facilitate the monitoring of decent work trends and inform gender-responsive policy for employment promotion and the enabling environment for sustainable businesses, capacity and technical assistance will be provided to improve the collection and utilisation of employment and decent work-related SDG data that is disaggregated by sex, disability, and other key variables, including by rural and urban areas (ensuring no one is left behind). Key areas of support will include programme reviews; mainstream risk analysis and learning from global experiences in acting on the green economy, inclusion, and sustainability.

To support national efforts at instituting measures for economic recovery, poverty reduction, and resilience to domestic and external shocks, the ILO will leverage existing partnerships within the UN to assist the national partners in strengthening and expanding social protection coverage. This will entail gender-responsive actuarial valuations and analyses for the fiscal space for the sustainable financing of inclusive contributory and non-contributory social protection systems and reforms to the legislative and institutional environment for improved governance of the social protection system. In addition, technical and capacity support will be provided to support research and strengthen relevant labour market institutions and tripartite social dialogue engagement to examine the feasibility of a statutory national minimum wage and appropriate legislative guidelines for promoting equal pay for work of equal

value. Similarly, capacity support will assist sectoral minimum wage schemes to be free from gender bias.

Tripartite constituents identified the improvement of OSH as one of the critical priorities for promoting employability, productivity, and quality of life. Eswatini has committed to adopting and implementing gender-responsive policies and programmes to promote and improve safety and health in the world of work, including collection, collation, and dissemination of gender-disaggregated OSH information. The strategy to bring this to effect is to adopt a systematic approach to improving OSH in line with No.187 (Promotional Framework for Occupational Safety and Health, 2006). Key steps comprise improving the OSH legislative frameworks, infrastructure, policies, and programmes at national and workplace levels, ensuring that they address the specific health and safety needs of all categories of workers, men and women, persons with disability, workers in the informal economy and other categories of workers operating in situations of vulnerability. Support at the local government will ensure that provisions for health and safety as stipulated in the OSH Policy and revised OSH Act are reflected in municipal by-laws. The OSH Policy and legislative framework will incorporate provisions to protect all workers from violence and harassment in the world of work.

Within the context of the COVID-19 pandemic and other potential pandemics likely to impact the health and safety of workers in the world of work, ILO technical and capacity support will be provided towards social dialogue for developing national guidelines, underpinned by International Labour Standards that assist workplaces in institutionalising the administration of vaccinations (vaccinated versus unvaccinated workers). Working in collaboration with other UN agencies, tools and good practice measures will be shared to support a safe and healthy return to work following lockdown periods, as well as efficient

and general standard preventive health and safety measures. Also critical is strengthening the OSH Unit's organisational structure and capabilities. The Government and the social partners developed and launched a National OSH Profile in 2021. Per the National OSH Profile, the stakeholders and tripartite Advisory Technical Committee for Occupational Safety and Health (TCOSH) recommended several measures to improve OSH. In addition to the above, the recommendations include developing a National OSH Policy; reviewing the OSH Act; revising the occupational injuries and diseases list; promulgating specific OSH regulations addressing particular hazards and groups of workers; capacitating the inspectorate; and ratifying C155 and C187, among others. Given the high incidence of HIV/AIDS among young women and girls, support will be geared towards ensuring that OSH programmes in the world of work, including in the informal economy, address women's vulnerabilities to gender-based violence and harassment, and the risk of HIV/AIDS through programmes aimed at promoting transformative masculinities.

### ► INDICATORS

- 1(a) Proportion of population living below the national poverty line, by sex and age (SDG1.2.1).
- 1(b) Unemployment rate by sex (SDG 8.5.2).
- 1(c) Proportion of informal employment in non-agriculture employment by sex (SDG8.3.1).
- 1(d) Number of vulnerable populations, by sex, distinguishing children, unemployed persons, older persons, persons with disabilities, pregnant women, new-borns, work-injury victims and the poor and the vulnerable, covered by at least one social protection benefit (modified SDG1.3.1)
- 1(e) Frequency rates of fatal and non-fatal occupational injuries, by sex and migrant status.

1(f) Number of reported cases of gender based violence and harassment in the world of work per annum

1(g) Proportion of businesses that are MSMEs.

1(h) Ease of Doing Business Index.

### ► OUTPUTS

**Output 1.1:** Government and the social partners apply relevant tools and undertake empirical research to ascertain the feasibility of setting a National Minimum Wage and to ensure that Minimum Wage Schemes are free from gender bias.

**Output 1.2:** Government and the social partners address the gender pay gap by instituting policy measures to promote equal remuneration for work of equal value.

**Output 1.3:** Draft gender responsive policy, legal and regulatory frameworks developed to support an enabling environment for sustainable business.

**Output 1.4:** Government institutions at national and sub-national level put in place measures to plan, implement, and monitor policy frameworks as well as to deploy incentives to stimulate investment in the economy.

**Output 1.5:** Enterprises in key sectors of the economy adopt and apply new business models and green technology to enhance productivity and sustainability.

**Output 1.6:** Targeted interventions supported to facilitate the formalization of the informal economy and economic units in the informal sector and to address barriers to formalization, particularly for businesses owned by women, youth, and persons with disability.

**Output 1.7:** Institutional capacity strengthened for the generation of economic and employment data (disaggregated by sex, disability, migrant status, rural and urban areas), including labour market statistics, information systems and reporting on SDG Global Framework.

**Output 1.8:** The policy environment, and the knowledge base of relevant national institutions are strengthened to deliver a sustainable and inclusive social protection system.

**Output 1.9:** Formal and informal work settings have improved gender and COVID-19-responsive safety and health conditions.

**Output 2.0:** Formal and informal work settings develop and implement programmes and policies to address discrimination and gender inequality and to end violence and harassment.

### 3.6 DWCP PRIORITY 2: People

#### OUTCOME 2: Investing in Human Resources and Social Development

##### OUTCOME STATEMENT



**By 2025, boys, girls, women and men, especially the most vulnerable, benefit from equitable access to inclusive, gender transformative, effective and efficient quality social services, life-long learning and market-relevant skills.**

The UNSDCF theory of change for Outcome 2 is that IF the quality and scope of education is improved and increased to reduce the economic cost of repetition

and low learning outcomes, with a focus on market relevance; and IF social sector budget performance is strengthened to increase efficiency; and IF social services are expanded in scope and coverage; and IF the risks of crises such as climate change and pandemics on the continuity of social services are identified and mitigated; THEN more people will benefit from equitable quality social services and human capital will be increased.

The ability of Eswatini to combat poverty and inequality hinges on the health and skills of its people.

Eswatini needs to unlock the potential of its predominantly youthful population and protect its labour force from HIV and AIDS, the growing threat of non-communicable diseases, and health threats emanating from pandemics such as COVID-19. Key to the uptake of work opportunities in Eswatini is attention to the mismatch between industry demands and the skills of the labour force. With just 20% of the country's TVET graduates having skills at the level required by industry, the challenge for the country is to improve both the availability and quality of skills aligned to the current and projected needs of industry.

To capitalise on the demographic dividend, the theory of change addresses health through equitable and inclusive access to healthcare, greater investments in wellness and health in the workplace, the promotion of occupational health and safety, and the prevention and management of HIV/AIDS, tuberculosis (TB) and non-communicable diseases. The skills development component is anchored on strengthening institutional capacities to improve the availability, market relevance and quality of education, skills development, and life-long learning. Key components will be strengthening an inclusive technical and vocational training system and infrastructure that is responsive to industry



requirements and modernising the apprenticeship system for experiential and workplace learning.

Achieving Outcome 2 rests on the assumption that Government and the social partners place a high priority on and can direct greater resource investments to policy and programmatic reforms for market-relevant skills development and lifelong learning that is also responsive to the needs of marginalised groups. It also assumes that increased budgetary allocations and other resources are directed towards strengthening and ensuring equitable and inclusive support for occupational health and safety and health and wellness in the world of work (including in the informal economy). The constrained performance of the economy, partly as a consequence of the recent political upheavals in the country and the COVID-19 pandemic, presents a potential risk to the adequacy of the national fiscus and budgetary allocations for improved health and social services.

### ► OUTCOME STRATEGY

The DWCP II will contribute to the realisation of UNSDCF Outcome 2 by strengthening national institutional capacities to identify and anticipate skills needs, considering changing patterns in the world of work and the impact of COVID-19. Working with relevant national skills and employment services institutions, capacity support will be directed to improve the availability of skills development opportunities for young women and men and youth in situations of vulnerability and to address skills quality concerns. The ILO will share tools to support initiatives to design and deliver innovative, flexible, and inclusive learning options, encompassing work-based learning and quality apprenticeships. In collaboration with relevant UN agencies, engagement with key Government Ministries will be facilitated to strengthen the gender responsiveness of the school curricula and to promote more gender

equitable school environments in Secondary Schools and TVET colleges to encourage and facilitate access to technical and entrepreneurial skills training for young women. The focus will be on ensuring inclusive training programmes that create non-discriminatory learning environments. Capacity support will also aim to improve vocational skill development initiatives' design, implementation, coordination, and quality assurance. Young people will be supported to access information on skills in demand and how to access job opportunities. Improving skills development will also include strengthening the country's in-school entrepreneurship and skills development interventions.

Capacity support will be provided to institute appropriate gender-responsive policy and programmatic interventions to strengthen workplace wellness and health, including non-discriminatory prevention and management of HIV/AIDS, tuberculosis (TB) and non-communicable diseases. Wellness and health interventions will be expanded within both formal and informal settings. Working with employers, worker organisations, and membership-based organisations in the informal economy, technical and capacity support will be provided to institute transformative gender-based HIV/AIDS programmes. This will entail, among others, scaling up HIV prevention programmes for women and men that include critical reflections on social and gender norms and HIV risk. It also entails implementing supportive prevention programmes that invite and meaningfully engage men, encouraging them to be active agents in HIV prevention, addressing the negative and destructive messaging that goes with masculinity and instituting strategies for transformational masculinity. It will also entail addressing concepts of patriarchal masculinities that maintain gender inequalities and increase the vulnerability of women to HIV infection and gender-based violence.



Employers and workers will be sensitised to the bi-directional relationship between health and productivity.

## ► INDICATORS

- 2(a) Proportion of youth and women with relevant technical and vocational skills
- 2(b) Percentage of young people (15 to 24 years) disaggregated by sex not in employment, education, or training (SDG 8.6.1)
- 2(c) Proportion of migrants disaggregated by sex that report to have accessed healthcare system regardless of their migratory status (SDG Target 10.7)
- 2(d) Participation rate of youth and adults in formal and non-formal education and training by sex and disability
- 2(e) Share of population disaggregated by sex covered by (basic) health care provision
- 2(f) Proportion of men and women seeking prevention, testing and treatment services for HIV/AIDS
- 2(g) Proportion of population subjected to either (a) physical violence, (b) psychological violence and (c) sexual violence in previous 12 months by age and sex (SDG 16.3.1)
- 2(h) Number of workplaces, workers and employers' organizations as well as membership-based organizations that have transformative gender-based HIV/AIDS programmes in place

## ► OUTPUTS

**Output 2.1:** The Department of National Employment Services and the Directorate of Industrial and Vocational Training develop and implement methodologies and tools to identify and anticipate skills needs to improve the quality and relevance of training.

**Output 2.2:** The Industrial and Vocational Training Act is reviewed (including through a

gender lens) and adapted to meet the needs of the labour market.

**Output 2.3:** The Ministry of Labour and Social Security and the Ministry of Education and Training institute measures to facilitate the effective access of youth to skills development opportunities, including technical and entrepreneurial skills training and vocational guidance, addressing, in particular, the needs of young women and youth in situations of vulnerability.

**Output 2.4:** Relevant departments in the Ministry of Labour and Social Security and the Ministry of Education and Training develop and implement gender-responsive in-school youth entrepreneurship training and school-to-work transition programmes.

**Output 2.5:** Persons with disability have improved opportunities for skills development and employment

**Output 2.6:** The Government, in collaboration with the social partners, institutes programmes to create and promote an enabling policy environment for inclusive, lifelong learning.

**Output 2.7:** Gender-responsive policy and programmatic interventions are developed and rolled out by the Government to strengthen wellness and health within formal and informal work settings, including non-discriminatory prevention and the management of HIV/AIDS, tuberculosis (TB) and non-communicable diseases.

**Output 2.8:** Worker, employer, and membership-based organisations have a better understanding positive masculinity and employ tools and resources to develop and implement

programmes that integrate gender in HIV/AIDS programmes.

### OUTCOME 3: Accountable Governance, Justice and Human Rights

#### OUTCOME STATEMENT



**By 2025, oversight bodies and government institutions at national and regional level operate in an independent, participatory and accountable manner, ensuring equal access to justice and services, with a systematic, participatory implementation and reporting mechanism for its human rights obligations and SDGs with a focus on leaving no one behind.**

The UNSDCF theory of change for Outcome 3 is that IF the institutional capacity of oversight bodies and government authorities at national and regional level is strengthened on good governance and human rights, THEN, the implementation of international norms and standards will be improved as the authorities can better uphold the State obligations on protecting and promoting the rights of all people in Eswatini. IF the capacity of rights holders to claim their rights and participate in public life is strengthened, THEN equal access to justice and people's participation in decision-making processes will be improved. IF the generation, use, disaggregation of data and reporting on SDGs and international obligations is strengthened in Eswatini, THEN the government will be able to develop evidence-based policies and laws to achieve the SDGs and realize human rights.

The UNSDCF commits the UNDS to promote accountable governance, justice, and human rights (UNSDCF Outcome 3). Workplaces are fraught with rights violation risks, including infringing on the rights of marginalised groups such as women, migrants, and children. The ILO Centenary Declaration on the Future of Work promotes strengthening work institutions to ensure adequate protection for all workers and reaffirms the employment relationship's continued relevance to provide certainty and legal protection to workers. The effective functioning of the institutions of work requires continuous improvement of the normative framework to keep up with the changing world of work, strengthening the capacity of constituents to ratify, implement, enforce compliance with and report on international labour standards. Article III(B) of the ILO Centenary Declaration calls upon member states to work, based on tripartism and social dialogue, to further develop its human-centred approach to the future of work. Social dialogue and tripartism are also critical for promoting good governance, advancing social and industrial peace, and boosting economic progress.

The theory of change towards promoting accountable governance, justice, and human rights in the world of work in Eswatini will necessitate strengthening the application of ratified Conventions, including ratified Fundamental and Governance Conventions, and addressing implementation gaps identified by the ILO's Supervisory Bodies. It is also necessary to have a strengthened labour administration system that applies and enforces compliance with labour standards across all sectors of the economy, including the informal economy. Strengthening the national institutional capacity to generate, use, and disaggregate labour market data and to report on SDGs (including decent work-related SDGs) and international obligations is necessary to monitor the application of labour standards and inform policy and legislation for the improved protection and governance of workers' rights.

The theory of change towards strengthening governance in the world of work also necessitates an enabling legislative, policy and institutional environment conducive to strengthening social dialogue structures, inclusive social dialogue, engagement, tripartism, and the effective resolution of industrial disputes to advance the decent work agenda and industrial peace. It also depends on the existence of independent, robust, representative, and inclusive worker and employer organisations capable of engaging in meaningful social dialogue with each other and the Government based on mutual respect and within a supportive institutional framework. Strengthening the capacity for inclusive and representative membership-based organisations in the informal economy is also essential to give workers and operators in situations of vulnerability a voice to influence decisions and policies that affect them in the world of work.

Successfully achieving Outcome 3 depends on the continued commitment by Government and Social Partners to apply International Labour Standards to the world of work, and to invest greater resources towards instituting reforms for strengthened labour market governance, including labour law compliance, both within the formal and informal sector, and towards implementing the SDGs. However, budgetary constraints could present a risk to achieving an effective labour administration system to safeguard fundamental principles and rights at work, and the volatile political climate could negatively impact on the environment for tripartism and social dialogue engagement. Furthermore, economic recovery in the country amid the COVID-19 pandemic could shift national priorities away from developing rights-based economic and social policies and ratifying and implementing international labour standards.

## ► OUTCOME STRATEGY

In line with the ILO Strategic Plan's (2018–2021) objective to ensure that standards-related activities remain relevant and updated, the ILO will provide technical and capacity support to constituents to ratify, report on and apply the provisions of ratified Conventions. The social partners' capacities to engage with the Government in reviewing, responding, and addressing the CEACR comments on the application of ratified Conventions will constitute a significant aspect of this support. Government partners will be supported to improve understanding and operationalisation of the processes leading to the adoption, ratification, implementation, supervision, and reporting of standards. National capacity-building opportunities will be provided through collaboration with the ILO International Training Centre (ITC), ACTRAV and ACT/EMP. Building on previous support provided to the Ministry of Labour and Social Security, the ILO will support enhancing capacities within labour administration institutions, including the Ministry of Labour and Social Security, to apply and enforce compliance with Labour Standards and institute labour law reforms to improve working conditions, and policy measures that extend labour protections to the informal economy and workers in vulnerable situations in the world of work including women, children and migrants. The Ministry of Labour and Social Security will be assisted in reviewing its institutional framework and improving its responsiveness to current and new challenges in the world of work, including the post-COVID-19 context.

To address the persistent challenge of child labour that has been on the rise since the onset of the COVID-19 pandemic, the ILO will explore the potential of a mix of strategies to reduce child labour, including enhancing constituents' capacities to address CEARC's comments of a serious nature relating to C182 and C138. An essential element of this support will include enhancing the national

capacity to implement the Action Programme on Combating Child Labour (APCCL) and ensuring its alignment with the International Labour Standards.

The focus on strengthening national institutional structures for dialogue will prioritise streamlining the roles and operations of existing social dialogue structures to reduce overlap and duplication and to establish an apex national social dialogue institution benchmarked against international good practice models. Support will also be provided to address identified gaps and constraints to the enabling legal and policy framework for inclusive social dialogue, freedom of association, collective bargaining, and dispute resolution to promote sound industrial relations. In collaboration with the ITC-Turin, capacity support will be extended to strengthen the institutional capacities of the worker and employer organisations, including the governance of their secretariats, to enable them to provide relevant and improved services to existing and potential members. Capacity support will also be directed towards promoting and strengthening inclusive, gender-sensitive and representative membership-based organisations in the informal economy. The ILO will advocate and provide capacity for promoting gender parity and a more substantial reflection of gender concerns in the composition and operation of social dialogue institutions. Supportive programmes to this end will include leadership development training for women members of worker and employer organisations and the scaling up of male gender champions to advance gender mainstreaming and women's empowerment within the organisational structures of worker, employer and membership-based organisations. The training curriculum for male gender champions within these organisations will include training on positive and transformative masculinities. The strength of worker- and employer organisations is significantly shaped by their organisational capacity to negotiate and participate effectively in social dialogue and

collective bargaining. Working through ACTRAV/ACTEMP, support will be provided to assess the policy research and advocacy capacity of these organisations to generate a strong knowledge base that can adequately equip their respective members with the resources to influence policy and the policy agenda at the national, sub-regional, continental, and even global levels.

Given the critical significance of labour market data, the ILO will leverage existing partnerships within the UN to strengthen national institutional capacity for the timely generation and dissemination of SDG-related data, particularly decent work-related SDG data. Capacity support will be extended to the Central Statistics Office and the Employment Statistics Unit to ensure improved quality labour statistics based on international statistical standards and to support the constituents in designing and implementing effective evidence-based policies. Support provided in this regard will strengthen national partners to produce SDG and other decent work indicators.

## ► INDICATORS

- 3(a) Increase in national compliance of labour rights (freedom of association and collective bargaining) based on ILO textual sources & national legislation by sex and migrant status (SDG 8.8.2)
- 3(b) Constituents complete quality (CEACR approved) ILS reports timely
- 3(c) ILO Supervisory bodies register satisfaction with actions taken by the Constituents to respond to their comments.
- 3(d) Number of children aged 5-17 years engaged in child labour by sex and age (SDG 8.7.1)
- 3(e) Number of enterprises belonging to employers' organizations
- 3(f) Trade Union density
- 3(g) Frequency of Labour Force Survey

3(h) Number of employers, workers and membership-based organizations that promote equality of opportunity and treatment in the world of work

## ► OUTPUTS

**Output 3.1:** Worker, employer, and membership-based organisations widen representation and provide enhanced services to their members.

**Output 3.2:** The tripartite constituents have an increased understanding of the provisions of ratified Conventions as well as those recommended by the Standards Review Mechanism Tripartite Working Group for ratification and take action to ratify.

**Output 3.3:** The tripartite partners have an improved understanding of their reporting obligations and the quality of reporting required and take decisive action to address the comments of the ILO supervisory bodies, including those pertaining to C182 and 138.

**Output 3.4:** Government, worker, employer, and membership-based organisations in the informal economy adopt and implement measures to promote inclusive and gender-responsive social dialogue mechanisms and the acceptance of women's equal representation in leadership and decision-making positions.

**Output 3.5:** The labour inspectorate in the Ministry of Labour and Social Security is equipped with skills to undertake evidence-based compliance planning and to develop methods and techniques to prevent and address labour law violations.

**Output 3.6:** Employer and worker organisation representatives mobilise resources and develop the necessary expertise to conduct empirical research for their effective engagement in the national dialogue to address the country's economic crisis.

**Output 3.7:** Draft policies and legislative bills are developed to enhance social dialogue, industrial relations, and employment conditions.

**Output 3.8:** The National Employment Statistics Unit acquires the relevant skills and tools to regularly generate, analyse, report, and disseminate timely labour market information relating rights at work.

**Output 3.9:** A draft rights-based and gender responsive Labour Migration Policy and Action Plan extending labour protections to migrants developed and implemented

**Output 4.0:** Institutional framework of the Ministry of Labour and Social Security is reviewed to address current and new challenges in the world of work.



## ▶ 4 Management, implementation, monitoring, reporting and evaluation arrangements

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The EDWCP details the contribution of the ILO to the UNDS to support Eswatini through the UNSDCF. Therefore, the management and reporting on progress will be linked to UNSDCF management processes defined by the UNCT. Within defined management arrangements, the ILO leads the sub-group on social protection and participates in other results groups in line with the commitments made in the EDWCP.

The Government of Eswatini and its social partners are both key beneficiaries and implementers of the EDWCP. Thus, the Government and social partners are expected to participate fully in the management, implementation, monitoring, reporting and evaluation of the EDWCP. The ILO will avail its various technical units to provide advisory, technical, and capacity-building services. To guide the formulation of the EDWCP, Eswatini established a tripartite National Steering Committee comprised of representatives from the Ministry of Labour and Social Security representing the Government, the Trade Union Congress of Swaziland (TUCOSWA) and the Federation of Swaziland Trade Unions (FESWATU) representing organised Labour, Business Eswatini (BE) and the Federation of the Eswatini Business Community (FESBC) representing business, and a representative of the ILO. Throughout the programme cycle of the EDWCP, Government and the social partners will strive for gender parity in the composition of the National Steering Committee. Prior to that, the National Steering Committee will allow a minimum critical mass target of 40% with the expressed aim of reaching gender parity.

### 4.1 Management and Implementation

The National Steering Committee will oversee the implementation, management, monitoring, and evaluation of the EDWCP. The Committee will convene at least once every quarter to guide, monitor and review the performance of the DWCP. At the start of the DWCP implementation, a gender-sensitive training needs assessment will be conducted to identify existing expertise or the lack thereof amongst the tripartite partners represented on the National Steering Committee. The training needs assessment will inform training for DWCP National Steering Committee members on gender mainstreaming and enhance their capacity to deliver sustained gender-responsive results.

To ensure alignment with the ILO's 2-year programming cycle, the Steering Committee will, at the start of each biennium, articulate its priorities for the implementation plans developed within the framework of the DWCP. The ILO Pretoria Country Office Director will assume overall responsibility for managing support for implementing the DWCP in close consultation with the National Steering Committee. A DWCP Manager will be appointed to provide coordination and management support to implement the DWCP and report to the ILO Director and the National Steering Committee.

The ILO Pretoria Decent Work Team (DWT) will provide technical, advisory, and capacity support to the constituents implementing the DWCP. To ensure effective implementation of the programme, the ILO will ensure high-quality technical support is provided timeously through a network consisting of the DWT/CO Pretoria, the Regional Office for Africa



and Technical Units at the ILO Headquarters, Geneva, and the International Training Centre in Turin, Italy. Where applicable, the ILO will collaborate with other UN agencies in Delivering as One to achieve the SDGs and the 2030 Agenda.

## 4.2 Monitoring and evaluation plan

The DWCP Results Monitoring Plan, the DWCP Implementation Monitoring Plan, and the DWCP Results Framework will guide the monitoring, learning, and reporting on the EDWCP implementation.

At least one country programme review will be conducted during the DWCP's programme cycle, supplemented by independent evaluations of the Development Cooperation projects.

Strengthening the monitoring, evaluation, and results-based management capacities of the constituents and ILO staff will prioritise capacity

development support under the EDWCP. The generation and dissemination of regular labour market statistics with ILO support will facilitate monitoring and reporting on decent work-related national priorities and policies and regional and global development agendas. During the first 18 months of the DWCP implementation, missing baseline data will be collected to feed into the monitoring and evaluation plan. The data will be gathered through research studies, surveys, key informant interviews, and desk review research commissioned by the ILO and partners.

The EDWCP Steering Committee will, with the support of the ILO, prepare annual implementation reports. The finalised reports will form the basis for the UNSDCF reporting on the ILO's contribution to the UNSDCF and UNDS' contribution to national SDGs progress reporting. In addition, the ILO will report internally on implementation, following the internal requirements and procedures.

## 5 Funding plan

An estimated total of US\$21 million will be required to deliver on the DWCP during 2022–2025. This figure may be adjusted during the DWCP's programme cycle in response to Emalangeni-Dollar exchange rate fluctuations and other intervening variables. The mapping of potential donors and their development priorities constitutes an essential aspect of the funding plan. A preliminary scoping of potential funders from amongst Eswatini's traditional and non-traditional partners will assist in identifying possible financing partners. Critical to this exercise will be identifying private sector partnerships and donors whose development interests overlap with the priorities of the DWCP.

A significant avenue for mobilising resources lies in the ILO's strategic partnerships within the United Nations Development System (UNDS) through the Delivering as One approach and the ILO's alliances and multi-stakeholder partnerships related to SDG 8 and other decent work-related goals and targets. Through joint programmes and programming, the ILO's resources will leverage partnerships within the UNDS to support some of the key priorities of the DWCP.

As part of the partnerships and funding strategy of the United Nations Sustainable Development Cooperation (UNSDCF), the ILO will seek to

leverage private sector financing as well as pursue partnerships with bilateral and multilateral partners, such as the World Bank, African Development Bank (AfDB), and the European Union (EU). These priorities, as outlined above, relate to social protection, employment promotion and promoting an enabling environment for business and enterprise development. The ILO will also leverage the SDG financing strategies of the UNDS and the country to support SDG-related work areas that cut across all the key priorities and outcomes of the DWCP, including those contributing to SDG 1, SDG 3, and SDG 8. As part of the UNDS, the ILO will support the UN's efforts to establish an Eswatini Chapter of the UN Global Compact to facilitate direct and indirect contributions by the private sector towards implementing SDG related-work areas in the DWCP. Within the context of the National Financial Inclusion Strategy (NFIS) 2017–2022, the ILO will collaborate with other UN agencies to support the inclusion of the marginalised population segments such as youth, women, persons with disabilities and other vulnerable groups in sustainable enterprises and

decent employment. As part of the UNDS, the ILO will also actively pursue additional opportunities for learning and exchange through South-South Technical Cooperation.

In addition to the funding strategies mentioned above, the ILO Pretoria Country Office will explore other funding options to support the implementation of the DWCP and supplement the ILO's regular budget allocations. To this end, the Office will invest in strengthening its internal capacity and that of the constituents for resource mobilisation and jointly develop proposals for pipeline Development Cooperation projects that will constitute an essential vehicle for delivering on the priorities of the DWCP. Advocacy for integrating DWCP priorities within annual work plans and government budgets will be promoted to enhance national ownership and support the financing of the DWCP. The cost of the DWCP implementation plan factors in cost-sharing arrangements and in-kind contributions by the constituents.

## 6 Advocacy & communication plan

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Advocacy and communication will be essential in strengthening awareness of the EDWCP among stakeholders, mobilising stakeholder support, and strengthening partner engagement with the programme and its processes. The advocacy and communication strategy will increase awareness of International Labour Standards, profile partnerships, evidence-based policy options, lessons emerging from the programme's implementation, and the success stories of EDWCP initiatives. Various media (including print, radio, television, social media, and a

website) will be utilised to maintain a high profile for the Decent Work Agenda with critical stakeholders and the general public.

The ILO office will strengthen its capacity to produce quality communication products (including newsletters and policy briefs), develop strategic relationships with the media, and use shared UN platforms. These in-house capacities will be made available to partners to broaden the range of voices advocating for the Decent Work Agenda.



## APPENDIX 1: DWCP Results Matrix

DWCP PRIORITY 1: PROSPERITY						
RESULTS	PERFORMANCE INDICATORS (DISAGGREGATED)	BASELINE (YEAR)	TARGET (2025)	SOURCE/MOV	ASSUMPTION STATEMENT	
<p><b>OUTCOME 1:</b></p> <p><i>By 2025, women, men and youth, including marginalised persons, contribute to and benefit from economic progress through greater access to decent employment, equitable social economic opportunities, sustainable enterprise opportunities as well as resilient, financially sustainable social protection systems.</i></p>	Proportion of population living below the national poverty line, by sex and age (SDG 1.2.1)	58.9% (2017) Men: 67% Women: 59.4%	50%	Eswatini Household Income and Expenditure Survey (SHIES)	<p>Investments in poverty reduction strategies will intensify. Periodic national household surveys will be conducted to provide outcome-level updates. Government and development partners, including the UN, will provide technical and financial support for social protection systems for vulnerable persons.</p>	
	Multi-dimensional poverty [MPI] rates disaggregated by sex, location, age, income, gender, age, race, ethnicity, migratory status, and location (SDG 1.2.2)	56% (child multi-dimensional poverty, 2018)	28%	Multiple Cluster Indicator Survey (MICS)		
	Unemployment rate by sex (SDG 8.5.2)	33% (2021) Men: 32.7% Women: 33.9% Youth: 58.2%	Less than 20%	LFS		
	Proportion of working age population disaggregated by sex who are employed in MSMEs	16% (2017)	30%	LFS		
	Proportion of informal employment in non- agriculture sector	85.8% (2021)	75%	LFS		
	Proportion of businesses that are MSMEs	10% (2017)	30%	Micro, Small and Medium Enterprise (MSME) Survey		
	Ease of Doing Business Index	121/190 (2019)	110	Ministry of Commerce, Trade and Industry and Business Eswatini reports		
	Percentage of emerging business owners who do not save	17% (2017)	8%	Micro, Small and Medium Enterprise (MSME) Survey		
	Number of vulnerable populations, by sex, distinguishing children, unemployed persons, older persons, persons with disabilities, pregnant women, new-borns, work-injury victims, and the poor and vulnerable, covered by at least one social protection benefit (modified SDG1.3.1)	OVC: 55,572 Elderly: 65,773 Disabled pops.: 4,641 (2016/7)		Voluntary National Review Report DPMO report		

<p><b>▶ OUTPUT 1.1</b></p> <p>Government and its social partners apply relevant tools and undertake empirical research to ascertain the feasibility of setting a national minimum wage and to ensure that Minimum Wage Schemes are free from gender bias.</p>	<p><b>1.1.1:</b> Existence of evidence based wage Policy proposal for a national minimum wage validated in a tripartite platform</p>	0 (2021)	1	MoLSS reports	<p>The Government has strong political will at the highest level for the establishment of a National Minimum Wage.</p>
	<p><b>1.1.2:</b> Existence of job evaluation methodologies to determine sectoral minimum wages</p>	No (2021)	Yes	MoLSS reports and Tripartite Wage Council reports	
<p><b>▶ OUTPUT 1.2</b></p> <p>Government and the Social Partners address the gender pay gap by instituting policy measures to promote equal remuneration for work of equal pay.</p>	<p><b>1.2.1:</b> One regulatory framework in place to promote equal pay for work of equal value</p>	0 (2021)	1	MoLSS reports	
	<p><b>1.3.1:</b> # of new gender-responsive policies, legal, and regulatory frameworks adopted and implemented to improve the enabling environment for business and job creation</p>	0 (2020)	At least two every two years, including national and sector-focused interventions	MoF report	
<p><b>▶ OUTPUT 1.3</b></p> <p>Draft gender policy, legal, and regulatory frameworks developed to support an enabling environment for sustainable business.</p>	<p><b>1.3.2:</b> # of new measures adopted and implemented to improve job creation through new enterprises (formal and informal)</p>	0 (2020)	10	MoCIT reports	<p>Government's commitment to the growth of MSMEs is supported by funded programmatic interventions. MSMEs perceive benefits in being registered.</p>
	<p><b>1.4.1:</b> # of measures introduced to address barriers to formalisation of businesses in the informal sector</p>	TBD (Survey 4 <sup>th</sup> quarter of 2022)	TBD	MoLSS Report	
	<p><b>1.4.2:</b> Proportion of the working-age population employed in MSMEs</p>	16% (2017)	30%	Micro, Small and Medium Enterprise (MSME) Survey	
	<p><b>1.4.3:</b> Proportion of informal employment in non-agriculture sector</p>	85.8% (2021)	75%	LFS	
	<p><b>1.4.4:</b> Number of MSMEs created</p>	67,582 (2016)	90,000	Micro, Small and Medium Enterprise (MSME) Survey	
<p><b>▶ OUTPUT 1.4</b></p> <p>Government institutions at national and sub-national levels put in place measures to plan, implement, and monitor policy frameworks as well as to deploy incentives to stimulate investment in the economy.</p>	<p><b>1.4.5:</b> Percentage of MSMEs registered</p>	22% (2016)	40%	Micro, Small and Medium Enterprise (MSME) Survey	

DWCP PRIORITY 1: PROSPERITY						
RESULTS	PERFORMANCE INDICATORS (DISAGGREGATED)	BASELINE (YEAR)	TARGET (2025)	SOURCE/MOV	ASSUMPTION STATEMENT	
<p><b>▶ OUTPUT 1.5</b></p> <p>Enterprises in key sectors of the economy adopt and apply new business models and green technology to enhance their productivity and sustainability.</p>	1.5.1: # of enterprises implementing new productivity improvement programmes, new business models and/or applying green technology-oriented to sustainable business	Nil (2020)	Total: 100 Formal: 30 Informal: 70	Ministry of Commerce and Industry reports	Resources are mobilised for the development and implementation of new business models and productivity improvement plans.	
	1.5.2: # of new support measures put in place for SMMEs	0 (2020)	5	Ministry of Industry reports		
	<p><b>▶ OUTPUT 1.6</b></p> <p>Targeted interventions supported to facilitate the formalisation of the informal economy and economic units in the informal sector and address barriers to formalisation, particularly for businesses owned by women, youth, and persons with disability.</p>	1.6.1: Proportion of informal employment	40.8% (2021)	35%	Micro, Small and Medium Enterprise (MSME) Survey, Ministry of Commerce and Industry reports, Diagnostic Assessment on informality report, the Registrar of Companies	Resources are mobilised for the development and implementation of strategies aimed at facilitating the formalisation of informal businesses.
		1.6.2: % increase of informal businesses registered disaggregated by sex, youth and persons with disability	TBD (ILO diagnostic study on the nature and circumstances of informality – 2 <sup>nd</sup> half of 2022)	TBD		
		1.6.3: Number of informal businesses and MSMEs that access finance and business development support services disaggregated by gender, age, and disability	TBD (diagnostic study on the nature and circumstances of informality – 2 <sup>nd</sup> half of 2022)	TBD		
		1.6.4: Number of persons recruited into employment intensive investment programmes in the rural economy disaggregated by sex and age	TBD (survey to be conducted in 1st half 2023 to determine baseline)	TBD		
<p><b>▶ OUTPUT 1.7</b></p> <p>Institutional capacity strengthened for the generation of economic and employment data (disaggregated by sex, disability, migrant status, rural and urban areas), including labour market statistics, information systems and reporting on SDG Global Framework.</p>	1.7.1: Labour Market Information System aligned to the SDG Global Indicator Framework	0 (2021)	1	MolSS reports	Government maintains its stance on the LFS as expressed in the 2019 VNR. Increased resources and commitment by the Government to strengthen institutional capacities for the regular collection, generation, and dissemination of labour market statistics in line with International Statistical Standards, and SDG-related data.	
	1.7.2: Annual LFS reports, disaggregating data by gender, migration, disability, migrant status, rural and urban areas developed and disseminated	Irregular (2021)	Annual	MolSS reports		



<p><b>OUTPUT 1.8</b></p> <p>The policy environment, and knowledge base of relevant national institutions are strengthened to deliver a sustainable and inclusive social protection system.</p>	1.8.1: Number of Harmonized Social Protection Frameworks	0 (2021)	1	MoLSS reports	Government approves sufficient budget allocation to expand the social protection system.	
	1.8.2: Number of National Social Security Policies	0 (2021)	1	MoLSS reports		
	1.8.3: Number of legal frameworks extending coverage of social protection for all women, men, migrant workers, persons with disabilities and workers in precarious employment and all other vulnerable groups	0 (2021)	1	MoLSS reports		
	1.8.4: Proportion of total government spending on social protection (modified SDG 1.a.2)	3%	5%	MoF reports		
	1.8.5: An operational social protection data system that provides age and gender-disaggregated information	No (2021)	Yes	MoLSS reports		
	1.8.6: Proportion of population covered by at least one social protection programme (disaggregated by age, sex, industry, and geographical location (rural/urban))	20%	80%	DPMO report		
	1.8.7: Proportion of workers in the informal economy covered by adapted regulatory, institutional, and administrative mechanisms (including unemployment and COVID-19 response).	TBD in % (2023)	TBD	MoLSS reports		
	1.9.1: Number of ILS compliant OSH Policies in place that are also responsive to the informal sector and the impact of the COVID-19 pandemic on work spaces in place	0 (2021)	1	MoLSS reports		Vacant OSH posts are filled and additional posts established, and budgetary allocations are increased to address OSH inspections, including in the informal economy.
	1.9.2: Frequency rates of fatal and non-fatal occupational injuries registered by sex and migrant status	Irregular	Annual	MoLSS reports		
	1.9.3: OSH Act amended to ensure alignment with International Labour Standards	0 (2021)	1	MoLSS reports		
1.9.4: Occupational Disease Classification Framework updated in line with relevant international labour standards	No (2021)	Yes	MoLSS reports			
1.9.5: # of occupational health and safety inspectors	5 (2021)	15	MoLSS reports			
<p><b>OUTPUT 1.9</b></p> <p>Formal and informal work settings have improved gender and COVID-19 responsive safety and health conditions.</p>						

DWCP PRIORITY 1: PROSPERITY						
RESULTS	PERFORMANCE INDICATORS (DISAGGREGATED)	BASELINE (YEAR)	TARGET (2025)	SOURCE/MOV	ASSUMPTION STATEMENT	
<b>OUTPUT 1.9 (continued)</b>  <b>OUTPUT 2.0</b> Formal and informal work settings develop and implement programmes and policies to address discrimination and gender inequality and end violence and harassment.	1.9.6: # of formal and informal workplaces covered by OHS inspections	88 (2019)	300	MoLSS reports	Tripartite partners are committed to gender equality and ending gender-based violence as demonstrated through relevant policy interventions.	
	1.9.7: Frequency of production of occupational injury data	Irregular (last reported in 2017)	Annual	MoLSS reports		
	1.9.8: Availability of sex-disaggregated OSH data	No (2020)	Yes	MoLSS reports		
	2.0.1: Availability of a mechanism for tracking gender-related cases/complaints	No (2021)	Yes	BE, FESBC, and MoLSS reports BE, FEBC, and MoLSS, Conciliation, Mediation and Arbitration Commission (CMAC) Annual Reports		
2.0.2: # of reported cases of gender based violence and harassment in the world of work per annum						
DWCP PRIORITY 2: PEOPLE						
RESULTS	PERFORMANCE INDICATORS (DISAGGREGATED)	BASELINE (YEAR)	TARGET (2025)	SOURCE/MOV	ASSUMPTION STATEMENT	
<b>CP OUTCOME 2:</b>  <i>By 2025, boys, girls, women and men, especially the most vulnerable, benefit from equitable access to inclusive, gender transformative, effective and efficient quality social services, life-long learning and market-relevant skills.</i>	Proportion of youth and women with relevant technical and vocational skills	24%	50%	MoLSS and MoET reports	Government implements the recommendations of the Eswatini TVET Policy review (UNESCO, 2020).	
	Percentage of young people (15-24 years) not in employment, education, or training (SDG 8.6.1)	M: 30.4% F: 39.7% (2021)	M: 20% F: 20%	LFS	Employers have capacity to provide wellness interventions.	
	Proportion of migrants that report to have accessed healthcare system regardless of their migratory status (SDG Target 10.7)	TBD (UNSDCF indicator, baseline, and target)	TBD	TBD	Ministry of Health reports	Government responds to the comments of the ILO Standards Supervisory Bodies on gaps in the implementation of C100 and C111.
	Proportion of the population subjected to (a) physical violence, (b) psychological violence, and (c) sexual violence in the previous 12 months by age and sex (16.3.1)	33% (2020)	0%		Ministry of Health reports	Government and its social partners roll-out awareness campaigns on C190.
Proportion of men and women seeking prevention, testing and treatment services for HIV/AIDS	TBD (Survey, 2 <sup>nd</sup> half of 2022)	TBD based on survey findings		Ministry of Health reports		

DWCP PRIORITY 2: PEOPLE					
RESULTS	PERFORMANCE INDICATORS (DISAGGREGATED)	BASELINE (YEAR)	TARGET (2025)	SOURCE/MOV	ASSUMPTION STATEMENT
<p><b>▶ OUTPUT 2.1:</b></p> <p>The Department of National Employment Services and the Directorate of Industrial and Vocational Training develop and implement methodologies and tools to identify, and anticipate skills needs to improve the quality and relevance of training.</p>	2.1.1: # and frequency of skills analysis and projection studies	1 (2020)	2 (Once every five years)	MoLSS, MoET, ILO, employer organisation representatives	<p>Stakeholders are committed to matching skills with industry needs</p> <p>Challenges with uptake of pre-vocational education discussed in Eswatini TVET Policy review (UNESCO, 2020) are addressed. Government institutes measures to introduce and scale up in-school entrepreneurship training.</p>
	2.1.2: Number of vocational and technical education quality assurance systems in place	0 (2021)	1	MoLSS, Ministry of Industry and MoET reports	
<p><b>▶ OUTPUT 2.2:</b></p> <p>The Industrial and Vocational Training Act is reviewed (including through a gender lens) and adapted to the needs of the labour market</p>	2.2.1: Number of revised gender responsive Industrial and Vocational Training Act	0 (1982)	1 (2023)	MoLSS and MoET reports	
	2.3.1: Number of existing technical and vocational education coordination policies	0 (2021)	1	MoLSS, Ministry of Industry, and MoET reports	
<p><b>▶ OUTPUT 2.3:</b></p> <p>The Ministry of Labour and Social Security and the Ministry of Education and Training institute measures to facilitate the effective access of youth to skills development opportunities, including technical and entrepreneurial skills training and vocational guidance, addressing, in particular, the needs of young women and youth in situations of vulnerability.</p>	2.3.2: # of secondary schools offering pre-vocational education	16 (2002)	TBD (Survey, 4 <sup>th</sup> Quarter of 2022)	MoET reports	
	2.3.3: Proportion of youth (18-35) who are actively engaged in starting or running a new business disaggregated by sex, age, and disability	TBD (Baseline to be determined through a rapid assessment of registered SMIMES to identify newly registered youth-owned SMIMES conducted during the 4 <sup>th</sup> quarter of 2022)	TBD	Ministry of Commerce Industry & Trade	

DWCP PRIORITY 2: PEOPLE					
RESULTS	PERFORMANCE INDICATORS (DISAGGREGATED)	BASELINE (YEAR)	TARGET (2025)	SOURCE/MOV	ASSUMPTION STATEMENT
<p><b>OUTPUT 2.4:</b></p> <p>Relevant departments in the Ministry of Labour and Social Security and the Ministry of Education and Training, develop and implement gender-responsive in-school youth entrepreneurship training and school-to-work transition programmes.</p>	2.4.1: # of secondary schools offering entrepreneurship training	TBD (rapid survey to be conducted by the 4 <sup>th</sup> quarter of 2022)	TBD	MoLSS, Central Statistics, MoET reports	Government institutes measures to introduce in-school entrepreneurship training and school to work transition programmes for learners
	2.4.2: % of youth who have transitioned to work disaggregated by sex	TBD (rapid survey to be conducted in 3 <sup>rd</sup> quarter 2023)	TBD		
<p><b>OUTPUT 2.5:</b></p> <p>Persons with disability have improved opportunities for skills development and employment.</p>	2.5.1: Number of vocational training institutions that have technical facilities and facilities for persons with disabilities	3 Institutions attached to MoLSS enrolment capacity TBD (2023)	TBD (Survey, 1 <sup>st</sup> Quarter of 2022)	Reports from vocation institutions attached to MoLSS	Improved state allocation of resources for vocational training of PWDs.
	2.5.2: Number of trained persons to work with persons with disabilities in vocational training institutions	TBD (2023)	TBD	Reports from vocation institutions attached to MoLSS	
	2.5.3: # of persons with disabilities enrolled in vocational institutions attached to MoLSS disaggregated by sex	TBD (Survey, 2 <sup>nd</sup> half of 2022)	TBD (Survey, 1 <sup>st</sup> Quarter of 2022)	Reports from vocation institutions attached to MoLSS	
<p><b>OUTPUT 2.6:</b></p> <p>Government in collaboration with the social partners institute programmes to promote and create an enabling policy environment for inclusive lifelong learning.</p>	2.6.1: # of youth in TVET	1,453 in public institutions (2014) 6,881 in all institutions (2013)	14 000 (50% reduction in unmet TVET needs as estimated by the World Bank (2010)).	MoLSS, MoET and reports from TVET centres	Expansion in the enrolment and/or number of TVET centres.  TVET institutions are committed to breaking gender-stereotyping in training fields.  Young people are aware of and make use of new online tools.
	2.6.2: Proportion of females in TVET enrolment	26% public institutions 56% all institutions	50% average	MoLSS, MoET and reports from TVET centres	

	2.6.3: # of trade-tested artisans	401 (2020)	TBD (in consultation with the national partners at a stakeholder meeting to be held in the 1 <sup>st</sup> quarter of 2023)	MoLSS reports	
	2.6.4: # of youth, women, men and PWDs utilising online platforms to access information on skills development opportunities, jobs, entrepreneurship, and economic opportunities on improved platforms (disaggregated by age, sex, and location)	0 (2021)	45,000	MoLSS and ILO reports	
<p><b>▶ OUTPUT 2.7:</b></p> <p>Gender-responsive policy and programmatic interventions are developed and rolled out by the Government to strengthen the wellness and health within formal and informal work settings, including non-discriminatory prevention and the management of HIV/AIDS, tuberculosis, and non-communicable diseases.</p>	2.7.1: Existence of an updated gender responsive national workplace wellness policy (NWWP)	No (2021)	Yes (2023)	MoLSS reports	<p>Government commits to adopting the National Workplace Wellness Policy and implementation plan, and allocates adequate resources towards its roll-out</p>
	2.7.2: Existence of an updated national workplace wellness policy implementation plan	No (2021)	Yes (2023)	MoLSS reports	
	2.7.3: Annual incidence of HIV infection 15 years and older disaggregated by sex	1.41: Females (2021) 0.85: Males (2021)	1.0: Females (2025) 0.2: Males (2025)	Ministry of Health and, HIV/AIDS surveillance reports	
<p><b>▶ OUTPUT 2.8:</b></p> <p>Worker, employer and membership-based organisations have a better understanding of positive masculinities, and use relevant tools and resources to develop and implement programmes that integrate gender in HIV/AIDS programmes</p>	2.8.1: Number of workplaces, workers, and employer' organisations as well as membership-based organisations that have transformative gender-based HIV/AIDS programmes in place	TBD (Rapid survey to be conducted in the 4 <sup>th</sup> quarter of 2022)	TBD	BE, FESBC, FESWATU, Government, and TUCOSWA reports	The social partners have the political will and resources to run gender-transformative programmes
	2.8.2: Proportion of men and women seeking prevention, testing and treatment services for HIV/AIDS in health facilities	TBD (Rapid survey to be conducted in the 4 <sup>th</sup> quarter of 2022)	TBD	BE, FESBC, FESWATU, Government, and TUCOSWA reports	The social partners have the political will and resources to run gender-transformative programmes in HIV prevention.

DWCP PRIORITY 2: PEOPLE					
RESULTS	PERFORMANCE INDICATORS (DISAGGREGATED)	BASELINE (YEAR)	TARGET (2025)	SOURCE/MOV	ASSUMPTION STATEMENT
<p><b>OUTCOME 3:</b></p> <p><i>By 2025, oversight bodies and government institutions at national and regional levels operate in an independent, participatory and accountable manner, ensuring equal access to justice and services, with a systematic, participatory implementation and reporting mechanism for human rights obligations and SDGs, with a focus on leaving no one behind.</i></p>	Freedom House Index	19/100 (2020)	30/100	Freedom House Index and Democracy Report	The Justice sector prioritises updating its systems and performance, such as the case management system and access to legal aid, improving the capacity of its staff, and committing to implementing and enforcing laws and to improving in World Bank's Ease of Doing Business Indicators.
	A National Mechanism for Reporting and Follow-up (NIMRF) on human rights is functional	Inter-Ministerial Committee with a Secretariat within the Ministry of Justice and Constitutional Affairs	Functional NIMRF with designated membership from the Government Ministries and a permanent secretariat	Ministry of Justice and Constitutional Affairs	
	Existence of independent national human rights institutions in compliance with the Paris Principles (SDG 16.a.1)	No	Yes (A-status NHRI)	Global Alliance for National Human Rights Institutions Sub-Committee on Accreditation	A Legal framework exists to enable women's participation, and women's groups are expressing interest in support.
	ILO supervisory bodies register satisfaction with actions taken by the constituents to respond to their comments.	0 (2021)	All	ILO - Normlex	The Government is committed to honouring its human rights obligations.
	National increase in compliance with labour rights (freedom of association and collective bargaining) based on ILO textual sources and national legislation, by sex and migrant status (SDG target 8.8.2)	No (2021)	Yes	ILO - Normlex	Government and its social Partners commit to strengthening their capacity on International Labour Standards and reporting
	Number of quality (CEARC approved) ILS reports completed timely.	0 (2021)	All	ILO - Normlex	Government responds to the comments of the ILO Standards Supervisory Bodies on gaps in the implementation of C138 and C182
	Number of children (5-17) engaged in child labour by sex and age	13,458 Females (2021) 16,749 Males (2021)	9,420.6 (F) 11,724.3 (M)	LFS	
	Number of employers, workers, and membership-based organisations that promote equality of opportunity and treatment	TBD (rapid survey to be undertaken in the 4 <sup>th</sup> quarter of 2022)	TBD based on rapid survey findings	MoLSS, TUCOSWA, FESWATU, BE and FEBC, ILO reports	



COUNTRY PRIORITY 2: PEOPLE		PERFORMANCE INDICATORS (DISAGGREGATED)	BASELINE (YEAR)	TARGET (2025)	SOURCE/MOV	ASSUMPTION STATEMENT
<b>RESULTS</b>	<b>OUTPUT 3.1:</b> Worker, employer and membership-based organisations widen representation and provide enhanced services to their members.	Proportion of women in managerial positions (SDG5.5.2)	41.6% (2021)	50%	LFS	Associations of informal sector workers have administrative capacities.
		3.1.1: Percentage of formal sector workers that belong to trade unions	TBD (Available data lists the number of trade unions)	TBD	MoLSS reports	Reporting on labour relations is institutionalised and regular.
		3.1.2: Number of sectors with collective bargaining agreements responsive to conditions affecting vulnerable populations	TBD (Some sectors have wages set by Wage Councils)	TBD	MoLSS reports	
		3.1.3: Number of informal sector workers that belong to a membership-based organisation or association	12,600 of an estimated 70,000 (60% female)	24,000	FESBC reports	
		3.2.1: Number of ratified conventions including those recommended by the Governing Body in the context of the Standards Review Mechanism.	33	36 by 2025	ILO reports	
		3.2.2: # of trade union representatives undergoing training in international labour standards, including C87 and C97 per annum	TBD (Survey, 2 <sup>nd</sup> half of 2022)	TBD	ILO reports, annual worker' organisation reports	
	<b>OUTPUT 3.2:</b> The tripartite constituents have an increased understanding of the provisions of ratified Conventions as well as those recommended by the Standards Review Mechanism Tripartite Working Group for ratification and take action to ratify.	3.2.3: # of employers' organisations representatives undergoing training in international labour standards, including C87 and C97 per annum.	TBD (Survey, 2 <sup>nd</sup> half of 2022)	TBD	ILO reports, annual employer organisation reports	
		3.2.4: # of government representatives undergoing training in ILS, including C87 and C97 per annum				
		3.3.1: Number of quality (CEARC approved) ILS reports completed timely.	5/17	17/17 (2025)	ILO - Normlex	The Government and its social partners have a strong commitment towards honouring their reporting obligations on International Labour Standards. The Government allocates adequate funding to address gaps in the implementation of ratified conventions.
		3.3.2: Progress in the number of cases applying ratified conventions is noted with satisfaction by the supervisory bodies, including cases relating to child labour	0	5 (2025)	ILO - Normlex	
<b>OUTPUT 3.3:</b> The tripartite partners have an improved understanding of their reporting obligations and the quality of reporting required and take decisive action to address the comments of the ILO supervisory bodies including those pertaining to C182 and 138.						

COUNTRY PRIORITY 2: PEOPLE		PERFORMANCE INDICATORS (DISAGGREGATED)	BASELINE (YEAR)	TARGET (2025)	SOURCE/MOV	ASSUMPTION STATEMENT
<b>RESULTS</b>  <b>▶ OUTPUT 3.4:</b>  Government, worker, employer, and membership-based organisations in the informal economy adopt and implement measures to promote inclusive and gender-responsive social dialogue mechanisms and the acceptance of women's equal representation in leadership and decision-making positions.	3.4.1: Number of social and economic policies negotiated in tripartite social dialogue platforms that are responsive to gender and groups in situations of vulnerability	0 (2021)	5 (2024)	MoLSS, TUCOSWA, FESWATU, BE and FEBC, ILO reports	The social partners have the political will and resources to run the gender-transformative programmes	
	3.4.2: Number of women workers provided with skills training on how to seek and claim their rights.	0 (2021)	400	MoLSS, TUCOSWA, FESWATU, BE and FEBC, ILO reports		
	3.4.3: Number of models for effective national social dialogue engagement adopted and implemented	0 (2021)	Yes	MoLSS reports		
	3.4.4: Number of employers, workers and membership-based organisations that promote equality of opportunity and treatment in the world of work	TBD (rapid survey to be undertaken in 4 <sup>th</sup> quarter of 2022)	TBD	MoLSS, TUCOSWA, FESWATU, BE and FEBC, ILO reports	The social partners have the political will and resources to run the gender-transformative programmes	
	3.5.1: Number of employers inspected per year to determine Inspection and Enforcement Services compliance with employment law	TBD - data to be collected in consultation with the Department of Labour before the end of 4 <sup>th</sup> quarter of 2022	TBD (based on the baseline data collected in the 1 <sup>st</sup> quarter of 2023)	Annual reports of the MoLSS and ILO reports	Government has adequate human and financial resources to strengthen inspections and compliance.	
	3.5.2: Number of labour inspection visits to workplaces during the year	2,335 (2017)	5,000 (2024)	Annual reports of the MoLSS and ILO reports	Government has adequate human and financial resources to strengthen inspections and compliance.	
<b>▶ OUTPUT 3.5:</b>  The labour inspectorate in the Ministry of Labour and Social Security is equipped with skills to undertake evidence-based compliance planning, and to develop methods and techniques to prevent and address labour law violations.	3.5.3: Number of sectoral strategic compliance plans developed and implemented	2 (2021)	6 (2025)	Annual reports of the MoLSS and ILO reports	Government has adequate human and financial resources to strengthen inspections and compliance.	
	3.6.1: # of workers' organisations and employers' representatives trained on policy analysis and policy advocacy	0 (2020)	TBD (Consultations with constituents, 1 <sup>st</sup> quarter of 2022)	TUCOSWA, FESWATU, BE, FEBC and ILO reports	Worker and employer organisations institute regular membership training programmes.	
	3.6.2: Women as a % of employer and worker organisation representatives trained in any one year	TBD (Survey in 3 <sup>rd</sup> Quarter of 2022)	TBD	TUCOSWA, FESWATU, BE, FEBC and ILO reports		
	<b>▶ OUTPUT 3.6:</b>  Worker and employer organisation representatives mobilise resources and develop the necessary expertise to					

<p>conduct empirical research for their effective engagement in national dialogue to address the country's economic crisis.</p>	<p>3.6.3: # of evidence-based policy position papers developed by workers and employer organisations to influence the policy environment for economic recovery</p>	<p>0 (2020)</p>	<p>5 (1 each year)</p>	<p>TUCOSWA, FESWATU, BE, FEBC and ILO reports</p>	
<p>▶ <b>OUTPUT 3.7:</b></p> <p>Draft policies and legislative bills are developed to enhance social dialogue, industrial relations, and employment conditions.</p>	<p>3.7.1: # of policies and legislative bills developed to improve the environment for inclusive social dialogue engagement, improved labour relations and rights at work.</p> <p>3.7.2: Proportion of new policies and legislative bills implemented</p>	<p>0 (2021)</p> <p>0 (2021)</p>	<p>5</p> <p>5</p>	<p>ILO reports</p> <p>ILO reports</p>	<p>The Government and its social partners have the political will and commitment to enhance the policy and institutional environment for social dialogue engagement.</p>
<p>▶ <b>OUTPUT 3.8:</b></p> <p>The National Employment Statistics Unit acquires the relevant skills and tools to regularly generate, analyse, report, and disseminate timely labour market information relating rights at work.</p>	<p>3.8.1: Frequency of reporting on SDG indicator <b>8.7.1</b> on child labour, <b>8.8.1</b> on fatal and non-fatal occupational injuries and other indicators related to fundamental principles and rights at work, to support compliance efforts and policy making.</p> <p>3.8.2: Frequency of labour force survey that also generates decent work-related SDG data.</p>	<p>Irregular (2021)</p> <p>Irregular (2021)</p>	<p>Annual</p> <p>Annual</p>	<p>MoLSS reports</p>	<p>The Government has adequate human and financial capacity to regularly collect and generate labour market data.</p>
<p>▶ <b>OUTPUT 3.9:</b></p> <p>A draft rights-based and gender-responsive Labour Migration Policy and Action Plan extending labour protections to migrants is developed and implemented.</p>	<p>3.9.1: Number of adopted rights-based and gender-responsive labour migration policies and action plans</p> <p>3.9.2: Existence of policies and measures aimed at securing the labour rights of migrants within the framework of the Labour Migration Policy and Action Plan.</p>	<p>0 (2021)</p> <p>0 (2021)</p>	<p>2</p> <p>2</p>	<p>MoLSS reports</p> <p>MoLSS reports</p>	<p>Government institutes appropriate instruments to enforce compliance with the Labour Migration Policy.</p>
<p>▶ <b>OUTPUT 4.0:</b></p> <p>The institutional framework of the Ministry of Labour and Social Security is reviewed to address current and new challenges in the world of work.</p>	<p>4.1.1: One evidence based action plan adopted and operationalized to improve the responsiveness of the Ministry of Labour and Social Security to current and new challenges in the labour market</p>	<p>0 (2021)</p>	<p>1</p>	<p>MoLSS reports</p>	<p>Strong political commitment within top management of the Ministry of Labour and Social Security for institutional and structural reforms within the Ministry</p>



## ► APPENDIX 2: List of Ratified ILO Conventions

### 33 Conventions

- **Fundamental Conventions:** 8 of 10
- **Governance Conventions (Priority):** 2 of 4
- **Technical Conventions:** 23 of 176
- Out of 33 Conventions ratified by Eswatini, of which 26 are in force, 2 Conventions have been denounced; 5 instruments abrogated; none have been ratified in the past 12 months.

### Fundamental

CONVENTION	DATE	STATUS
<b>C029</b> – Forced Labour Convention, 1930 (No. 29)	26 Apr 1978	In Force
<b>C087</b> – Freedom of Association and Protection of the Right to Organise Convention, 1948 (No. 87)	26 Apr 1978	In Force
<b>C098</b> – Right to Organise and Collective Bargaining Convention, 1949 (No. 98)	26 Apr 1978	In Force
<b>C100</b> – Equal Remuneration Convention, 1951 (No. 100)	05 Jun 1981	In Force
<b>C105</b> – Abolition of Forced Labour Convention, 1957 (No. 105)	28 Feb 1979	In Force
<b>C111</b> – Discrimination (Employment and Occupation) Convention, 1958 (No. 111)	05 Jun 1981	In Force
<b>C138</b> – Minimum Age Convention, 1973 (No. 138) <i>Minimum age specified: 15 years</i>	23 Oct 2002	In Force
<b>C182</b> – Worst Forms of Child Labour Convention, 1999 (No. 182)	23 Oct 2002	In Force

### Governance (Priority)

CONVENTION	DATE	STATUS
<b>C081</b> – Labour Inspection Convention, 1947 (No. 81)	05 Jun 1981	In Force
<b>C144</b> – Tripartite Consultation (International Labour Standards) Convention, 1976 (No. 144)	05 Jun 1981	In Force

### Technical

CONVENTION	DATE	STATUS	NOTE
<b>C005</b> – Minimum Age (Industry) Convention, 1919 (No. 5)	26 Apr 1978	Not in force	Automatic Denunciation on 23 Oct 2003 by convention C138
<b>C011</b> – Right of Association (Agriculture) Convention, 1921 (No. 11)	26 Apr 1978	In Force	
<b>C012</b> – Workmen's Compensation (Agriculture) Convention, 1921 (No. 12)	26 Apr 1978	In Force	
<b>C014</b> – Weekly Rest (Industry) Convention, 1921 (No. 14)	26 Apr 1978	In Force	
<b>C019</b> – Equality of Treatment (Accident Compensation) Convention, 1925 (No. 19)	26 Apr 1978	In Force	

CONVENTION	DATE	STATUS	NOTE
<b>C026</b> – Minimum Wage-Fixing Machinery Convention, 1928 (No. 26)	26 Apr 1978	In Force	
<b>C045</b> – Underground Work (Women) Convention, 1935 (No. 45)	05 Jun 1981	In Force	
<b>C050</b> – Recruiting of Indigenous Workers Convention, 1936 (No. 50)	26 Apr 1978	Not in force	Abrogated Convention – By decision of the International Labour Conference at its 107th Session (2018)
<b>C059</b> – Minimum Age (Industry) Convention (Revised), 1937 (No. 59)	26 Apr 1978	Not in force	Automatic Denunciation on 23 Oct 2003 by convention C138
<b>C064</b> – Contracts of Employment (Indigenous Workers) Convention, 1939 (No. 64)	26 Apr 1978	Not in force	Abrogated Convention – By decision of the International Labour Conference at its 107th Session (2018)
<b>C065</b> – Penal Sanctions (Indigenous Workers) Convention, 1939 (No. 65)	26 Apr 1978	Not in force	Abrogated Convention – By decision of the International Labour Conference at its 107th Session (2018)
<b>C086</b> – Contracts of Employment (Indigenous Workers) Convention, 1947 (No. 86)	26 Apr 1978	Not in force	Abrogated Convention – By decision of the International Labour Conference at its 107th Session (2018)
<b>C089</b> – Night Work (Women) Convention (Revised), 1948 (No. 89)	05 Jun 1981	In Force	
<b>C090</b> – Night Work of Young Persons (Industry) Convention (Revised), 1948 (No. 90)	05 Jun 1981	In Force	
<b>C094</b> – Labour Clauses (Public Contracts) Convention, 1949 (No. 94)	05 Jun 1981	In Force	
<b>C095</b> – Protection of Wages Convention, 1949 (No. 95)	26 Apr 1978	In Force	
<b>C096</b> – Fee-Charging Employment Agencies Convention (Revised), 1949 (No. 96) <i>Has accepted the provisions of Part II</i>	05 Jun 1981	In Force	
<b>C099</b> – Minimum Wage Fixing Machinery (Agriculture) Convention, 1951 (No. 99)	05 Jun 1981	In Force	
<b>C10</b> – Holidays with Pay (Agriculture) Convention, 1952 (No. 101)	05 Jun 1981	In Force	
<b>C104</b> – Abolition of Penal Sanctions (Indigenous Workers) Convention, 1955 (No. 104)	05 Jun 1981	Not in force	Abrogated Convention – By decision of the International Labour Conference at its 107th Session (2018)
<b>C123</b> – Minimum Age (Underground Work) Convention, 1965 (No. 123) <i>Minimum age specified: 16 years</i>	05 Jun 1981	In Force	
<b>C131</b> – Minimum Wage Fixing Convention, 1970 (No. 131)	05 Jun 1981	In Force	
<b>C160</b> – Labour Statistics Convention, 1985 (No. 160) <i>Acceptance of Articles 7, 8, 10 and 12 to 15 of Part II has been specified pursuant to Article 16, paragraph 2, of the Convention.</i>	22 Sep 1992	In Force	





