



International  
Labour  
Organization

## Final Progress Report 2 October 2017 – 30 June 2021

The future of work in selected sectors  
Project Code (GLO/17/26/NLD)



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Donor: Government of the Netherlands, Ministry of Social Affairs and Employment

Admin Unit: SECTOR

Project title: **The future of work in selected sectors**

Report type (pick one) Components <sup>a</sup>	Final Progress Report incorporating Self Evaluation
Reporting period:	From 2/10/2017 to 30/07/21

Linkages: SDG 8. Promote sustained, inclusive and sustainable economic growth, full and productive employment and decent work for all

Target 8.5. Achieve full and productive employment and decent work for all women and men, including for young people and persons with disabilities, and equal pay for work of equal value

Strategic Policy Outcome: Outcome 5 (2016-17), Outcome 7 (2018-19), Outcome 5 (2020-21)

Country Programme Outcome: GLO217, GLO242, GLO341

Sustainable Development Goal: SDG 8, Target 8.5

UNDAF Outcome: Not applicable

Related project(s): None

#### Preparation and Review

Report prepared by: Beatriz Cunha, Sectoral specialist, 26/10/2021

Report reviewed by: Casper Edmonds, Head of Unit, 28/10/2021

Report approved by: Alette van Leur, Director of SECTOR, 28/10/2021

All text highlighted needs to be deleted when finalising the report. This is the standard ILO format for extra-budgetary development cooperation final progress reports (FPR) only. Interim reports must use a different template. Once finalized the report must be uploaded in the [Development Cooperation Management Support System](#).

<sup>a</sup> Version incorporating self-evaluation components mandatory to development cooperation projects up to USD 500,000 maximum.

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# 1 Executive summary

In June 2019, the ILO adopted the Centenary Declaration for the Future of Work. The Declaration provides a framework for the development of policies and measures to address the impact of drivers of change (e.g. technological advances, a new era of globalization, climate change and demographic shifts) in specific industries and services. The research project “The future of work in selected sectors” contributed to enhancing the knowledge and capacity of tripartite constituents at global, regional and country levels to harness future opportunities and address key challenges to bring about a brighter future of work. The project produced an inventory of how ILO constituents have addressed challenges and opportunities related to the future of work at the more than 50 sectoral meetings that the Sectoral Policies Department (SECTOR) has organized since 2010. In these meetings, ILO government, employer and worker representatives from 17 specific economic sectors and industries have adopted tripartite codes of practice, guidelines, resolutions, conclusions, and points of consensus, including challenges and opportunities related to the rapidly changing world of work and made policy recommendations for future action. The project produced and published two working papers on the future of work in health services and in the textiles, clothing, leather and footwear industries. The papers were disseminated and presented in events organized by the ILO and other partners. The two working papers form part of a series of studies and reports prepared by SECTOR on the future of work, which were used to inform policy discussions and sectoral meetings of the tripartite constituents and other stakeholders. The 2019 working paper on the future of work in the textiles, clothing, leather and footwear industries brought to light how automation and digitalization would transform the industries profoundly in the decades to come, and that it would be imperative to invest in the skills needed for the future. It acknowledged that governments, employers and workers in the industry would have to adopt sustainable, integrated approaches to provide both women and men with the necessary lifelong learning to maintain a competitive advantage in the industry, whether in developed, emerging or developing countries, and to reskill workers in countries or segments of the supply chain where the industries decline. Recent reports show that the skills needed to drive the industry forward in the midst of a digital revolution are lacking, and that the COVID-19 crisis is likely to increase the demand for workers with skills needed to drive digital and greener production. Workers with the skills needed now and in the future are increasingly critical to maintaining competitiveness in a constantly evolving global market and to advancing decent work for both women and men in the sector and its supply chains. Governments, employers and workers in an increasing number of textiles and clothing producing countries are responding to these challenges and opportunities. The tripartite constituents of the ILO are using various methods to forecast future skills needs and they have engaged in various forms of social dialogue to formulate and implement measures to help equip employers and workers with the skills and training that they need to ensure their industries and supply chains are competitive, resilient and sustainable in the future. Thus, the project reviewed research on future skills needs in textiles and clothing in Brazil, Ethiopia, Jordan and Peru. A comparative analysis was prepared and shared in a south-south workshop with tripartite constituents from the four countries. Finally, the project strengthened national social dialogue mechanisms to develop policy recommendations and national-level skills strategies needed for the industries to succeed and grow and for textiles and clothing workers to access decent and productive jobs.

## 2 Basic information

<b>Countries covered:</b>	Global Brazil, Ethiopia, Jordan and Peru	
<b>Donor:</b>	Government of the Netherlands	
<b>Budget:</b>	USD 139,164.78	
<b>DC symbol:</b>	GLO/26/NLD	
<b>Administrative unit:</b>	Sectoral Policies Department (SECTOR)	
<b>P&amp;B outcomes:</b>	Outcomes 5 (2016-17), 7 (2018-19) and 5 (2020-21)	
<b>DWCP outcome:</b>	GLO217, GLO242, GLO341	
<b>Start date:</b>	2/10/2017	2/10/2017
<b>End date:</b>	30/06/2021	30/06/2021
<b>Project duration in months:</b>	45 months	

## 3 Summary outputs

Output	Output status	Analysis of Output Delivery
<b>Outcome 1:</b> Knowledge on the future of work in selected sectors is enhanced		
1.1 Background papers on the future of work in specific sectors prepared in consultation with relevant sectoral constituents and key partners	Completed	<p>The project supported the formulation and publication in 2018 of the working paper <a href="#">Back to the Future: Challenges and opportunities for the future of work addressed in ILO sectoral meetings since 2010</a>. This paper summarizes how issues directly related to the future of work have been discussed by ILO constituents in sectoral meetings held since 2010. It was prepared to inform and inspire ILO constituents in specific sectors, who in recent years have launched their own debates and exchanges at national, regional and global levels on the future of work.</p> <p>Two working papers on <a href="#">The future of work in the health sector</a> and <a href="#">The future of work in textiles, clothing, leather and footwear</a> were produced and published in 2019. The papers explore how changing technology, demographics shifts, globalization trends and climate change will shape the future of work in health care and textiles sectors. Such changes provide opportunities and pose challenges to governments, employers and workers for building up the future of work in the sectors. The studies contribute to an informed discussion on how the future of the health sector and the textiles, clothing, leather and footwear industries can contribute to growth, employment and sustainable social development.</p>



Output		Output status	Analysis of Output Delivery
			The working papers are part of a series of ILO/SECTOR studies on the sectoral dimensions of the future of work in other sectors, including but not limited to: <a href="#">automotive industries</a> , <a href="#">education</a> , <a href="#">information and communication technology (ICT)</a> , shopping and <a href="#">urban transport</a> . These were subsequently developed, financed with other sources of funds, and published.
<b>Outcome 2:</b> Tripartite constituents and other stakeholders have the knowledge and understanding to address the impact of new technologies and other drivers of change on future skills' needs, with a particular focus on women and youth			
2.1	Research on challenges and opportunities of skills development, upgrading and re-skilling to meet future needs in the automotive and TCLF industries in selected countries carried out, taking into account the situation of both men and women	Completed	The project reviewed the findings of four forecasting studies on future skills needs in textiles and clothing in Brazil, Ethiopia, Jordan and Peru and supported consultations with national tripartite constituents to formulate recommendations for ways to invest in skills and lifelong learning in the sector.
2.2	Research findings are further disseminated to inform the development of adequate skills policies and programmes focussing on women and youth	Completed	Based on the comparative analysis of the four country studies, a South-South workshop was organized in January 2020. The workshop promoted the exchange of good practices and discussed recommendations for future skills policies and strategies for the industries to invest in skills needed now and in the future to bring about a more inclusive and sustainable sector.

OUTPUTS: Overall delivery assessment	
<input checked="" type="checkbox"/> <b>Highly satisfactory</b> Almost (>80%) outputs have been implemented on schedule as envisaged in the implementation plan and almost all (>80%) indicator targets have been met.	<input type="checkbox"/> <b>Satisfactory</b> Some (60-80%) of outputs have been implemented on schedule as envisaged in the implementation plan and the majority (60-80%) of indicator targets have been met.
<input type="checkbox"/> <b>Unsatisfactory</b> Some (40-60%) outputs have been implemented on schedule as envisaged in the implementation plan and only some (40-60%) indicator targets have been met.	<input type="checkbox"/> <b>Very unsatisfactory</b> Few (<40%) outputs have been implemented on schedule as envisaged in the implementation plan and only a few (<40%) indicator targets have been met.

## 4 Summary outcomes

OUTCOME ACHIEVEMENT <sup>b</sup>		
Indicator	Baseline (before project start)	Outcome summary <sup>c</sup>
<b>Outcome 1:</b> Knowledge on the future of work in selected sectors is enhanced. Outcome Achieved		
Tripartite constituents and other stakeholders informed about the challenges and opportunities in relation to the future of work in specific sectors	0	Three working papers produced and published in ILO webpage: a) <a href="#">Back to the Future Challenges and opportunities for the future of work addressed in ILO sectoral meetings since 2010</a> ; b) <a href="#">The future of work in the health sector</a> ; and c) <a href="#">The future of work in textiles, clothing, leather and footwear</a> . The working papers were presented in a series of events organized by the ILO and other interested partners, including at the 2019 OECD Forum on due diligence in garment and footwear.
Policy alternatives, game-changing approaches and innovative solutions identified and shared to advance decent work in and across specific sectors and to shape the future we want	0	Tripartite constituents from 10 textiles and clothing producing countries <sup>d</sup> discussed challenges and opportunities that the future of work will bring to the sector during a regional event held in October 2021. During the successful, three-day regional sectoral meeting, they formulated several proposals for addressing the drivers of change, including the impact of COVID-19, in the industries.
<b>Outcome 2:</b> Tripartite constituents and other stakeholders have the knowledge and understanding to address the impact of new technologies and other drivers of change on future skills' needs, with a particular focus on women and youth. Outcome Achieved		
Increased knowledge of governments as well as employers and workers to design and implement skills policies and programmes	0	A comparative analysis of four forecasting studies on future skills needs in the textiles and clothing industries in Brazil, Ethiopia, Jordan and Peru was produced. Based on the findings, tripartite constituents and other stakeholders have adopted recommendations to address the future skills needs in the textiles and garment sectors in the four countries. Lessons learned and good practices were shared among the countries during the 2020 South-South workshop on future skills needs.

<sup>b</sup> Based on the M&E plan

<sup>c</sup> Compare achievement against planned target as per indicator.

<sup>d</sup> Bangladesh, Cambodia, China, Korea, India, Indonesia, Pakistan, Sri Lanka, Thailand, Viet Nam.

**OUTCOME: Overall outcome summary**

☒ **Highly satisfactory**

Based on the indicators & the risk assessment, all outcomes have been achieved by the end of the project.

☐ **Satisfactory**

Based on the indicators & the risk assessment, the majority of outcomes have been achieved.

☐ **Unsatisfactory**

Based on the indicators & the risk assessment, only some outcomes have been achieved.

☐ **Very unsatisfactory**

Based on the indicators & the risk assessment, only a few outcomes have been achieved



## 5 Narrative report: Managing for results

The first phase of the project, implemented in 2018 and 2019, analysed how the future of work drivers of change will affect the organization of work and production in different sectors. The second phase, implemented in 2020 and 2021, examined how skills policies or strategies can meet the demand in selected industries for protecting jobs and improving productivity. While the products delivered in the first phase were targeted to enhance the knowledge of the tripartite constituents in view of the 2019 Centenary International Labour Conference on the Future of Work, the products of the second phase aimed at building the knowledge and capacity of constituents for the implementation of the recommendations of the Centenary Declaration on the Future of Work related to skills development in the textiles and clothing industry.

### 5.1 Result summary

In the first phase (2018-19), the project developed an inventory of measures adopted in previous sectoral meetings to address the future of work and prepared two working papers on the future of work in health services and in textiles, clothing, leather and footwear. The papers were prepared based on an extensive review of the literature and interviews with key informants and actors in each sector. The working papers were published in 2019 at the ILO webpage ([www.ilo.org/sector](http://www.ilo.org/sector)). They were also presented during global events.

The Working Paper "[Back to the Future: Challenges and opportunities for the future of work](#)" addressed in ILO sectoral meetings since 2010 as a contribution to the work of the Global Commission on the Future of Work. The paper summarizes how issues directly related to the future of work have been discussed by ILO constituents in sectoral meetings held since 2010. It has also been prepared to inform and inspire ILO constituents in specific sectors, who in recent years have launched their own debates and exchanges at national, regional and global levels on the future of work. The paper provided a sectoral perspective on the future of work as a basis for debate among the ILO's constituents in specific sectors on how they can help shape a future that works for all in each and every economic sector and industry.

The Working Paper "[The future of work in the health sector](#)" provided a sectoral perspective on the future of work regarding both the challenges and opportunities facing the health services sector. The paper examined the implications of demographic changes, globalization, technological advances and environmental and geopolitical developments on the future of health services. It explored the impact of these megatrends on decent work, focusing specifically on employment and working conditions, education and training, and social dialogue. The paper then presented suggestions for the future of work that we want in the health sector, in line with the 2030 Agenda.

The working paper "[The future of work in textiles, clothing, leather and footwear](#)" explored how technological advances, climate change, globalization and changing demographics will shape the industries in the future. It then analysed the challenges and opportunities these drivers and megatrends would bring for the realization of decent work e.g. (employment, fundamental principles and rights at work, social protection and social dialogue). It also discussed the future of textiles, clothing, leather and footwear production and work in three different categories of countries. The paper concluded with a call for action to shape a future that works for all.

To enhance the dissemination of the findings of the papers, communication materials were prepared (e.g. posters, postcard, banners) and distributed to participants during the 2019 International Labour Conference (Geneva, June 2019) discussion on the future of work. The papers were displayed at the ILO/SECTOR booth at the Palais of Nations.

The working paper on the future of work in the textiles, clothing, leather and footwear industries was presented at the [2019 OECD Forum on Due Diligence in Garment and Footwear](#) (Paris, 13-14 February 2019). The session "[Preparing now for the future of work in the garment and footwear sectors](#)" was moderated by the Social and Economic Council of the Netherlands. Representatives from businesses (Li &



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Fung) and workers (IndustriALL) provided their views on main challenges and opportunities for the industries. The session was attended by approximately 40 participants from governments, employers' organizations, companies, trade unions, academia and NGOs, who explored how technology and other drivers are changing rapidly the organization of production and work in the sector. They also discussed the implications for decent work, inclusive growth and sustainability in global supply chains.

In addition, SECTOR secured the expertise and funds for the production of the Working Paper "The future of work in shopping", which contributed an ILO perspective to current debates on sustainable consumption and production. The paper analyzed the consumption side, looking at how changing consumer demand can affect jobs in the shopping economy, as well as their organization and quality. The paper was presented during the [IV Regulating for Decent Work \(RDW\) Conference](#) held in Geneva in July 2019. The research Conference gathered participants from academia and NGOs in addition to ILO's tripartite constituents.

Based on the findings of the research in the textiles, clothing, leather and footwear, the ILO proposed to develop a second phase of the project (2020-21) aiming at enhancing the capacity of constituents to "promote the acquisition of skills, competencies and qualifications for all workers throughout their working lives as," as stated in the [Centenary Declaration on the Future of Work](#)<sup>e</sup>.

The project reviewed the results of studies conducted by the ILO on future skills needs conducted in Brazil, Ethiopia, Jordan and Peru. It also facilitated the dialogue among governments, employers and workers to adopt recommendations for the development of skills and training programmes that are needed currently and in the future. The project supported the South-South Cooperation workshop to promote an exchange of experiences and good practices about the different methodologies, results and processes used in each of the countries.

The forthcoming working paper [The future of work and skills in the textiles and clothing sector: Forecasting skills needs and finding solutions through social dialogue in Brazil, Ethiopia and Jordan](#) provides a comparative analysis of the studies and the recommendations adopted by the tripartite constituents with the aim of inspiring other producing countries to also formulate skills policies and strategies for the industry.

These studies, reports and other results were presented to the donor on different occasions.

### **Contribution to the development objective:**

The project was implemented in the framework offered by the Centenary Declaration for the Future of Work, which was adopted by the International Labour Conference in June 2019. It contributed to a better understanding and more informed debates among the constituents about the future of work in specific sectors.

The second phase of the project specifically followed up on the call to governments and social partners in the Centenary Declaration to "address existing and anticipated skills gaps; pay particular attention to ensuring that education and training systems are responsive to labour market needs, taking into account the evolution of work; and enhance workers' capacity to make use of the opportunities available for decent work."

The project also contributed to following SDGs and targets: SDG 4 on quality education and Target 4.4. Substantially increase the number of youth and adults who have relevant skills, including technical and vocational skills, for employment, decent jobs and entrepreneurship; SDG 8 on decent work and economic growth and Target 8.5. achieve full and productive employment and decent work for all women and men, including for young people and persons with disabilities, and equal pay for work of equal value. SDG 9 on industry, innovation and infrastructure and Target 9.2. Promote inclusive and sustainable industrialization and, by 2030, significantly raise industry's share of employment and gross domestic product, in line with national circumstances, and double its share in least developed countries; and, SDG 12 on responsible

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<sup>e</sup> ILO: Centenary Declaration for the Future of Work, Part II, Section A, Alinea (III).



consumption and production, specifically target 12.9: Support developing countries to strengthen their scientific and technological capacity to move towards more sustainable patterns of consumption and production.

### Self-evaluation results:

*For further guidance on the objectives and methodology to conduct a self-evaluation please consult [ILO's evaluation policy guidelines](#) "section self- and internal evaluations"*

**Relevance** - *Were the project objectives and strategy consistent with beneficiaries' requirements, country needs, ILO priorities and partners' and donors' policies?*

The project is fully anchored in the 2019 ILO Centenary Declaration on the Future of Work, which was adopted by the International Labour Conference, and its follow-up. The project was instrumental for SECTOR to respond to requests by the ILO Governing Body to conduct evidence-based research on the changes in the organization of work and production in different sectors and their implications for the quality of working life and decent work (GB.328/POL/8). It also complements the set of studies conducted on the future of work in different sectors.

**Effectiveness** - *To what extent can changes in the observed outcomes be attributed to the project? To what extent has the project contributed to changes in the project's ultimate beneficiaries? How effective was the project in advancing gender equality and inclusion of people with disabilities within the context of project's objectives?*

As a research global project, the project contributed to enhance the knowledge of tripartite constituents involved in the development of the studies and outreached to policy makers and other stakeholders through organization of global, regional and country level events. However, it would be difficult to attribute a direct change in the ultimate beneficiaries.

**Sustainability** - *To what extent has the project produced durable results that can be maintained, or scaled up and replicated, within the local development context, or as a global approach or policy, after the completion of the project? Are there any internal or external factors that may affect the sustainability of results?*

The working papers on the future of work have informed sectoral constituents on the impact of the drivers of change in selected sectors, during and after the 2019 Centenary International Labour Conference. It has raised awareness of the impact of the drivers of change and the need to shape a future of work that works for all in specific sectors now. Partly as a result of the project, the constituents of the ILO decided that the first five sectoral meetings organized by the ILO in 2020-21 should focus on the future of work and provide recommendations for policies and action to shape a brighter future of work in these sectors.

The drivers of change were further discussed at the regional level, including but not limited to the tripartite sector meeting: towards a more resilient, inclusive and sustainable garment and textiles sector in Asia and the Pacific (18-20 October 2021). Representatives from governments, employers and workers from 10 textiles and garment producing countries shared information and made recommendations on how to harness the opportunities and address the challenges that the future will bring to the sector.

The results of these and other meetings will be further disseminated to promote their integration into regional, national and sectoral policies and strategies.



## **5.2 Monitoring, evaluations and other reviews**

Information regarding outcomes and challenges mentioned in this report were collected from consultations with ILO officials and consultants involved in the implementation of the project and development of its products. Deliverables mentioned in this report (research, working papers, meetings, etc.) are available at the ILO webpage for the individual sectors.

Constituents and other stakeholders were consulted in the development of studies on future of work challenges and opportunities in health services and in the textiles, clothing, leather and footwear sector. The findings were subsequently disseminated in several meetings and events, including the 2019 OECD Forum on Due Diligence in Garment and Footwear, the 2020 South-South Workshop on Future Skills Needs, and the 2021 Sectoral Regional Meeting: Towards a more resilient, inclusive and sustainable garment and textiles sector in Asia and the Pacific.

## **5.3 Main challenges, risks and corrective action**

External: the COVID-19 pandemic impacted the implementation of activities at country level during the second phase of the project. To overcome the problem, the project organized virtual meetings and consultations to validate the research findings and discuss the recommendations in some countries. It also organized a virtual South-South workshop to exchange information and share experiences among the countries involved.

Project design: the scale of the output and its related activities was too small to ensure changes at outcome level. However, recommendations for new policies and approaches to shape a future that works for all were adopted during global and regional sectoral meetings funded by the ILO (see above).

Programme implementation: the number of studies and sectors originally planned proved to be unrealistic in relation to both technical and financial resources. The project decided to focus on sectors with a high demand for technical support (health services and textiles, clothing, leather and footwear). As noted in the project strategy, the other studies were subsequently developed with the support from other sources of funds (RB, DC, etc.).

## **5.4 Opportunities and corresponding strategy adjustments**

The project benefited from ILO's expertise in the sectors as well as work being developed by other ILO programmes at the country level. The project was key to building alliances for complementing these activities and ensuring the sustainability of the results achieved.

## **5.5 Overall Budget Analysis**

Budget allocations were used to hire short-term officials or consultants to work on the studies and activities organized by the project.

### Self-evaluation results:

**Efficiency** – How optimally were the resources and inputs (e.g. funds, expertise, time, etc.) used to produce results? Do the expected project results justify the costs incurred? To what extent did the project leverage resources (financial, partnerships, expertise) to promote gender equality and non-discrimination?

Due to the limitations in the budget, the project relied on the expertise of SECTOR specialists and short-term officials to carry out the studies and partnered with other development cooperation programmes to deliver the country-level products. As indicated in the concept note, SECTOR mobilized additional resources to complement the work and to carry out additional future of work studies in other sectors.

## 5.6 Lessons learned and good practices

The project shared solutions and recommendations adopted by governments, employers and workers in the industries through various forms of sectoral social dialogue. The aim was to inspire action among tripartite constituents in these and other countries on how to address the future work challenges and opportunities, including through skills development and training.

## 5.7 Visibility & communication

The results of the project were broadly disseminated at the ILO webpage and in events organized by the ILO and other partners.

## 5.8 Conclusions and recommendations

Conclusions and recommendation from the self-evaluation		
Conclusions <sup>f</sup>	1. Collaboration with other ILO programmes enabled the project to expand the scope and ensured the resources to complement the activities originally planned	
Recommendations <sup>g</sup>	2. Follow-up and further disseminate the findings of the research reports and the recommendations of the tripartite constituents in the global and regional meetings on the future of work in textiles and clothing (including news article, social media video, etc.)	Responsible entity: SECTOR in collaboration with the ILO/SIDA project and the Better Work programme
		Priority ( <i>high, medium, low</i> ): Medium
		Resources ( <i>high, medium, low, NA</i> ): Low

<sup>f</sup> Conclusions should synthesize the main findings into statements of merit and worth. As such, judgments need to be fair, impartial, and consistent with the findings

<sup>g</sup> Recommendations should follow from conclusions; link to lessons learned; and describe a time-frame (short-, medium-, long-term), the degree of priority (high, medium, low), who is called upon to act and acknowledge whether there are any resource implications.

	3. Provide follow-up support for the implementation of the recommendations adopted by the tripartite constituents in Brazil, Ethiopia, Jordan and Peru to address future skills needs in textiles and clothing industries.	Timeframe ( <i>long-, medium, short-term</i> ): <i>Short and medium term</i>
		Responsible entity: <a href="#">SECTOR in collaboration with Better Work programme in Ethiopia and Jordan and the South-South programme on decent work in cotton in Brazil and Peru.</a>
		Priority ( <i>high, medium, low</i> ): <a href="#">Medium</a>
		Resources (high, medium, low, NA): NA
		Timeframe (long-, medium, short-term): Medium- term



## 6 Annexes

### A. Project risk register<sup>h</sup>

Risk Identified	Mitigating Measures	Additional risk response <sup>i</sup>	Change <sup>j</sup>	Impact <sup>k</sup>
Stakeholder engagement on future skills needs in garment and footwear	Consultations with tripartite constituents at global, regional and country level		Decrease in the total level of risk	Facilitated the adoption of tripartite recommendations on future skills needs
Uptake of the proposals formulated by the tripartite constituents on the future of work in Asia	Engagement of other ILO programmes and projects		Decrease in the total level of risk	Ensured support from the Regional Office for Asia and the Pacific to disseminate and follow-up the proposals

<sup>h</sup> Use the existing project risk register for filling in this table

<sup>i</sup> Outline any additional mitigating measures or any change in the planned mitigating strategy and provide a rationale

<sup>j</sup> The change column summarizes any change in the identified risk as a result of the corrective/mitigating measures

<sup>k</sup> Outline the impact on project objectives once the mitigating measures were put in place

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B. Include relevant documentation, photo, web link, multimedia or information that may contribute to a better understanding of project progress.



FOW health.pdf



FOW textiles.pdf



FOW - back to the  
future.pdf



Future skills needs  
in textiles and cloth



Presentation on  
report for NL.pptx

(2014),<sup>13</sup> which address labour challenges in e-waste recycling. In preparation for the Global Dialogue Forum on decent work in the management of e-waste in 2019, and guided by the ILO Green Initiative, SECTOR is commissioning additional research and developing an intervention model for how e-waste can be better managed, with less environmental impact and greater potential for sustainable enterprise development and the creation of green jobs.

Discussions of purchasing practices and e-waste have focused on two of the most critical challenges facing the electronics industry. These relate directly to some of the most important agendas of our time, including but not limited to the changing organization of production and work, and to the need to ensure sustainable consumption and production patterns (SDG 12).

## 2.2. Health services

### At a glance

- Effective and resilient health systems are essential to equality in access to health services, good quality health care, and healthy and productive societies.
- Offers growing opportunities for employment (represents 10 per cent of overall employment in high-income countries, compared to less than one per cent in low-income countries).
- Workers face increasing demands for flexibility and productivity without compromising on the delivery of quality care: need to reconcile health workers' well-being, including extensive shift, night, and weekend work.
- High occupational health risks, associated with biological, chemical, physical, ergonomic and psycho-social hazards that are not always recognized.
- Need to create some 40 million new jobs in the sector to avert the projected shortfall of 18 million health workers by 2030 in low- and lower middle-income countries, driven by demographic trends.

### Key issues addressed

- Need for better forecasting of skills needs, skills development and training, investments in education and life-long learning, enforcement of occupational safety and health standards, and better working conditions, including remuneration, to make careers in health services more attractive and produce more motivated and qualified health workers, and thus improve productivity.
- Technology can supplement and contribute to the delivery of health care to rural and remote areas and open up new employment paths, for instance in telemedicine and mobile clinics.

Health and decent work are essential for social cohesion, human development and inclusive economic growth.<sup>14</sup> Decent work in the health sector is fundamental to ensuring effective and resilient health systems and is a prerequisite for equality in access to health services, good quality health care, and healthy and productive societies.

<sup>13</sup> [http://www.ilo.org/sector/Resources/publications/WCMS\\_315228/lang-en/index.htm](http://www.ilo.org/sector/Resources/publications/WCMS_315228/lang-en/index.htm)

<sup>14</sup> [Improving Employment and Working Conditions in Health Services](#), Report for discussion at the Tripartite Meeting on Improving Employment and Working Conditions in Health Services (Geneva, 24–28 April 2017), p. 1.