



REPUBLIC OF SIERRA LEONE

Ministry of Employment,
Labour and Social
Security

The Sierra Leone Decent
Work Country Programme
(SL-DWCPC II) 2023



International
Labour
Organization



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**DECENT WORK COUNTRY
PROGRAMME FOR SIERRA LEONE II
(2023-2027)**

FOREWORD

The global economy has entered a new period of slower growth, widening inequalities, and turbulence following the aftermath of the global pandemic. In Africa, the economy has worsened, affecting employment rates, especially for youth and women. Most developing countries in Africa face significant income inequality, unemployment, and social unrest, and they have real difficulties rebounding from the COVID-19 crisis. Sierra Leone is not exempt from the fallout.

The lack of decent and productive employment and underemployment are significant socio-economic challenges in the Sierra Leonean economy. However, the country has undertaken many actions and achieved considerable results in different areas of its development and transformation to address the unemployment challenges. One such step was that Sierra Leone adopted and implemented the first Decent Work Country Programme (SL -DWCP I) from 2010 –2012. The SL -DWCP I addressed three priorities: creating jobs, social protection, and social dialogue. Despite the achievements of the implementation of the SL DWCP I, the challenges of unemployment and underemployment remain.

Therefore, the Government welcomes this second generation of Decent Work Country Programme (DWCP II) framework in Sierra Leone, which covers 2023 -2027. The formulation of DWCP II for Sierra Leone is the result of the collaboration and consultative engagements by the tripartite plus constituents, which include the Ministry of Labour and Social Security (MLSS), Sierra Leone labour Congress (SLLC), Sierra Leone Employers Federation (SLEF) and other relevant stakeholders including Ministries, Departments, and Agencies of the Government with the support of the International Labour Organization (ILO). The DWCP II aims to mobilize all resources to create jobs and working conditions where Sierra Leoneans, especially women, youth, people with disabilities (PWD), and vulnerable groups, can work in freedom, safety, and dignity.

The finalization of the DWCP is timely. The programme remains a relevant programming tool to address social and economic issues and is critical to achieving job -rich, inclusive, and sustainable growth. The three identified priorities of employment creation, expanding social protection, and enhanced social dialogue that facilitates productivity and advances Decent Work in Sierra Leone are all relevant. Furthermore, these priorities are fully aligned with the four strategic objectives of ILO on employment, social protection, social dialogue, and rights at work and with the regional and international framework, mainly the Decent Work Agenda for Africa, the Abidjan Declaration, AU Agenda 2063, and the 2030 Agenda for Sustainable Development which is the central Global Development Agenda. Thus, the Government is delighted to note that all the defined outcomes will allow the country to progress toward Goal No. 8, “Promote sustained, inclusive and sustainable economic growth, full and productive employment, and decent work for all,” and other relevant SDGs.

The Government is pleased to renew its commitment to promoting the decent work agenda by implementing the second generation of the DWCP for Sierra Leone and will ensure the country's ownership.

I want to conclude by thanking all stakeholders involved in this process, mainly the social partners and ILO, whose collaboration is much appreciated. The Government of Sierra Leone welcomes the efforts undertaken to make this programme a result -based one and urges the commitment of all key actors to contribute to its implementation. May the DWCP give more opportunities for decent work for all Salone people to enable the Government to achieve its vision as articulated in its national development plans.

Mr. Alpha Timbo,
Honourable Minister
Ministry of Employment, Labour and Social Security



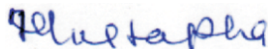
ACKNOWLEDGEMENT

The Sierra Leone Decent Work Country Programme (SL-DWCP) 2023 – 2027 document was developed by the Ministry of Labour and Social Security and the Social Partners – the Sierra Leone Employers' Federation and the Sierra Leone Labour Congress, in collaboration with the relevant Ministries, Department and Agencies of the Government of Sierra Leone. The document was developed with the financial and technical support of the International Labour Organization.

However, I would like to acknowledge the people who have contributed to the successful development of the SL-DWCP starting with ILO Consultants, Mr Bowenson Philipps, and Dr Chijioke Evoh, who conducted the Decent Work Diagnostic Study and provided support in drafting the document respectively. Further thanks to the Decent Work Team led by Mr. Chiblee Francis Kamara, Deputy Commissioner of Labour and Employment (MLSS) with support from Ms Chinyere Emeka-Anuna, Senior Programme Office, ILO CO Abuja, and Mr Na Pahimi Baizebbe, Programme Analyst, ILO Africa Regional Office, Abidjan.

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Finally, my appreciation goes to the Minister, Mr Alpha Osman Timbo, and the Deputy Minister Mohamed Lansana Dumbuya, for their effective leadership in ensuring that the document was finalised and launched on 25 May 2023



Mrs Fatmata Mustapha
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SIERRA LEONE



EMPLOYERS FEDERATION

The Sierra Leone Employers Federation (SLEF) welcomes the development of a new Decent Work Country Programme (DWCP) in collaboration with the Government of Sierra Leone, the Sierra Leone Labour Congress, and with technical guidance from the International Labour Organization (ILO). This program aims to promote social justice, ensure sustainable employment, spur economic growth, and maintain long-lasting peace in Sierra Leone.

Over the past few years, Sierra Leone has faced various challenges necessitating a strategic framework to address social, economic, and environmental issues. In response to these challenges, the DWCP aims to focus on improving the conditions and prospects of workers and employers alike, leading to creation of more and better jobs accompanied by decent working conditions, fair wages, and safe workplaces.

Key priorities of the new DWCP include:

1. Enhancing governance and enforcement of labor laws, policies, and regulations: The program recognizes the need for strengthened institutions to effectively enforce existing and future labor laws and regulations. This priority will focus on strengthening the capacity of labor administration institutions and social partners to ensure compliance with labor standards, reduce child labor, and promote social dialogue.
2. Supporting enterprise development, entrepreneurship, and skills development: The DWCP places great emphasis on nurturing creativity, innovation, and growth of small and medium-sized enterprises. It strives for viable, sustainable businesses to be instrumental in generating decent, sustainable employment opportunities through capacity building and skills development initiatives.
3. Strengthening social protection and occupational health and safety: Within the context of the DWCP, establishing efficient and comprehensive social protection systems and improving workplace health and safety is vital. This priority aims to develop effective social protection schemes, including social security, unemployment benefits, and health care, while ensuring that working conditions meet international labor standards.

The SLEF strongly believes that the implementation of the new DWCP is crucial for the promotion of decent work, social justice, and inclusive growth in Sierra Leone. We commit to engage and collaborate as social partner with the Government, and labor unions to ensure that this ambitious program achieves its objectives and leads to meaningful improvements in the lives of our workers and employers.

We extend our gratitude to the International Labour Organization for their unwavering support and technical guidance in the development of this program, and we look forward to working together as we strive to make decent work a reality for all Sierra Leoneans.

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SIERRALEONE LABOUR CONGRESS STATEMENT ON THE LAUNCH OF DECENT WORK COUNTRY PROGRAMME IN SIERRALEONE.

The Decent Work agenda whose four strategic objectives are Employment, Social Protection, Social dialogue and Right at work provide the overarching framework for ILO programming at the country level.

As the 2008 ILO Declaration on Social Justice for Fair Globalization underscores, the four strategic objectives are interrelated, inseparable and mutually reinforcing. Their integrated pursuit at the national level depends on ILO support and consistency through diverse policies.

With the adoption of the 2030 agenda for Sustainable Development in September 2015, the preparation and implementation of the Decent Work Country Programme enter a new phase in which ILO action will need to be a visible part of the overall UN effort. Let me also; safely reference the resolution on advancing social justice through Decent Work, adopted by the ILO conference in 2016 which calls upon the ILO among other things to:

* Ensure that all Decent Work Country Programmes comprises integrated and balanced strategies to promote all the strategic objectives and the crosscutting issues in a set of priorities identified by National tripartite constituents, contain measurable, realistic and achievable outcomes and should have Tripartite Steering Committee or similar fora to ensure ownership and increase impact.

* Support members to better align Decent Work Country Programmes with National and where appropriate regional sustainable development strategies that integrate the 2030 agenda and its Decent Work component, as well as with UN planning frameworks at the Country or where appropriate regional level

I am proud to align the Trade Union movement in Sierra Leone to the Decent Work approach to Country Programme and to announce that our recently enacted revised Labour Law takes note of those and that our Tripartite Constituents is very formidable, active and willing to address Decent Work strategic objectives.

The Labour movement over the years has collaborated with Employers and the Government to mitigate challenges of achieving Decent Work and as such, we have together worked on strategic policies and Acts that promote Decent work in Sierra Leone. Let me also be quick to state that the labour movement is also working with the government institutions, progressive Civil Society Organizations and other international partners to address emerging issues that relate to Decent Work Strategic objectives.

Furthermore, as the Government of Sierra Leone puts human development as key component in their agenda, we as Trade Unions believe that this agenda is laudable and in the right direction. Launching the Decent Work Country Programme in Sierra Leone today indicates the commitment of ILO towards the strategic objectives of Decent Work. We call on all concerned to ensure that we put our best in achieving the SDG's specifically Goal 8 in this context.

Let me also appeal that in the concept of leaving no one behind, workers in the informal economy should be of utmost important in the implementation of the Decent Work country programme. The leadership of Sierra Leone Labour Congress wholeheartedly welcomes and supports the implementation of the new Decent Work Country Programme and pledges our support in ensuring that it is achieved.

Solidarity Forever, Thanks and God bless you.



Max K. Conteh
Secretary General -Sierra Leone Labour Congress

TABLE OF CONTENTS

SECTION 1. INTRODUCTION.....	9
SECTION 2. COUNTRY PROGRESS TOWARDS DECENT WORK AND SUSTAINABLE DEVELOPMENT.....	7
2.1 DEVELOPMENT CONTEXT	7
2.2 EMPLOYMENT SITUATION IN SIERRA LEONE.....	9
2.2.1 YOUTH UNEMPLOYMENT	10
2.2.2 EMPLOYMENT AND POVERTY EFFECTS OF COVID-19 IN SIERRA LEONE	10
2.3 THE INFORMAL ECONOMY IN SIERRA LEONE	11
2.4 LABOUR MIGRATION	12
2.5 SOCIAL CONTEXT.....	13
2.5.1 CHILD LABOUR.....	13
2.5.2 GENDER EQUALITY AND WOMEN’S EMPOWERMENT.....	14
2.6 SOCIAL PROTECTION IN SIERRA LEONE.....	16
2.7 SOCIAL DIALOGUE, TRIPARTISM, AND DECENT WORK AGENDA IN SIERRA LEONE.....	17
2.8 LESSONS FROM DWCP I IN SIERRA LEONE.....	17
2.9 MEETING DECENT WORK AND SUSTAINABLE DEVELOPMENT GOALS	18
SECTION 3. ALIGNMENT OF DWCP II WITH SUSTAINABLE DEVELOPMENT GOALS AND NATIONAL DEVELOPMENT PRIORITIES/Frameworks/	19
MEDIUM-TERM STRATEGIC FRAMEWORK (MTSF) OF SIERRA LEONE.....	19
3.1 ALIGNMENT TO NATIONAL, UNITED NATIONS, REGIONAL, AND GLOBAL DEVELOPMENT FRAMEWORKS.....	21
3.3 ILO’S COMPARATIVE ADVANTAGE	22
SECTION 4. SIERRA LEONE DECENT WORK COUNTRY PROGRAMME PRIORITIES AND OUTCOMES.....	24
4.1 COUNTRY PRIORITIES, COUNTRY PROGRAMME OUTCOMES, AND THEORY OF CHANGE	24
x COUNTRY PRIORITY 1: EMPLOYMENT CREATION	30
x COUNTRY PRIORITY 2: EXPANDING SOCIAL PROTECTION	37
x COUNTRY PRIORITY 3: ENHANCED SOCIAL DIALOGUE THAT FACILITATES PRODUCTIVITY AND ADVANCES DECENT WORK IN SIERRA LEONE	45
SECTION 5. MANAGEMENT, IMPLEMENTATION, PLANNING, MONITORING & EVALUATION ARRANGEMENTS.....	51
5.1 IMPLEMENTATION, MANAGEMENT, AND OVERSIGHT.....	51
5.2 MONITORING, REPORTING, AND EVALUATION/.....	52
5.3 FUNDING PLAN	53
5.4 ADVOCACY AND COMMUNICATION PLAN	55
5.5 RISK ASSESSMENT.....	55
Annexes	
Annex 1 – DWCP Result Matrix	
Annex 2 – List of Ministries, Departments and Agencies as members of the NSTC	
Annex 3 – List of Conventions ratified by ILO	
Annex 4 - MOU	
List of Figures	
Figure 1: Linkages between the MTNDP, Agenda 2030, and the AU 2063 Agenda.....	20
Figure 2: Sierra Leone’s Decent Work Country Programme II Priorities and Outputs.....	26
Figure 3: Theory of Change and DWCP II in Sierra Leone	29

Acronyms and Abbreviations

AU	African Union
COVID-19	Coronavirus 2019
CPI	Consumer Price Index
CPOs	Country Programme Outcomes
DFA	Development Finance Assessment
DWCP	Decent Work Country Programme
ECOWAS	Economic Community of West African States
EU	European Union
GDP	Gross Domestic Product
GIZ	German Agency for International Cooperation
GoSL	Government of Sierra Leone
HDI	Human Development Index
IDP	Internally Displaced Persons
INFF	Integrated National Financing Framework
ILO	International Labour Organization
ILSs	International Labour Standards
LMMIS	Labour market and migration information system
MDAs	Ministries, Departments and Agencies
MIC	Ministry of Information and Communication
MLSS	Ministry of Labour and Social Security
MSMEs	Micro, Small, Medium Enterprises
MTNDP	Medium-Term National Development Plan
NaCSA	National Commission for Social Action
NASSIT	National Social Security and Insurance Trust
NEET	Not in Employment, Education, or Training
NTSC	National Technical Steering Committee
OSH	Occupational safety and health
PWD	Persons with Disabilities
SDGs	Sustainable development Goals
SL-DWCP	Sierra Leone Decent Work Country Programme
SLEF	Sierra Leone Employers Federation
SLIHS	Sierra Leone Integrated Household Survey
SLLC	Sierra Leone Labour Congress
SMEs	Small and Medium Enterprises
ToC	Theory of Change
TVET	Technical and Vocational Education and Training
UN	United Nations
UNCT	United Nations Country Team
UNSDCF	United Nations Sustainable Development Cooperation Framework
USAID	U.S Agency for International Development

Section 1. INTRODUCTION

Sierra Leone adopted and implemented the first Decent Work Country Programme (SL-DWCP I) from 2010-2012. The SL-DWCP I addressed three priorities: Creating jobs, Social Protection and Social Dialogue. The second generation of Decent Work Country Programme (DWCP II) framework in Sierra Leone covers 2023 -2027. The formulation of DWCP II for Sierra Leone is the result of the collaboration and consultative engagements by the tripartite plus constituents, which include the Ministry of Labour and Social Security (MLSS), Sierra Leone labor Congress (SLLC), Sierra Leone Employers Federation (SLEF) with the support of the International Labour Organization (ILO). The DWCP II aims to mobilize all resources to create jobs and working conditions in which Sierra Leoneans, especially women, youth, people with disabilities (PWD), and vulnerable groups, can work in freedom, safety, and dignity. The DWCP is centered around the four pillars of the Decent Work Agenda: employment creation, social protection; rights at work; and social dialogue, with gender as a cross-cutting theme. These elements are crucial to advancing the UN's sustainable development agenda. In addition, the Decent Work Agenda supports the realization of the key objectives of Sierra Leone's development agenda.

Conceptually, decent work is generally used to refer to the availability of employment in conditions of freedom, equity, security, and human dignity. To this end, decent work is the most widespread need shared by people, families, and communities. Decent work cuts across all levels of development. The ILO's primary goal is to use tripartite procedures to promote productive work opportunities and a fair income, security in the workplace and social protection for families, and better prospects for personal development and social integration. It also involves freedom for people to express their concerns, organize and participate in the decisions that affect their lives, and equality of opportunity and treatment for all women and men. It is therefore arguable that Decent Work is an aspiration, which embodies human freedom and is at the core of sustainable development. In the same vein, a Decent Work Deficit or lack thereof is defined as the absence of sufficient employment opportunities, inadequate social protection, the denial of rights at work, and shortcomings in social dialogue. Therefore, the term Decent Work Agenda generally refers to the ILO's integrated programmatic approach to pursuing the objective of full and productive employment and decent work for all in Sierra Leone.

The availability of decent work paves the way for broader social and economic advancement, strengthening individuals and improving the quality of life in Sierra Leone. Decent work is central to people's well-being as a way out of poverty. The DWCP has been established as the main vehicle for delivering ILO's support to countries and contributions to the UN country programme. Second, DWCPs organize ILO knowledge, instruments, advocacy, and cooperation at the service of tripartite constituents in a results-based framework to advance national development objectives. Lessons learned during the implementation of DWCP I are used in the articulation and preparation of DWCP II. The DWCP II encapsulates the government's development priorities, aims to achieve middle-income status by 2023 and beyond, and reinforces SDGs in the country. The Medium -

Term National Development Plan (MTNDP) addresses the multiple challenges of Sierra Leone. It is centered on human development, focusing on youth, economic diversification, and competitiveness, improving infrastructure, and developing the private sector.

A DWCP II development workshop was held on 28 June -1 July 2022 in Freetown, where the MLSS and other social partners articulated their priorities for the next DWCP II programme cycle in Sierra Leone. The country's Decent Work Agenda, which resonates with national priorities, is organized around three key priorities. The country's priorities are Employment creation; Increase coverage and effectiveness of Social Protection and Enhanced social dialogue that facilitates productivity and advances decent work in Sierra Leone.

After further consultations with the Resident Coordinator's Office and ILO constituents, the DWCP II is developed with a provision that could be revised for alignment with the new Cooperation Framework that may emerge.

As the ILO rightly observed, “full and productive employment and decent work for all constitute a primary resource for development by generating a virtuous cycle of income in which more and better jobs lead to rising consumption, increased savings, higher private and public investment, and increased productivity.”³

In this context, the DWCP II in Sierra Leone emphasizes the need to implement a new generation of national plans that can advance decent work priorities with robust and sustainable financing strategies. Such financing strategies, anchored on Integrated National Financing Framework (INFF), must simultaneously address the challenges of the new financing landscape, manage complex risks, and deliver reforms across many aspects of public, private, domestic, and international financing, in order to mobilize the necessary investments to accomplish the objectives of decent work and other sustainable development goals in Sierra Leone.

³ILO (2015) Decent Work and Financing for Sustainable Development. Available at https://www.ilo.org/wcmsp5/groups/public/---dgreports/---dcomm/documents/genericdocument/wcms_381612.pdf

Section 2. COUNTRY PROGRESS TOWARDS DECENT WORK AND SUSTAINABLE DEVELOPMENT

2.1 Development context

Sierra Leone is a low-income country with approximately 7.8 million people 51 percent of whom are women. Despite a fragile democratic system, Sierra Leone has held regular multiparty elections since the end of the civil war in 2002. The rule of law in the country recognizes property rights and contracts. However, such laws are not adequately enforced. Following a series of recent political, economic, and social shocks, the recovery process in Sierra Leone has been focused on re-establishing state capacity and legitimacy as well as rebuilding livelihoods and assets. Expanding the democratic space and improving the institutional capacity in the country will create an enabling environment for transparency, domestic resource mobilization, and the creation of decent work opportunities in the country. Education is not equitably distributed in Sierra Leone. The national literacy rates by sex indicate that 51 percent of all people in the country. However, the disaggregated data shows that 59 percent of the literate in the country are men while women constitute 44 percent.

The recent history of Sierra Leone is characterized by a series of challenges, including a civil war (1991-2002), an Ebola epidemic in 2014, and, more recently, the COVID-19 pandemic. Following the civil war, the economy experienced consistent and positive growth. In 2019 the country had a capita GNP of \$500 with about 70 percent of the population living below the national poverty line with more females reported being poor⁴. The real Gross Domestic Product (rGDP) grew at 7.6 percent per annum between 2003 and 2014, which was 2 points higher than Sub-Saharan Africa's growth rate over the same period. The average annual per capita growth was 4.8 percent⁵.

Unfortunately, impressive growth figures after the civil war did not translate to decent and sufficient jobs in the economy. Data from Statistics Sierra Leone (2022) shows that in 2019 the economy grew by 5.3 percent, showing a strong recovery from 3.5 percent in 2018. This uptake in growth in 2019 was attributed to the growth in the industrial sector, especially the mining and quarrying activities. It is estimated that 55 percent of the employed labour force work in agriculture, with only 6 percent of the employed labor force working in the industry and 39 percent employed in services in 2019⁶.

With an abundance of natural resources and a series of social and economic shocks, Sierra Leone remains one of the poorest countries in the world. With the Human Development Index (HDI) value for 2019 of 0.452, the country remains in the low human development category - positioning it at 182 out of 189 countries and territories. The 2018 Sierra Leone Integrated Household Survey (SLIHS) estimates the incidence of poverty at the national poverty line of Le 3,921,000 per adult equivalent annually to be 56.8 percent⁷.

⁴ EU (2022) Action Plan III- 2021-2025: Country Level Implementation Plan – CLIP Sierra Leone Available at <https://europa.eu/capacity4dev/country-level-implementation-plans-clips---gender/dashboard?page=13> Gender

⁵ Gonzalez, A.S., and Gutierrez, V.M., (2017) Jobs Diagnostics Sierra Leone. Washington DC: World Bank

⁶ World Bank (2021b) Productive Social Safety Net and Youth Employment: Sierra Leone (P176789). Washington DC: The World Bank

⁷ UNDP (2020) Human Development Report 2020: The next frontier Human development and the Anthropocene. New York: UNDP. Available at <https://hdr.undp.org/system/files/documents/hdr2020pdf.pdf>

Poverty remains widespread, with more than 60 percent of the population living on less than US\$ 1.25 a day, and unemployment and illiteracy levels remain high, particularly among women, youth, Persons with disabilities (PWD), and other vulnerable groups. There is a 52 percent rate of poverty with more than 10 percent living in abject poverty, while 75 percent of the poor live in rural areas. Men earn 3 times more than women in wage employment, 2.5 percent times more than self-employed, and 2 times more in Agriculture⁸.

Women face many challenges in key sectors such as agriculture, fisheries, manufacturing, and tourism. For instance, in the tourism sector, women-owned firms are on average smaller, less profitable, and face more obstacles to their growth than male-owned tourism firms. In the fishing sector, women make up over 85 percent of the processing workforce but only 4.6 percent of the fishing workforce⁹.

As the dominant economic sector, agriculture contributes almost two-fifths to the GDP in both 2021 (57.4 percent) and 2022 (57.5 percent). The manufacturing sector constitutes a small component of the economy as the sector contributed 2 percent to the GDP in 2012, 4.5 percent in 2016, and 4.9 percent in 2017 before dropping to 3.3 percent of GDP in 2018¹⁰. The economy lacks diversification as the mining sector remains the country's major foreign exchange earner, which makes the economy vulnerable to external shocks (e.g., fluctuations in commodity prices and global demands). To achieve its decent work objectives on agricultural development, the Sierra Leonean economy needs to be diversified through value chain innovations in agriculture and mining and sufficient investment in the development of other sectors.

The National Consumer Price Index (CPI) shows that the national year-on-year inflation for June 2022 stood at 27.95 percent, indicating an upwards trend compared to 24.87 percent in May 2022. As shown in Figure 3, double-digit inflation in Sierra Leone is among the highest in West Africa. The upward trend in prices of goods and services in the economy implies a depreciation of the country's purchasing power of household incomes. The decline in the purchasing power of the Leone currency is further compounded by the fact that Sierra Leone relies heavily on imports to meet the demands of the local market. Consequently, the depreciation of the Leone currency against major foreign currencies adversely contributes to rising food prices and local prices. In addition, high transport costs, inadequate Energy/power supply, poor infrastructure, inadequately developed human capital and underdeveloped logistics services pose a major challenge for the country to develop competitive value-added exports.

In response to the decline in the purchasing power of the local currency (Leone) and the fluctuating exchange rate to the USD and other global currencies, the Bank of Sierra Leone (i.e., the Central Bank) re-denominated the Leone with effect on July 1, 2022, by knocking three zeros off bank notes but keeping their values unchanged. The new denomination of the Leone is expected to bring many benefits to the local economy, such as reducing the high cost of carrying huge quantities of

⁸ EU (2022) Action Plan III- 2021-2025: Country Level Implementation Plan – CLIP

⁹ Invest Salone (2021) A Fairer Labour Market for Women in Sierra Leone. Available at <https://investsalone.com/news/a-fairer-labour-market-for-women-in-sierra-leone/>

¹⁰ GoSL, (2019) Report of the Implementation of the Least Developed Countries (LDC) Programme of Action 2011 -2020.

2.2 Employment Situation in Sierra Leone

The lack of decent and productive employment is a major socio-economic challenge in the Sierra Leonean economy. Traditionally, agriculture is the principal source of income, employment, and foreign exchange in Sierra Leone. As an extremely poor country, nearly half of the working-age population is engaged in subsistence agriculture. There is inequality and exclusion in labour market as women are more likely to be unemployed and excluded from economic and wage sectors. Men in Sierra Leone tend to earn 30 percent more than women. In the same vein, men are much more likely to be professionals or technicians and have managerial positions in key industries with salaries. Furthermore, over 85 percent of firms in the country have male top management, and a similar percentage of firms have majority male ownership. The traditional dominance of men gives them the advantage of job security and a regular wage. In comparison, women take up only 27 percent of the formal jobs in Sierra Leone¹¹.

The livelihood of most women in the country is based on petty trading, farming, and the service sector. Women account for 37 percent of those employed in the service sector, 4 percent in skilled labour, and 3 percent in the professional technical labour force¹². About 70 percent of women in the country are employed in agriculture, and women provide 75 percent of the labour along the food value chain, from production, processing to distribution or marketing¹³. About 95 percent of women in the country are self-employed under vulnerable conditions as against 85 percent of men¹⁴. The gender division of labour in agriculture couple with their reproductive role increases women's energy inputs in non-remunerated work in the economy. The implication is that 56.4 per cent of women (ages 15-64) are in the working population of Sierra Leone compared to 54.8 per cent of men¹⁵.

Based on the n ILO standard, the unemployment rate in Sierra Leone for 2020 was 4 percent, a 1.6 percent increase from 2018. It is important to note that this measuring standard neglects underemployment, a major challenge facing the country. Sierra Leone's unemployment rate for 2019 was 4.36 percent, a 0.06 percent decline from 2018. In 2020, the total employment-topopulation ratio for people 15 years or older in Sierra Leone was estimated at 58 percent. One element of the decent work deficit is the decrease in the labour force participation rate in the country, which decreased from 64 percent in 2000 to 58 percent in 2020¹⁶.

In addition to unemployment, underemployment is a major challenge to decent work in Sierra Leone. Despite low unemployment figures, the underemployment rate is about 30.9 percent. It is estimated that the underemployment rate is higher among men (35.0 percent) than among women (28.1 percent) and higher in Freetown (47.0 percent) compared with rural areas (32.0 percent)¹⁷.

The underemployment trend is more prevalent among self-employment workers in the informal economy. Generally, underemployment in Sierra Leone indicates the labour market's low capacity.

¹¹ Invest Salone (2021) A Fairer Labour Market for Women in Sierra Leone. Available at <https://investsalone.com/news/a-fairer-labour-market-for-women-in-sierra-leone/>

¹² EU (2022) Action Plan III- 2021-2025: Country Level Implementation Plan – CLIP

¹³ Ibid.

¹⁴ Ibid.

¹⁵ Taqi, el at (2018) Sierra Leone 2015 Population and Household Census.

¹⁶ World Bank (2022) Labour Force Participation Rate – Sierra Leone. Available at <https://data.worldbank.org/indicator/SL.TLF.CACT.ZS>

¹⁷ Alvaro S. Gonzalez and Veronica Michel Guti erre. 2017. "Sierra Leone Jobs Diagnostic" World Bank, Washington, DC Ibid.

¹⁵ Taqi, el at (2018) Sierra Leone 2015 Population and Household Census.

¹⁶ World Bank (2022) Labour Force Participation Rate – Sierra Leone. Available at <https://data.worldbank.org/indicator/SL.TLF.CACT.ZS>

¹⁷ Alvaro S. Gonzalez and Veronica Michel Guti erre. 2017. "Sierra Leone Jobs Diagnostic" World Bank, Washington, DC

to provide more full-time jobs to those who desire them, especially highly skilled people. It is noteworthy that gender inequalities are pervasive in Sierra Leone, and are reflected in women's inequitable access to education, employment, politics and decision-making as well as in the feminization of their poverty.

2.2.1 Youth Unemployment

Like many countries in West Africa, Sierra Leone is a youthful nation. Approximately three-quarters of the population in Sierra Leone is below the age of 35, while 42 percent of its population is below the age of 14 years¹⁸. The country's demographic dividend needs to be harnessed for sustainable and inclusive development. Given the country's 2 percent population growth rate, the economy will need to create approximately 100,000 new jobs per year to maintain decent employment rates¹⁹. Youth unemployment has been a major cause of civil unrest in the country.

Youth unemployment and underemployment rates are higher than the total workforce. In 2020 youth (ages 14-24) unemployment stood at 10.8 percent²⁰. However, illiteracy has remained a major challenge for youths in the country to gain decent work opportunities. About 41 percent of those aged 15-19 in rural areas and 14 percent in urban areas are reported as illiterate²¹. The implication is that the youth in Sierra Leone lacks the necessary skills and educational experiences in the job market. This makes it even more difficult to obtain the limited formal jobs available. Sierra Leone has a high prevalence of youth not in Employment, Education, or Training (NEET), with urban female youth facing the highest NEET rates. According to the World Bank, 18 percent of Sierra Leonean youth are NEET. The phenomenon of NEET is generally high among urban youth, particularly among female urban youth and youth in Freetown, where the NEET rate increased to 27 percent in 2021²². The precarious situation of female youth in the country makes it difficult for them to join the labour force.

2.2.2 Employment and Poverty Effects of COVID-19 in Sierra Leone

The outbreak of the COVID-19 pandemic destroyed many jobs in Sierra Leone. The pandemic directly impacted livelihoods, employment, income, and SMEs in the country - the very micro units that drive the economy of the country. While the GoSL allowed workers to work from home as a good public measure, the economic consequences were significant in terms of job loss as most workers in the economy, particularly those in the informal sector, leave their homes nearly every day to do their jobs. The COVID-19 pandemic caused the decline of the GDP in Sierra Leone. The GDP growth estimated at 5.1 percent in 2019 dropped to 4.7 percent in 2020²³. For instance, the COVID-19 pandemic caused a massive 77.3 percent drop in tourist arrivals in Sierra Leone in 2020. It is important to note that the tourism and trade sectors contributed 8.4 percent to GDP in 2018 and 9.1 percent in 2019. The National Tourism Board of Sierra Leone estimates that revenues from the tourism sector declined by 63.9 percent from US\$42.4 million in 2019 to US\$15.3 million in 2020²⁴. The drop-in revenue from the tourism industry caused a massive loss of jobs, as 72 percent of businesses were partially closed due to the pandemic.

¹⁸ Danish Trade Union Development (2021) A step forward towards SDG 8 in Sierra Leone. December 3, 2021. Available at <https://www.ituc-csi.org/A-step-forward-towards-SDG-8-in-Sierra-Leone>

¹⁹ World Bank (2021) Productive Social Safety Net and Youth Employment: The Republic of Sierra Leone. Available at <https://ewdata.rightsindevelopment.org/files/documents/89/WB-P176789.pdf>

²⁰ World Bank (2022) World Development Indicators: Decent work and productive employment Available at <http://wdi.worldbank.org/table/2.4#>

²¹ Forson, A.M.M and Yalancy, A. (2017) Sierra Leone 2015 Population and Housing Census: Thematic Report on Children, Adolescents and Youth. Freetown: Statistics Sierra Leone

²² World Bank (2021) Productive Social Safety Net and Youth Employment: The Republic of Sierra Leone. Available at <https://ewdata.rightsindevelopment.org/files/documents/89/WB-P176789.pdf>

²³ ILO (2021) World Social Protection Report 2020–22: Social protection at the crossroads – in pursuit of a better future. Geneva: International Labour Organization

Households reported COVID-19-induced job losses with self-employment, especially those working in the service sector and other contact-intensive activities. As expected, many households in the country experienced a 51-100 percent decline in daily and weekly incomes, particularly from self-employment and jobs in the private sector²⁵. Those affected the most were incomes from selfemployment (mainly small trading activities), followed by formal jobs in the private sector (the largest sectors are construction and transport). Consequently, a significant number of workers in the Labour market lost their income and sources of livelihood.

A notable response to the COVID-19 crisis in Sierra Leone was the Emergency Cash Transfer program targeting self-employed persons in urban areas. The National Commission administered this program for Social Action (NaCSA). The program targeted informal sector workers (mainly traders) in Freetown and four other major cities, distributing one-time payments of USD 135 to 29,000 beneficiaries in July and August 2020²⁶. These payments were made as restrictions on movement were lifted, intending to allow traders and other self-employed persons to re-invest in their businesses. Sustaining economic recovery from COVID-19 will involve decent work reforms and other structural changes in the economy.

2.3 The Informal Economy in Sierra Leone

Sierra Leone's economy is dominated by the informal sector. The informality in the labour market is related to low levels of education and skills, as more than half of the working-age population in the country (56.7 percent) cannot read or write. A similar proportion has never attended school; among these people, almost all are illiterate. In the West African sub-region, the share of informal employment and its components in total employment in 2018 was 92.4 percent²⁷. The informal sector accounts for some 60 percent of Sierra Leone's GDP, and 89.9 percent of jobs in the economy are informal, predominantly in subsistence or other forms of small-scale agriculture²⁸.

About 86 percent of Sierra Leone's workforce is in the informal economy, mostly petty trading and agriculture²⁹. Consequently, informal employment affects nearly nine in ten (89.4 percent) young workers in the country. These rates are higher among young women and youth in urban areas³⁰. Over 80 percent of economically active women in the country work in the informal sector where they are vulnerable to exploitation and income is less secured. Without social protection, Sierra Leonean women are vulnerable to poverty. These workers face severe decent work deficits, including inadequate safety and health at work, lack of social protection, lack of stability and security at work, low pay, and excessive working hours. where they are vulnerable to exploitation and income is less secured. Without social protection, Sierra Leonean women are vulnerable to poverty. These workers face severe decent work deficits, including inadequate safety and health at work, lack of social protection, lack of stability and security at work, low pay, and excessive working hours.

²⁴ Ministry of Finance Government of Sierra Leone (2021) The Impact of COVID-19 on the Tourism Sector in Sierra Leone. Available at <https://mof.gov.sl/wp-content/uploads/2021/09/The-Impact-of-COVID-19-on-the-Tourism-Sector-in-Sierra-Leone.pdf>

²⁵ Ibid.

²⁶ World Bank (2021) Productive Social Safety Net and Youth Employment: The Republic of Sierra Leone. Available at <https://ewdata.rightsindevelopment.org/files/documents/89/WB-P176789.pdf>

²⁷ Annamarie Vicky Kiaga and Leung (2020) The Transition from the Informal to the Formal Economy in Africa. Global Employment Policy Review Background Paper N°4 December 2020. Available at https://www.ilo.org/wcmsp5/groups/public/---ed_emp/documents/publication/wcms_792078.pdf

²⁸ Ibid.

²⁹ UNCDF (2021) Sierra Leone – Boosting Entrepreneurship Skills with Financial and Digital Literacy.

³⁰ ILO (2017) SWTS Country Brief. Available at https://www.ilo.org/wcmsp5/groups/public/---ed_emp/documents/publication/wcms_542024.pdf

2.4 Labour Migration

Migrants are a critical aspect of the labour market in Sierra Leone. Labour migration in SL is characterized by intra and inter-regional movements of skilled and low-skilled workers. In Sierra Leone, an estimated 1.4 million people (25 percent of the total population) live and work outside their district of birth³¹. As observed in the National Migration Policy for Sierra Leone, internal migration is more dominant in the country. The phenomenon is characterized by rural-urban migration resulting from perceived differences in job opportunities. The rate of internal migration has risen from 21.6 percent in 2004 to 24.8 percent in 2015, with the Western area accounting for 54.5 percent of lifetime in-migration³². According to the 2015 census, 51.7 percent of all recorded out-migration comes from the Northern region. Most migrants in Sierra Leone are between the ages of 20 and 44 with equal representation of men and women³³. However, more men than women between the ages of 25 and 60 are engaged in migration in the country³⁴. In 2019 there were an estimated 54,300 international migrants in Sierra Leone, representing 0.7 percent of the total population, and 97 percent of them were from other ECOWAS countries such as Guinea, Liberia, Gambia, Nigeria, and Ghana³⁵. In another dimension, many Sierra Leonean women have fallen victim of human trafficking under the guise of traveling outside Africa for better job opportunities. According to a report on Human Trafficking, Forced Labour Between Sierra Leone and Oman, over 400 women from Sierra Leone working as domestic workers in Oman are victims of human trafficking³⁶. These women are victims of widespread abusive practices including forced labour and wage theft. The report notes that trafficked Sierra Leonean women who work as domestic workers in Oman are sexually abused, and they do not have access to protective measures and grievance mechanisms.

Often, most migrant workers are employed in the informal economy, working as day laborers in the construction sector, taxi drivers, fishermen, street vendors, house workers, etc. Most Informal workers do not have Employment Contracts, collective bargaining agreements, or basic forms of social protection. Similarly, many Sierra Leoneans have moved out of the country in search of economic opportunities. The World Bank 2016 estimated the number of Sierra Leoneans in the diaspora to be 336,000, which is 5.5 percent of the population³⁷. Prime destination countries of Sierra Leone emigrants are other African countries (Guinea, Liberia, Senegal, Nigeria), and the United Kingdom.

In January 2022, the GoSL launched the country's National Migration Policy. Among the objectives of the policy are to properly regulate migration for the benefit of the labour market, and to prevent and combat security related risks like organized cross border crimes. It is expected that improved and gender responsive migration policy in Sierra Leone will help to advance decent work agenda in the country, especially labour migration management, rights at work coupled with security of social protection for migrant workers.

³¹ Migrants & Refugees (2022) Migration Profile: SIERRA LEONE. Available at <https://migrants-refugees.va/it/wp-content/uploads/sites/3/2022/03/2022-CP-Sierra-Leone.pdf>

³² Government of Sierra Leone (2022) National Migration Policy for Sierra Leone. January 2022. Available at <https://slid.gov.sl/wp-content/uploads/2022/02/20220114-Final-Draft-National-Migration-Policy-4.pdf>

³³ Integral Human Development (2022) Country Profile – Sierra Leone. Available at <https://migrants-refugees.va/country-profile/sierra-leone/>

³⁴ Government of Sierra Leone (2022) National Migration Policy for Sierra Leone. January 2022. Available at <https://slid.gov.sl/wp-content/uploads/2022/02/20220114-Final-Draft-National-Migration-Policy-4.pdf>

³⁵ *ibid.*

³⁶ Do Bold (2022) Mapping Journey. Available at https://www.dobold.org/mapping-her-journey/?utm_source=mailchimp&utm_campaign=0300e22ae1f0&utm_medium=page

³⁷ Op cit

2.5 Social Context

Sierra Leone remains one of the poorest countries in the world. The 2018 Integrated household survey in Sierra Leone estimates that the overall poverty rate in Sierra Leone is 57 percent, with 10.8 percent of the population living in extreme poverty³⁸. Rural dwellers in the country account for 56.4 percent of the population, but 73.3 percent of the poor and 87.2 percent of the extremely poor. Unfortunately, Sierra Leone's economic growth over the last two decades has not translated into marked poverty reduction, as poverty further increased due to recent economic shocks and the effects of the COVID-19 pandemic. In 2017, the incidence of multidimensional poverty (the proportion of people identified as multidimensionally poor) was 64.8 percent. This means that almost two-thirds of the population in Sierra Leone is identified as multi dimensionally poor³⁹. When disaggregated, female-headed households have a higher level of multidimensional poverty (65.9 percent) than male-headed households (64.2 percent) in Sierra Leone⁴⁰. A better understanding of the social context (i.e., cross-sectoral challenges) under which poverty exists in Sierra Leone underscores the imperative for decent work creation to decelerate poverty in the country.

2.5.1 Child Labour The Government of Sierra Leone has demonstrated its commitment to the welfare of children by signing International labour Convention against child labour and passing the 2014 Child Welfare Policy; children in the country are still subjected to the worst forms of child labor. It is also worth noting that in 2020, Sierra Leone made some efforts to eliminate the worst forms of child labor. The government launched a new National Action Plan Against Trafficking in Persons, Especially Women, and Children, and carried out an awareness-raising campaign to promote education access for girls. In addition, the percentage of children engaged in child labour reduced from 44.4 percent in 2013 to 29.3 percent in 2017⁴¹. Despite such commendable efforts, many children in the country are still engaged in labourintensive and dangerous tasks such as mining, quarrying stone and production of cassava, coffee, cocoa, palm oil, peanuts, and rice, fishing, including deep-sea fishing, mending nets, and working on boats in the open sea. The primary cause of child labour is a high incident of household poverty. Based on single deprivations as indicators of poverty, girls are significantly deprived of nutrition indicators, while boys are more deprived of education in Sierra Leone. As noted by UNICEF, gender disparities in child poverty in the country is low with a difference of 3 percentage points between boys and girls for child poverty headcount. Generally, 65.4 percent of children living in female-headed households are multi-dimensionally poor, when compared with 66.3 percent for those in male-headed households⁴².

Child labour and early child marriage present major decent work deficits in Sierra Leone. Child labour, adolescent pregnancy, and child marriage are inextricably linked. Almost a third of the girls (28.6 percent) in the country reported that they dropped out of school due to early marriage⁴³. The country has the 19th highest child marriage prevalence globally, with 12.5 percent of women aged 20–24 years marrying before the age of 15 years, and 38.9 percent of women in the same age bracket marrying before the age of 18 years⁴⁴. Approximately 330,000 girls are affected given that 24 percent of Sierra Leone's 7 million population are adolescents, of which about half are girls.

Regarding early pregnancy among adolescents aged 15–19 years, 28 percent of girls in Sierra Leone began childbearing and 24 percent of those married had their first birth during the first year of marriage. A larger proportion of teenage pregnancies occur in rural areas – 34 percent compared with 19 percent in urban areas. There are indications that male and female children are likely to experience trafficking at relatively the same rate. For instance, male children constitute 51 percent of victims in Kailahun, 52 percent in Kenema, and 48 percent in Kono provinces. On the other hand, female children constitute 49 percent of victims of in Kailahun, 48 percent in Kenema and 52 percent in Kono respectively⁴⁵. However, there were slightly more male children who experienced trafficking than female children, with an overall odds ratio of 1.14 across the three regions⁴⁶. Overall, Sierra Leone does not have an adequate national policy and social programmes to address all relevant worst forms of child labour.

2.5.2 Gender Equality and Women's Empowerment

In Sierra Leonean, women represent 51 percent of the population but face extreme gender inequality. The 2019 UN Gender Inequality Index ranked the country 155 out of 162 countries⁴⁷. Women in the country outnumber men at both regional and urban -rural levels. The 2015 census found that 51 percent of the population was literate, but there was a higher proportion of literate men (59 percent) than women (44 percent)⁴⁸. The 2015 Census report shows that 55 percent of men and 55.7 percent of women in the country fall between the ages of 15-64 years respectively.

The report also shows that there is a relatively higher proportion of the female population (3.5 percent) than the males (3.4 percent) in the elderly age group (65 years and above)⁴⁹. Generally, 69.8 percent of women in the country have no education and the rate increases to 85.5 in rural areas⁵⁰. Similarly, only 6.3 percent of Sierra Leonean women are paid employees against 15.2 percent of men. While 16 percent of men have access to the Internet, only 10 percent of women in the country have such access⁵¹.

According to the 2015 Census report, female-headed households in Sierra Leone are more exposed to poverty than those headed by their male counterparts. Besides, there are fewer female heads of households in paid employment or self-employed than male heads. This implies that such households earn less income and are prone to poverty than households headed by men. Out of the male household head population of 909,535, 63.3 percent are self-employed without employees, and 15.2 percent are paid, employees⁵². On the other hand, 61.5 percent of the female household heads population of 355,933 are self-employed without employees, and 6.3 percent are paid, employees. In terms of sectoral employment, fewer women in Sierra Leone are engaged in formal employment in different sectors of the economy⁵³. Most women in the country are self-employed in the informal sector, characterized by poverty, low income, and low or near absence of social protection benefits, especially for older women.

Women in Sierra Leone are victims of political, social, and economic marginalization. Negative gender and social norms coupled with conservative religious practices have drastically restricted the participation of women in governance and socio-economic development. Women also are disproportionately affected by poverty and lack of decision-making power in the country. Women account for 50.8 percent of the total population in Sierra Leone, with less than 20 percent of elected positions. Their participation and representation in elective and appointed offices in the country remain very low compared to men⁵⁴. Despite the lack of sex-disaggregated data, women and girls in Sierra Leone face various social, political, and economic challenges, which constitute a significant source of inequality, which correlates with unequal human development. Women in Sierra Leone face multiple forms of gender-based violence, such as domestic violence, sexual assault, rape of adults and minors, marital rape, and school-related sexual abuse. Other harmful practices against women in the country include female genital mutilation (FGM).

Above all, women face high inequality and exclusion from decision-making, given that they are underrepresented in decision-making and political institutions in the country. Sierra Leone has policies and institutional frameworks to address gender inequality and decent work deficiencies. Among these are the formulation of the Gender Equality and Women's Empowerment (GEWE) Policy, signing into law the Gender Equality and Women's Empowerment Act, and the ratification of international instruments and conventions such as the Convention on the Elimination of all forms of Discrimination Against Women (CEDAW (1979), the African Union Gender Action Plan, and the Maputo Protocol (2014)⁵⁵. In addition, the GoSL has adopted key National Policy Frameworks to promote gender mainstreaming. Among these is the National Policy on Gender Mainstreaming (2000) and the National Policy on the Advancement of Women (2000). Others are the Domestic Violence Act (2007), the Devolution of Estate Act (2007), the Sexual Offences Act (2012), and the National Action Plan on Gender-Based Violence (2012).

⁴² UNICEF (2019) Multidimensional Child Poverty in Sierra Leone. Available at

⁴³ GoSL (2018) National Strategy for the Reduction of Adolescent Pregnancy and Child Marriage (2018- 2022) Available at <https://sierraleone.unfpa.org/en/publications/national-strategy-reduction-adolescent-pregnancy-and-child-marriage-2018-2022>

⁴⁴ Ibid.

⁴⁵ Okech, D. et al (2022) Child Trafficking and the Worst Forms of Child Labor in Sierra Leone: A Mixed Methods Study. Available at https://cenhtro.uga.edu/_resources/documents/Sierra_Leone_Baseline_Report_2022.pdf

⁴⁶ Ibid.

⁴⁷ GoSL and EU, 2021

⁴⁸ Taqi, F., Vinnie-Wilson, M., and Vandi, A., (2017) Sierra Leone 2015 Population and Housing Census Thematic Report on Gender. Freetown: Statistics Sierra Leone.

These frameworks will advance gender-responsive attitudes, beliefs, and norms in the country. The frameworks will also serve as reference points for addressing gender inequalities in development initiatives in Sierra Leone. Above all, these frameworks underscore the need for a gender-responsive workforce and decision-making structure in the public and private sectors. These efforts will entrench gender management structures and ensure that gender perspectives are mainstreamed in the country's national development plans, sectoral policies, and strategies.

2.6 Social Protection in Sierra Leone

The devastating impacts of Covid-19 on livelihoods were a reminder of the critical importance of social protection for all. Sierra Leoneans live under severe deficits in basic infrastructure and social services in a low-income country with a high poverty rate. More than half (57 percent) of inhabitants live below the poverty line, nearly 1 million (10.8 percent) of whom are extremely poor. The majority of the victims are women in rural and urban areas who are also heads of households. The social security provisions in Sierra Leone are far below the basic social-security principles and minimum standards provided for in the ILO's Social Security (Minimum Standards) Convention, 1952 (No. 102). Under this Convention, nine branches of social security system are identified, namely: medical care, sickness benefit, unemployment benefit, old-age benefit, employment injury benefits, family benefits, maternity benefits, invalidity benefits, and survivors' benefits. Food insecurity plagues almost half (49.8 percent) of households across the country⁵⁶. The country's social protection coverage gap is primarily due to underinvestment in the sector. Sierra Leone allocates 0.7 percent of GDP to social protection expenditures (excluding health care). This makes it one of the countries with the lowest investment in social protection⁵⁷. This explains why the sector relies heavily on external funding from bi-lateral and multilateral development agencies. However, there are few non-contributory social assistance programmes in the country. This includes the unconditional cash transfer programme launched in 2014 and implemented by the National Commission for Social Action (NaCSA) with funding from the World Bank⁵⁸. Further, another cash transfer programme is implemented by the National Social Safety Net Scheme of the Ministry of Labour and Social Security; the scheme targets older persons who are over sixty years, and with no means of support.

Recently, workers in the informal sector in Sierra Leone gained limited access to social protection coverage. As commendable as the inclusion of actors in the informal sector in the NASSIT may be, it is worth noting that getting owners of MSMEs in the informal sector to register in the scheme voluntarily will be an uphill task. This challenge is partly due to a lack of awareness and inefficient coordination. Given the unique nature of the informal sector, the structure of social protection architecture for workers in the formal sector may not apply to workers in the informal sector. To this end, the GoSLand NASSIT may have to design a special social protection scheme for workers in the informal economy in Sierra Leone. Such a scheme will have a unique design of benefits package, cost, architecture, institutional and administrative set-up, and Monitoring and Evaluation mechanisms.

2.7 Social Dialogue, Tripartism, and Decent Work Agenda in Sierra Leone

In a post-Ebola and post-COVID-19 world, creating decent and productive work in Sierra Leone requires effective social dialogue and tripartism initiatives among the Government of Sierra Leone, employers' and workers' organizations. This tripartite framework, which is one of the fundamental principles of the ILO address key issues such as equal pay for equal work, balancing of care responsibilities and work, addressing violence and harassment at work, eliminating discrimination, ensuring equality of opportunity and treatment, and promoting inclusive labour protection for people migrant workers. There is a clear inequality in the public service sector in Sierra Leone where approximately 25 percent of public servants are women. As noted earlier, over 85 percent of firms in the country have male top management, and a similar percentage of firms have majority male ownership in the private sector. The implication is that women in the country have limited opportunities to be in decision-making positions or part of the social dialogue process.

Given that tripartism is the primary avenue for social dialogue, the Ministry of Labour and Social Security (MLSS) and selected institutions⁵⁹— including the Ministry of Trade and Industry, the Sierra Leone Labour Congress, and the Sierra Leone Employers Federation (SLEF) have played critical roles in structuring a decent work schedule for the plan in the country. The ILO and these constituents have worked together to address decent work deficits and provide an enabling environment for sustainable employment opportunities in the country.

Social dialogue and workplace cooperation are essential for promoting a decent work agenda. It is noteworthy that through consultation with social partners, in 2021 and 2022, the GoSL has ratified 11 ILO instruments –10 ILO Conventions and 1 Protocol (See Appendix 2). Nonetheless, social dialogue needs further improvement in Sierra Leone as all the tripartite partners in the country lack adequate capacity to engage in effective negotiations with very productive outcomes.

2.8 Lessons from DWCP I in Sierra Leone

Sierra Leone implemented her first generation of DWCP from 2010-2012. Numerous policy lessons can be drawn from this intervention. While the priorities of SL-DWCP I remain valid and in line with the national development agenda, there were identifiable gaps in the implementation process. Sierra Leone's DWCP I underscore the centrality of MSMEs in job creation. The following lessons can be drawn from Sierra Leone's DWCP I.

- The MSMEs programme of DWCP should be gender-balanced in its priorities for job creation in the economy. As observed in the diagnostic study, Sierra Leone did not have enough capacity to address the challenges facing small and medium businesses in the country under DWCP I. In this context, there was a major gap in the engagement of women enterprises in the country. A hindrance to gender-balanced growth of small and medium businesses in the country constitutes decent work deficits.
- Capacity enhancement of partners, especially women (through training programmes, resource mobilization, additional personnel, and logistic provision) is a key for the successful implementation of the DWCP.
- The success of DWCP in Sierra Leone depends on strong, sustainable, and gender-sensitive social protection measures that leverage national and international resources.
- Creation of decent and productive employment is a cross-sectoral activity. Therefore, it is critical to include all Ministries, Departments, and Agencies (MDAs) in the process, including the ministries of Finance, Social Welfare, Gender and Children's Affairs, and Youth Affairs. The engagement of these MDAs would enhance the chances of achieving the desired outcomes of the DWCP.
- Ensuring greater commitment of Government by involving the Cabinet and the Office of the President in the formulation and approval processes of DWCP will contribute to a better implementation of the framework.
- Overreliance on foreign aid, and on ILO for funding is not a realistic and sustainable option. There was an apparent lack of an integrated national financing strategy. This contributed to the inability of the GoSL to mobilize and make effective use of a wide variety of both financing sources and financing instruments and strategies to achieve decent work objectives. It is necessary to promote resource mobilization by the DWCP stakeholders. This requires the development of their skills in this subject.

2.9 Meeting Decent Work and Sustainable Development Goals

Despite recent social and economic shocks, Sierra Leone has made little progress in meeting decent work and sustainable development goals. Fortunately, Decent Work objectives are in alignment with SDGs. Decent work (SDG8) aims to “promote sustained, inclusive and sustainable economic growth, full and productive employment and decent work for all.” As noted by the country's MTNDP, various policy frameworks have integrated the decent work agenda, SDGs, and National development plans. However, many policy frameworks are yet to produce the expected results in the lives of Sierra Leoneans. Within the context of national development needs, Sierra Leone focus is on SDG4 (education) and SDG16 (justice)⁶⁰. These goals call for social justice, addressing poverty, inequality, inclusion, and a commitment to human capital development. The GoSL has made efforts to implement SDG programming in the local communities through revitalizing district development coordination structures and scaling up the “People's Planning Process”

Figure 1: Linkages between the MTNDP, Agenda 2030, and the AU 2063 Agenda



3.1 Alignment to National, United Nations, Regional, and Global Development Frameworks

The priorities of the Sierra Leone DWCP II align with the objectives of the Medium-Term National Development Plan (MTNDP) 2019-2023⁶², the United Nations Sustainable Development Cooperation Framework (UNSDCF) for the 2020-2023 period, the Africa Union Agenda 2063, the Abidjan Declaration, 2019, and the priorities for the 2030 agenda for sustainable development.

Sierra Leone and its partners identified four strategic and mutually reinforcing priority areas for the UNSDCF cycle 2020-2023:

- Sustainable agriculture, Food, and Nutrition Security
- Transformational governance
- Access to basic services
- Protection and Empowerment of the most vulnerable

Each of these priority areas articulates the key development challenges and the transformative agenda that the UNCT will support to meet the targets established in the MTNDP. In line with the strategic priorities outlined in the UNSDCF (2020–2023) for Sierra Leone, the tripartite partners, and their constituents, in consultation with the ILO, identified three strategic areas to focus on during the second DWCP (2022–2023) period. The priority areas are a) Employment Creation; b) Expanding Social Protection; and c) Enhanced Social Dialogue that facilitates productivity and advances Decent Work in Sierra Leone. As noted earlier, these DWCP II priorities are aligned with Sierra Leone’s Medium-Term National Development Plan (MTNDP) (2019-2023), and the United Nations Cooperation Framework (UNSDCF) for 2020-2023 in the country.

The country’s MTNDP (2019-2023) entitled ‘Education for Development’ articulated national development priorities. According to the National Development Report, human capital development in all dimensions is at the center of the Government’s vision in the MTNDP and forms the basis of the Government’s goal of providing free quality school education for all in the context of promotion of inclusive growth and through improved livelihoods and decent work. In this context, the Government has anchored its development strategy on four key goals, namely: a diversified, resilient, green economy; a nation with educated, empowered, and healthy citizens capable of realizing their fullest potential; a society that is peaceful, cohesive, secure, and just; and a competitive economy with a well-developed infrastructure.

During the period 2020-2023, the UNSDCF, which is the business plan of the UN Country Team in Sierra Leone, has continued to be implemented. In conjunction with the goals of the MTNDP, Sierra Leone’s DWCP II reinforces the United Nations Sustainable Development Cooperation Framework (UNSDCF) for the 2020-2023 period. The priority areas for the UNSDCF 2020-2023 cycle are: Sustainable Agriculture, Food and Nutrition Security; Transformational Governance; Access to Basic Services; and Protection and Empowerment of the Most Vulnerable⁶³. These priority areas of UNSDCF in Sierra Leone are underpinned by a theory of change, which articulates the key development challenges and the transformative agenda that the UN Country Team will support in order to meet the targets established in the MTNDP. The UNSDCF prioritizes projects and programmes aimed at supporting the Government’s agenda on job creation and women’s empowerment in Sierra Leone. To this end, UN programmes and development interventions will be extended to areas such as sustainable agriculture, food security, the promotion of decent jobs, rural renewable energy, conflict prevention, and social protection. In addition, there is a focus on other cross-cutting areas in development intervention such as the protection and empowerment of women, youth, and people with disabilities.

In partnership with the government, the UNSDCF supports the realization of SDGs in Sierra Leone. For instance, under Goal 8 (Decent work and Economic Growth), the Government has established a comprehensive Decent Work Country Programme and developed the Labour Market Information System and the National HIV/AIDS Workplace Policy⁶⁴. In addition, the International Conventions on the Elimination of the Worst Forms of Child Labour were ratified and domesticated in June 2011⁶⁵. The Government also has in place a Small and Medium Enterprise Policy that provides the framework for the development of small and medium enterprises. These cooperation frameworks advocate for policy coherence by developing and implementing job-rich macroeconomic and sectoral development policies to promote broad-based inclusive growth and poverty eradication. These frameworks also require creating the necessary policy space to mainstream decent job creation in all sectoral strategies and develop effective institutional coordination and implementation mechanisms.

3.3 ILO's Comparative Advantage

The ILO has a key mandate and comparative advantage in driving the decent work agenda in Sierra Leone. The ILO is recognized as the custodian agency for Decent Work and Inclusive Growth within the UN system. The Agency brings its expertise and unique tripartite strategies to partner with participating UN agencies to deliver on key aspects of productive employment creation. In the framework of the UN system, the ILO has a unique tripartite structure, normative and supervisory functions, technical expertise, and convening capacity on labour and decent work matters such as social protection. It is a comparative advantage that the ILO possesses to support Sierra Leone's decent work agenda as a fundamental element of sustainable development and inclusive growth and to assist the country in achieving the SDGs.

The ILO's comparative advantage also lies in its strategic positioning in gender equality and women's empowerment in the world of work. Throughout its operations, equality between the sexes, including women's equitable opportunities and treatment in labour markets, are central to the organization's mandate. ILO has the technical expertise, experience, resource mobilization capacity to facilitate and promote gender responsive social dialogue in Sierra Leone. To this end, the ILO also leads several alliances and multi-stakeholder partnerships related to SDG 8 and other decent work-related goals and targets, which present opportunities for collaborative and joint programming with other agencies in the UN system in Sierra Leone.

Decent Work is a cardinal pillar of the 2030 Agenda that calls for "Promoting sustained, inclusive and sustainable economic growth, full and productive employment and decent work for all" (SDG 8). Decent Work is both a driver and an outcome of sustainable development. Linkages between SDG 8 and other goals are such that sustainable development can only be realized through pursuing "full and productive employment and decent work for all"⁶⁶. One implication of this interconnectedness of means and ends in the 2030 Agenda is that the pursuit of decent Work for all represents an important integrating perspective for pursuing the 2030 Agenda. In other words, a gender responsive Decent Work agenda is central to sustainable development.

Section 4. SIERRA LEONE DECENT WORK COUNTRY PROGRAMME PRIORITIES AND OUTCOMES

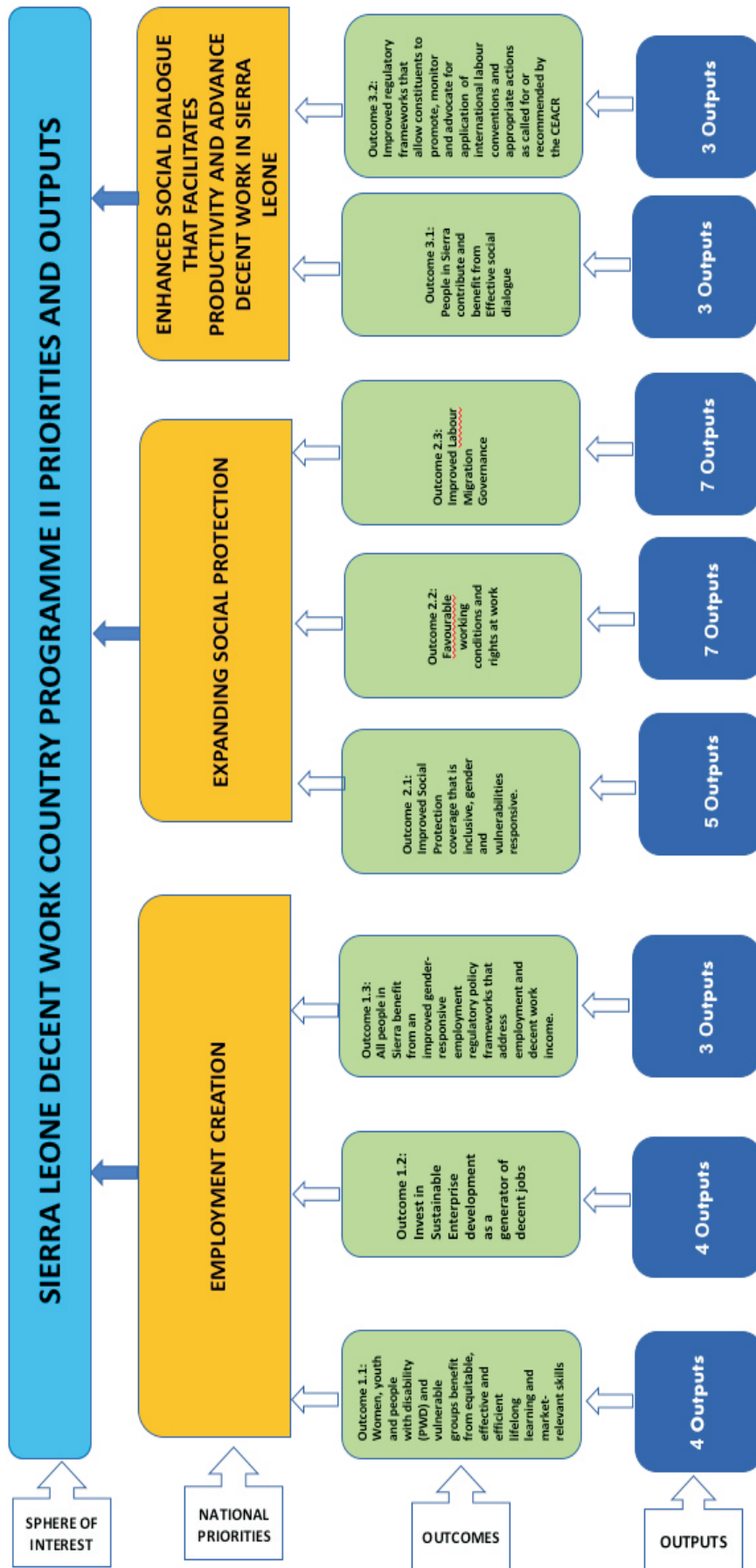
4.1 Country Priorities, Country Programme Outcomes, and Theory of Change

The performance of the second generation of Sierra Leone's DWCP (2022 -2023) will be based on the three strategic priorities and country programme outcomes (CPOs). The chosen priorities are in alignment with Sierra Leone's MTNDP (2019 -2023) priorities goals and with the policy outcome of the ILO's P&B 2022-2023 and SDGs (ie. SDGs 4 and 16). The country's priorities and CPOs are drawn from a country diagnostics and decent work situation analysis, the UNSDCF (2020–23), ECOWAS framework on Employment and Migration, and the AU Declaration on Employment, Poverty Eradication and Inclusive Development in Africa (2015), the Abidjan Declaration (2019), and consultations with the tripartite-plus partners.

The DWCP will deliver integrated support to maximize positive impacts toward the attainment of decent work for all. In advancing decent work, the government and social partners, with ILO support, will continuously build on the progress made and lessons learned through previous DWCPs, development cooperation programmes and projects, and technical advisory services. The ILO support will focus on catalyzing decent work actions that are transformative, grounded in international labour standards, evidence-based and strong ownership by tripartite partners. Ownership of the DWCP by the government and social partners will be key for sustainable positive changes in decent work.

Theory of Change (ToC) articulates strategies, approaches, and interventions that, when implemented successfully along envisaged casual job creation, social protection, and social dialogue pathways, will lead to the achievement of decent work priorities. The Theory of change is illustrated in the next page

Figure 2: Sierra Leone's Decent Work Country Programme II Priorities and Outputs



Within the context of the DWCP II in Sierra Leone, the ToC is a causal framework of how and why a change process will happen in the labour market, and decent work generation in the country for the benefit of women, youth, and men. The ToC framework seeks to address barriers to decent work in the country at the macro, meso and micro levels. In essence, the ToC helps to identify the underlying assumptions, and risks involved in the implementation of decent work programmes, and the realization of the cardinal objectives, and also ensure the accomplishment of desired change. The aim is to enhance productive employment and the creation of decent work for all in the country by fostering the right environment through equitable laws and policies, and engaging public, private, and community actors. In this context, the ToC expresses the thinking behind how appropriate policies and infrastructures will result in the creation of decent jobs for all with dignity by outlining the causal linkages between the outcomes along with underlying assumptions (see Figure 3). In this regard, the ToC is a process that points to steps for decent work creation and poverty reduction.

Given its simplicity and actional guide, the application of the ToC as a tool for DWCP II programme planning and implementation in Sierra Leone is based on the premises that:

- Lack of effective, and efficient lifelong learning and market-relevant skills, particularly for digital, green, and blue based-economy, especially for women, youth, and PWDs jeopardize decent work creation;
- An enabling policy environment for businesses and infrastructure development in the country will help grow the economy, generate revenue for businesses, and create decent jobs in the economy;
- Lack of gender-responsive employment regulatory policy frameworks reduces the ability of women to effectively engage in the labour market;
- Improved social protection coverage enhances women's income security and access to personal income, and provides a lifeline for poor women, especially single mothers;
- Improved working conditions and social dialogue promote the safety and well-being of workers; and improved labour migration governance supports an intra-regional dialogue on labour mobility and the protection of migrant workers.

Therefore, as the theory of change suggests, increased access to decent jobs, incomes, and entrepreneurship opportunities for men and women, including youth, PWDs, and other vulnerable groups such as migrant workers in Sierra Leone, depends on a structural transformation of the economy and the labour market. Such a transformation has become essential given that the Sierra Leonean economy has experienced measurable shocks in recent times. Structural changes in production and the labour market are expected to contribute to rapid, sustainable, and inclusive growth, and enhance organizational productivity and competitiveness. In effect, this will create decent jobs and quality livelihoods for all. The ToC is also based on the principle that the creation of an enabling environment for the growth of vibrant and sustainable enterprises will require not only enterprise-specific interventions for businesses to grow but also policy reforms designed to change the political, social, and economic environment in which enterprises operate, including the regulatory and institutional settings.

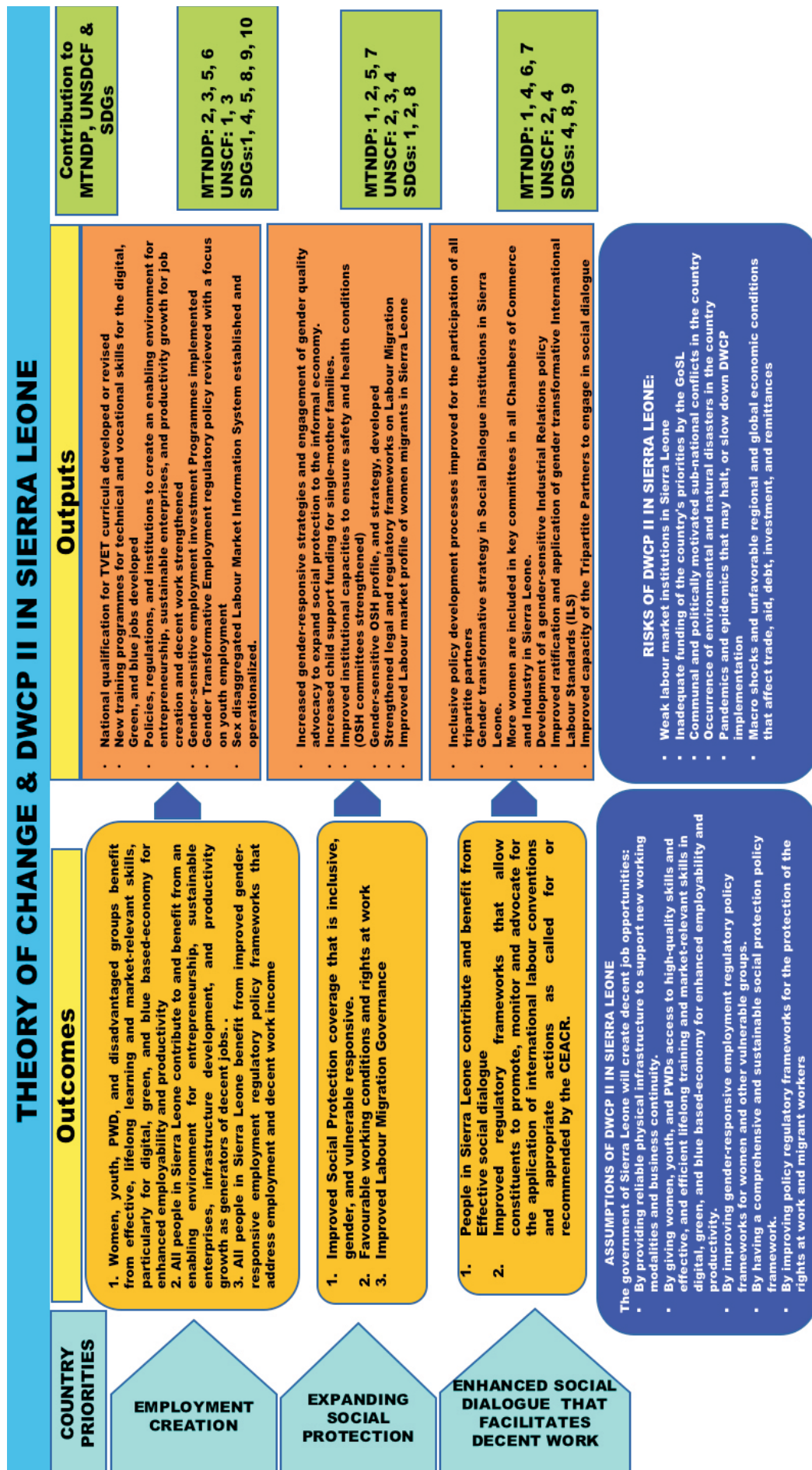
In addition, a focus on the design and implementation of relevant domestic and international policy frameworks, laws, regulations, and institutions will provide the requisite tools for bringing about the desired change, especially in the area of credit facilities, vocational and entrepreneurship training for women and youth in the country. Therefore, a number of strategies will be implemented to realize the desired decent work outcomes. Such strategies include efficient lifelong training and market-relevant skills development, particularly for digital, green, and blue based economy for enhanced employability and productivity. Others include developing and adopting gender-responsive policies and legal, regulatory, and institutional measures to improve the enabling environment for micro, small, and medium enterprises (MSMEs) in Sierra Leone.

To enhance decent work in the country, the ToC also suggests the expansion and improvement of the social protection scheme in the country to include people in rural areas and those operating in the informal economy. Furthermore, the conceptual framework of change theory recommends that

adapt and implement job-rich macroeconomic policies that focus on promoting macroeconomic stability and sustainable private-sector investment. To ensure a sustainable and decent work environment in the country, these frameworks will optimize the job-creation potential of public and private investments, improve the competitiveness of the financial sector and ensure the provision and quality of demand-oriented skills training, which increases the employability and job prospects of women, youth and other vulnerable groups in the society.

The ToC suggests that if appropriate policies are implemented, the DWCP II programmes in Sierra Leone will contribute to the country's MTNDP (2019 -2023) priority goals, and the 2030 Agenda for Sustainable Development, particularly Goals 5 and 8 under the UNSDCF (2020–23 extended to 2024) priorities. Other frameworks in alignment with the DWCP II include the Convention on the Elimination of all Forms of Discrimination Against Women (CEDAW), the ILO's Equal Remuneration Convention, 1951, (No. 100), and ILO's Discrimination (Employment and Occupation) Convention, 1958 (No. 111).

Figure 3: Theory of Change and DWCP II in Sierra Leone



COUNTRY PRIORITY 1: EMPLOYMENT CREATION

Country Programme Outcome 1.1:

Women, youth, and Persons with Disabilities (PWD), and other vulnerable groups enhanced employability and productivity through more equitable, effective, and efficient lifelong learning and market-relevant skills particularly for digital, green, and blue based-economy

National Priority: Human Capital Development.

UNSCF: Output 4.5 Vulnerable groups have improved entrepreneurial and financial literacy, and employability.

Productive employment and decent work opportunities in Sierra Leone are limited, especially for women, youth, persons with disabilities (PWDs), and other vulnerable groups such as internally displaced persons (IDPs) in the country. Sierra Leone is experiencing a high level of unemployment among women and youth, which is attributable to several interrelated factors. Women in Sierra Leone, particularly women entrepreneurs, continue to face a number of challenges such as low literacy levels, lack of business and technical skills, and limited access to business development and financial services. Over 60 percent of youth in the country are unemployed primarily due to their inability to meet domestic demand for skilled jobs. Other challenges include lacking needed technical and vocational skills and training among youth and women, skill gaps, and skill mismatch in the labor market.

Institutions and policy frameworks in Sierra Leone recognize gender equality and women's rights as cardinal development principles. The 2021 Gender Equality and Women's Empowerment (GEWE) policy is a lawful reference point for addressing gender inequalities, minimizing poverty and incidents of injustice, and enhancing investment capacities in women in Sierra Leone. The overarching objective of the policy is to mainstream gender into all the national, sectoral, and local policies, plans, budgets, and programmes to achieve gender equality in all development spheres⁶⁷. Sierra Leone's labour laws also prohibit discrimination in employment and remuneration based on sex, marital status, family responsibilities, pregnancy, or any other condition. However, despite the lofty objectives of this policy framework, the implementation has remained a challenge. Therefore, an effective strategy to address the challenge must focus on gender equality, women's empowerment, and non-discrimination in employment and livelihood programmes in Sierra Leone.

To achieve the outcome of improved employability of Sierra Leoneans for decent and productive work under this priority, the Government of Sierra Leone (GoSL) will prioritize skills development and training of women, youth, PWD, and other vulnerable groups to enable them to meet the labour

market demand of the economy. Some of these skills include gender-responsive Technical and Vocational Education and Training (TVET), digital skills, green job skills, and blue job skills. The development of the TVET sector will require some institutional improvements in the country, and the selection of institutions, developing and revising TVET curricula. This will include developing, promoting, and implementing the national qualification framework in cooperation with stakeholders across the country, especially the private sector. As part of this outcome, Sierra Leoneans will be trained to meet the demands in existing and emerging sectors of the economy (such as digital, green, and blue sectors), with a gender-based approach. The outcome will also involve the integrated training of rural and urban farmers for improved and sustainable productivity. This training will combine essential aspects of good agricultural practices, knowledge about environmentally friendly or organic farming, and knowledge about farming as a business.

This outcome aligns with the ILO's Programme and Budget (P&B) outcome 5 (2022-23) on skills and lifelong learning to facilitate access to and transitions in the labour market. The overall goal of the skills and lifelong learning strategy is to provide inclusive access to high-quality skills development and lifelong learning opportunities for all, to promote human development, full, productive, and freely chosen employment, and decent work for all.

⁶⁸ This ambition reinforces SDG 4 on quality education and lifelong learning opportunities for all. The goal is to make a difference in the lives of women and men in Sierra Leone through improved competencies for gainful employment.

Outcome Indicators:

- 1.1 a) Employment population ratio disaggregated by gender, age, and disability in the employment skill acquisition programmes in the country in digital, green, and blue sectors.
- 1.1 b) The proportion of women, youth, PWD, and IDPs who have acquired TVET skills that are in demand in the labour market.
- 1.1 c) Proportion of youth (aged 15–24 years) not in education, employment or training (SDG indicator 8.6.1).

Outputs

- Output 1.1.1: National qualification for TVET curricula developed or revised to enhance access to decent jobs in digital, green, and blue sectors.
- Output 1.1.2: New training programmes for technical and vocational skills for the digital, Green, and blue jobs developed targeting women, youth, PWD and IDPs.
- Output 1.1.3. Young people are equipped with the knowledge and skills required to access decent jobs.

According to the Theory of Change, to create more decent jobs in the economy, more women, youth, and PWDs should be equipped with technical and vocational skills that are in demand in the labour market. The acquisition of composite skills in digital jobs, green jobs, blue economy, and other new sectors identified as new drivers of job creation will reduce the number of unemployed in the labour market. In other words, providing women, youth, and PWD with the needed skills training demanded in the labour market will enable them to be productively employed.

Country Programme Outcome 1.2 : All people in Sierra Leone contribute to and benefit from an enabling environment for entrepreneurship, sustainable enterprises, infrastructure development, and productivity growth as generators of decent jobs in a diversified economy.

UNSCF: Output 4.5 Vulnerable groups have improved entrepreneurial and financial literacy, and employability

The economy of Sierra Leone is heavily dependent on two sectors: mining industry (i.e., iron ore, diamonds, titanium, bauxite, and gold) and agriculture. Moreover, a positive correlation has been established between investments in physical infrastructure such as sustainable electricity, transportation, energy, and Information and Communications Technologies (ICTs), increased economic activities, and decent job creation. This is because investment in physical infrastructures increases market access by reducing the cost of business operations. However, Sierra Leone's economy lacks diversification and critical infrastructure. These constraints reduce the economy's ability to generate decent work and reduce poverty.

It is well recognized that robust investment in the development of enterprises is essential for stimulating the private sector. That will enable the creation of decent and productive jobs in the economy. Within the private sector investment in Micro, Small, and Medium Enterprises (MSMEs) is key to accelerating the generation of decent work and reducing poverty. This can be accomplished through different pathways on financial and non-financial services and a conducive business environment (i.e. regulations and infrastructure). Among these are i) SME financing, offering soft loans and guarantees for start-ups, ii) equipment modernization iii) training for small business start-ups, iv) provision of financial management training for small businesses, and v) increasing access to low-interest finance for medium and large private enterprises in the country. This will involve the reduction of unreasonably high collateral requirements for business loans.

There is also an apparent lack of policy frameworks to incentivize the formation of small businesses in emerging sectors such as digital, green/renewable energy, and creative and culture (orange) economy. These are emerging and innovative sectors in the economy with job creation potential.

One key legislative and regulatory framework that the GoSL can use to stimulate business competitiveness is establishing consultation and feedback mechanisms with private sector stakeholders. Adopting such regulations will lower entry barriers, provide effective organizational solutions and reduce transaction costs, thus increasing employment opportunities and economic growth rates. Other favourable regulatory frameworks will include legislation on simplified business forms to facilitate MSME formation and operation. This framework includes strengthening inter-agency coordination, tax breaks, and tax concessions, which could help small businesses reinvest early profits to expand their operations and employ more people. Other regulatory incentives include tax relief on new business equipment and import duty exemptions on capital equipment and machinery. It is noteworthy that the GoSL has made some regulatory reforms. However, these reforms are either not implemented or properly implemented to deliver the expected change in terms of job creation.

Therefore, to bring the desired change of creating sufficient decent nonfarm jobs for Sierra Leoneans in the digital, green and blue-based economy, it is imperative to make agriculture more productive and support agribusinesses. It is also important to make manufacturing more productive by adding value to key products. These activities require increasing investments and promoting the growth of SMEs and entrepreneurship in non-mining sectors of the economy. Shifting the economy away from depending on the mining sector and agriculture as major sources of income and jobs to multiple sources will require improving the business environment and capacity building to facilitate business entry and operation in Sierra Leone. The diversification of the economy can be enhanced through targeted interventions to improve and streamline the regulation of businesses to attract solid private investment in areas such as fish processing and rice milling and trading. For instance, the promotion of the rice value chain and artisanal fishing is an attractive path for economic development because such labour-intensive industries can generate much-needed jobs and ensure food security.

This outcome aligns with ILO's Programme and Budget (P&B 2022-23) outcome 3 on economic, social, and environmental transitions for full, productive, and freely chosen employment and decent work for all. The goal of this strategy is to ensure transformative and timely policy responses centered on integrated and coherent macroeconomic, trade, sectoral, industrial, and labour market policies in the country. This transition will prevent economic and employment downward spirals and ensure social, economic, and environmental transitions by harnessing digital technology, facilitating productivity growth, and considering demographic trends⁶⁹. Under this outcome, and in line with the theory of change, increased investment in sustainable business enterprises and the establishment and strengthening of financial institutions that will provide micro and low-interest credit facilities to businesses will enable such businesses to expand. Therefore, the availability of funds for businesses will promote productivity growth, which translates to the expected change of creating more decent jobs in the labour market and a diversified economy.

Therefore, if more investment is made in infrastructure development and non-mining sectors of the economy, more productive jobs will be created through sustained and inclusive growth of the economy. A diversified economy in Sierra Leone with adequate infrastructure would reduce poverty through employment generation if women, youth, and PWDs are given access to high-quality skills and effective, and efficient lifelong training and market-relevant skills in digital, green, and blue based-economy for enhanced employability and productivity.

Outcome Indicators:

- 1.2 a) Proportion of Micro, Small, and Medium Enterprises (MSMEs) in the digital, green and blue sectors with capacities built on sustainable business development.
- 1.2 b) Rank of the country in the Ease of Doing Business ranking
- 1.2 c) Number of women and youth-owned MSMEs supported with grants, soft loans, and training in the country.

Output

Output 1.2.1: Policies, regulations, and institutions to create an enabling environment for entrepreneurship, sustainable enterprises, and productivity growth for job creation and decent work strengthened

Output 1.2.2: Gender-sensitive employment investment Programmes implemented

Output 1.2.3: Multinational Enterprises Declaration promoted and implemented

Therefore, as the theory of change indicates, if more investment is made in infrastructure development and non-mining sectors of the economy, there will be a structural transformation of the economy and the labour market. Such transformation will contribute to sustained and inclusive economic growth with improved productivity and decent jobs for women, youth, PWD and other vulnerable groups. The theory of change equally shows that a diversified economy in Sierra Leone with adequate infrastructure would require gender-responsive interventions for women enterprises aimed at increasing income among women and reduce poverty through employment generation.

Country Programme Outcome 1.3: All people in Sierra Leone and particularly women benefit from improved gender-responsive employment regulatory policy frameworks that address inclusive employment and decent work income.

UNSCF: Output 4.2: Legal, policy, institutional, and regulatory frameworks for the protection of the rights of women, children and PWDs are further developed, promoted and implemented.

Achieving full and productive employment requires the development of comprehensive gender-responsive employment policy frameworks that promote structural transformations and inclusive growth in digital, environmental, and demographic transitions for decent work to address women economic and social inclusion. This includes the implementation of policy options to support gender-equitable employment outcomes, which can distinguish between short-term measures and medium-term measures. This strategy aligns with SDG 4 (education), SDG16 (justice), and the GoSL's top priority of human capital development flagship program within the country's MTNDP (2019-2023)⁷⁰.

Gender-responsive frameworks will strengthen the connection between economic growth, decent employment, formalization of the informal sector, wages, social protection, productivity, poverty reduction, and economic growth. As noted in the National Policy on "Gender Equality and Women's Empowerment," women in Sierra Leone are not given equal opportunity in terms of access to good-paying jobs in the formal sector⁷¹. Gender-responsive employment policies and regulations are critical for attaining decent work in Sierra Leone. Such policies will ensure a gender-equitable structural transformation of the economy in the long-term.

Therefore, gender-responsive employment frameworks are imperative to effectively address gender imbalances in education and the labour market, and to support the creation of full and productive employment for women and men across all sectors. Due to cultural practices like child marriage, many women in Sierra Leone are deprived of education and gainful employment. In addition, women are vulnerable and at risk of sexual and gender-based violence, sexual assault, and harmful traditional practices like female genital mutilation. These age-long practices have created gender-gaps and significant socio-economic deficits for many women in the country. Therefore, the objective of a gender-responsive employment policy can only be realized if all relevant institutional players in the country are assigned clear responsibilities, lines of accountability, and adequate resources.

In effect, women participate less than men in the labour market in Sierra Leone. There is also a high level of vulnerability of women in the labour market, wage differences, and a high level of unemployment among women in the country. Other factors that have restricted the participation of Sierra Leonean women in the labour market include limited entrepreneurial and innovation skills, low participation in decision-making processes and development planning, and lack of access to finance by women-owned businesses in formal and informal sectors. Therefore, the objective of a gender-responsive employment policy can only be realized if all relevant institutional players in Sierra Leone are assigned clear responsibilities, lines of accountability, and adequate resources.

Sierra Leone's DWCP II outcome on gender equality aligns with the ILO's Programme and Budget (P&B 2022-23) outcome 6 on gender equality and equal opportunities and treatment in the world of work. This outcome demands that local policy choices must be based on assessments that address persistent challenges to equal opportunities and treatment for women and other vulnerable

⁷⁰ GoSL (2021b) United Nations Sustainable Development Goals: The 2030 Agenda for Sustainable Development – 2021 VNR Report on SDGs in Sierra Leone. Available at https://sustainabledevelopment.un.org/content/documents/279542021_VNR_Report_Sierra_Leone.pdf

⁷¹ GoSL (2021a) Gender Equality and Women's Empowerment Policy. Available at <https://mogca.gov.sl/wp-content/uploads/2021/05/GEWE-Policy-Final.pdf>

groups. Such groups include PWDs, indigenous and tribal peoples, ethnic or racial minorities, persons living with HIV, and migrant workers.

In line with the theory of change, if integrated gender-responsive employment and regulatory policy frameworks are instituted in Sierra Leone, and complemented with activities targeted at skills development, women in the country will have improved access to decent jobs in both the public and private sectors. Among such gender-responsive policy frameworks are macroeconomic policies and stimulus, sectoral policies, income support for female workers and households, especially those in the informal sector, and active labour market policies and interventions. Key macroeconomic policies will include the expansion of physical and social infrastructure for rural women in Sierra Leone, increasing public investment in social protection for operatives in the informal sector, especially women, and increasing public investment in education and skills acquisition for women, as well as women's health in support of gender equality outcomes. Notable sectoral policies will focus on improving the resources of women farmers in terms of inclusion in food supply chains; green agriculture; providing women with training in agricultural commercialization and other technical and scientific occupations.

Regulatory policies for income support for women in the country will include strengthening social transfers to the most vulnerable women, especially rural ones, increasing social measures for women in informal businesses, and the provision of job creation and retention schemes and support to women-owned enterprises. Active labour market regulatory policies would include the use of policy incentives such as subsidies to encourage the training and employment of women and challenge employers' stereotypes, apprenticeship placement of women, and integrated skills development and marketing support for women-owned and women-managed SMEs. Education and skills development policies would include a reduction in the gender gap in formal education, a reduction in gender gaps in digital skills and access, and the support of women's and girls' education in STEM fields. Finally, the country needs to enforce existing gender-responsive policies, such as the Gender Equality and Women's Empowerment Policy⁷².

Outcome Indicators:

- 1.3 a) Proportion of population below the international and national poverty line/ Multi-dimensional Poverty Index, by sex, age, employment status, and geographical location (urban/ rural)
- 1.3. d) Number of women in private businesses
- 1.3. f) Number of women in the informal sector receiving social transfers from the Government.

Outputs

- Output 1.3.1: Gender Transformative Employment regulatory policy reviewed with a focus on youth employment
- Output 1.3.2: Gender responsive Labour Market Information System established and operationalized.
- Output 1.3.3: Closing gender gaps in apprenticeship schemes, and improving gender sensitive skills development frameworks and programmes.

Therefore, according to the Theory of Change, if labour market biases that result in men being prioritized in recruitment and training can be avoided; if women in the informal economy and those in MSMEs can participate in the scoping, feasibility study, and employment programme planning; if development policies and regulatory frameworks are gender-sensitive, more decent jobs will be created by the private sector. These reforms will reduce the fiscal strain on women-owned MSMEs, improve income, reduce poverty and expand their financial space, and improve competitiveness. Based on the Theory of Change, the desired change for increased job creation by small businesses for women in Sierra Leone will require favourable policies, legislations, and regulations for such businesses.

■ COUNTRY PRIORITY 2: EXPANDING SOCIAL PROTECTION

Country Programme Outcome 2.1: Improved Social Protection coverage that is inclusive, gender, and vulnerable responsive.

UNSDCF:

Output 4.7: Vulnerable people have increased access to and use of social protection and are more resilient to disasters and emergencies.

The Government of Sierra Leone adopted a National Social Protection Policy (NSPP) in 2011 (revised 2018) as a nationally appropriate social protection system that increases coverage among the poor and the vulnerable by 2030 (Target 1.3). This framework is in line with the International Labour Organization (ILO) Social Protection Floors Recommendation (No. 202), which defined a set of minimum guarantees that should be available to everyone. However, recent socio-economic and political shocks such as war, pandemics, and natural disasters have increased the country's poverty headcount rate, especially among women who are over-represented among those excluded from existing social protection schemes in the country. Generally, most Sierra Leoneans live in a state of poverty and extreme deprivation regarding access to basic infrastructure and public services. However, universal social protection systems can be used to reduce these elements of poverty. Therefore, it is paramount to ensure that such systems benefit women by responding to their rights and needs. As observed by the UN-Women, well-designed social protection systems can narrow gender gaps in poverty rates, enhance women's income security and access to personal income, and provide a lifeline for poor women, especially single mothers⁷³

Different gender-specific risks and vulnerabilities in Sierra Leone, which can be addressed through the social protection strategies include child/early marriage, barriers to education for girls, maternity-related health risks, maternity-related income risks, teenage pregnancy, single motherhood, widowhood-related risks, old age income risks. Most women, youth, and children, especially those in rural areas, are considered multidimensionally poor without one or more basic

⁷³ UN-Women (2017) Making Social Protection Gender-Responsive. *Policy Brief No. 7* Available at <https://caribbean.unwomen.org/sites/default/files/Headquarters/Attachments/Sections/Library/Publications/2017/Making-Social-Protection-Gender-Responsive-en.pdf>

rights (including nutrition, water, sanitation, health, housing, education, and information). Agricultural workers, especially women farmers in Sierra Leone, are among the least protected in terms of access to social security measures such as workers' compensation, long-term disability benefits, survivors' benefits, and old age pensions.

The country's high youth unemployment rate and other socio-economic situations underscore the need to improve and expand social protection systems and measures, especially for basic needs and social services such as health care and education. The country's social protection coverage gap can be attributed to underinvestment in the sector. For instance, Sierra Leone allocates 0.7 percent of GDP to social protection expenditures (excluding health care), and this makes the country one of the countries with the lowest levels of investment in social protection⁷⁴. There are few non-contributory social assistance programmes in the country. Among these programmes is an unconditional cash transfer programme launched in 2014 and implemented by the National Commission for Social Action (NaCSA) with external funding. The existing social protection system and measures in the country have limited coverage for workers in the informal economy. This gap leaves vulnerable groups in society uncovered.

The CPO on social protection is directly linked to the ILO's Programme and Budget outcome 8 on comprehensive and sustainable social protection for all. The outcome calls for the provision of effective access to healthcare to its citizens without creating additional hardship while supporting job and income security. This strategy will enhance the resilience of workers, enterprises, the economy, and society at large. This outcome also underscored the need to expand social protection coverage to people in the informal economy including those in rural areas in the country.

Given the commitment of the Government of Sierra Leone to achieve SDG 1.2, which aims to reduce by half the proportion of men, women, and children of all ages living in poverty in all its dimensions by 2030, social protection coverage needs to be extended to more vulnerable groups in the country, especially women. Besides, other challenges facing social protection administration in Sierra Leone, need to be addressed. Among these are lack of gender responsive strategy, the absence of a sustainable financing strategy, weak inter- and intra-sectoral coordination of social protection programmes, non-provision of adequate social protection in terms of heightened uncertainty in the labour market, and low implementation capacity.

Outcome Indicators:

- 2.1 a) Proportion of informal sector workers enrolled in social protection schemes
- 2.1 b) Public social protection expenditure (% of GDP)
- 2.1 c) Proportion of population covered by social protection floors/systems, by sex, distinguishing children, unemployed persons, older persons, persons with disabilities, work injury victims

⁷⁴ ILO (2021) World Social Protection Report 2020–22: Social protection at the crossroads – in pursuit of a better future. Geneva: International Labour Organization.

Outputs

Output 2.1.1: Increased capacity of stakeholders to extend social protection to the informal economy..

Output 2.1.2: Social protection systems, policies and programmes in Sierra Leone strengthened

Output 2.1.3: Gender-sensitive social protection planning developed and strengthened.

Therefore, in line with the Theory of Change, existing social protection policies need to be reviewed, strengthened, and implemented to realize the desired outcome of reduced poverty through expanded social protection coverage, especially among women. Therefore, if the national budget allocates sufficient funding to expand social protection coverage to women, workers in the informal economy, and extremely poor individuals and households in rural and urban areas, livelihoods will improve, and poverty will be reduced. In addition, the Government of Sierra Leone needs to establish a gender-sensitive Social Protection Authority to promote and effectively coordinate the implementation and extension of social protection to children and residents of the country. A strategy that can benefit the target population is developing and adopting gender-responsive social protection programmes. The availability of reliable data for a proper information management system will also enhance policy implementation and the country's effectiveness of social protection programmes.

Country Programme Outcome 2.2: Improved working conditions and rights at work

UNSDCF:

Output 4.2: Legal, policy and regulatory frameworks for the protection of the rights of women, children and people living with disabilities are further developed, promoted and implemented.

Despite the upward adjustment in 2019, the national minimum wage has fallen below the basic poverty line in the country due to inflation. The minimum wage is not indexed to inflation or the economic growth rate⁷⁵. Thus, the depreciation of the Leone currency against major foreign currencies contributes to rising food prices due to the decline in the real wage of income earners in the country. Wages in Sierra Leone are not meeting the basic cost of living in the economy. Similarly, many employers do not adhere to the minimum wage in practice⁷⁶. Although not

⁷⁵ Danish Trade Union Development Agency (2020) Labour Market Profile Sierra Leone – 2020. Copenhagen S, Denmark. Danish Trade Union Development Agency, Analytical Unit. Available at <https://www.ulandssekretariatet.dk/wp-content/uploads/2020/05/LMP-Sierra-Leone-2020.pdf>

⁷⁶ *ibid.*

stipulated by law, the customary work week was 40 hours (60 hours for security personnel). Sierra Leone's 2021 Human Rights Report notes that there is no statutory definition of overtime wages to be paid if an employee's work hours exceed 40, and no prohibition on excessive compulsory overtime nor a requirement for maternity protection and paid leave or holidays. Above all, workers in private enterprises can easily be dismissed with limited notice and without severance pay or adequate compensation. In addition, the issue of sexual harassment and exploitation in the workplace, especially against women, has been recognized but not adequately addressed in the country. Sexual harassment and exploitation in workplaces, especially against women in Sierra Leone, is largely unreported. This trend is rooted in the country's stereotypical beliefs, attitude and acceptance of gender disparity.

Therefore, in line with the ILO's Centenary Declaration, achieving gender equality at work through a transformative agenda, with regular evaluation of progress, is critical to the actualization of the objectives of DWCP II in Sierra Leone. A gender responsive rights at work will ensure equal opportunities, equal participation and equal treatment, including equal remuneration for women and men for work of equal value. In addition, it will enable a more balanced sharing of family responsibilities; provides scope for achieving better work-life balance by enabling workers and employers to agree on solutions, including on working time, that consider their respective needs and benefits; and; promotes investment in the care economy⁷⁷. Occupational safety and health (OSH) experts are responsible for identifying unsafe and unhealthy workplace situations, including sexual harassment, sexual exploitation of women and other gender-based violence. The existing OSH legislation and regulation in the country are outdated and ineffectively enforced. Labour inspectors and OSH Officers have the authority to make unannounced inspections and initiate sanctions. However, the labour inspection unit lacks the capacity for efficient enforcement as the number of officers in the unit is reduced due to the resignations and non-recruitment of more personnel. Fortunately, the Government of Sierra Leone has ratified ILO Convention Number 81 on Labour Inspection. Further, in 2018 and 2019, Sierra Leone ratified eleven ILO instruments including Ten Conventions and one Protocol that promote workers' rights at work. In 2021, Sierra Leone registered 9 out of the Eleven instruments, with the ILO. One newly ratified ILO instrument is the Occupational Safety and Health Convention, 1981 (No. 155). Article 5 of this convention requires members countries to enshrine in their national policy the objective to "prevent accidents and injury to health arising out of, linked with or occurring in the course of work, by minimizing, so far as is reasonably practicable, the causes of hazards inherent in the working environment."⁷⁸

Improved social partnership is another dimension of the priority with a focus on strengthening representation capacity and increasing membership drives. Of particular importance is improving representation and participation of women in decision making positions to advance gender parity in employers' and workers' organizations in the country.

⁷⁷ ILO (2019) ILO Centenary Declaration for the Future of Work. Available at https://www.ilo.org/wcmsp5/groups/public/@ed_norm/@relconf/documents/meetingdocument/wcms_711674.pdf

⁷⁸ ILO (1981) C155 - Occupational Safety and Health Convention, 1981 (No. 155) https://www.ilo.org/dyn/normlex/en/f?p=NORMLEXPUB:12100:0::NO::P12100_ILO_CODE:C155

As noted by the U.S Bureau of Democracy, Humans Rights and Labour (2022), violations of wage, overtime, and OSH standards were most frequent within the informal artisanal diamond-mining sector in the country. Workers' rights were frequently violated among street vendors and market - stall workers, rock crushers, and day labourers, many of whom traveled to Freetown from other districts in the country to seek employment and were vulnerable to exploitation⁷⁹. In many instances, there are numerous complaints of unpaid wages and lack of attention to injuries sustained on the job. Still, many victims often did not know where to turn for recourse, so their complaints went unresolved. This is partly due to a lack of public awareness in regard to the rights of workers in workplaces in the country.

Despite the ratification of ILO Convention 182 on the Worst Form of Child labour, coupled with the various efforts made by the ILO and the GoSL, child labour continues to exist in its worst form in Sierra Leone. Child labour is a major decent work deficit, affecting 72 percent of children, about 900,000 children between the ages of 5-14 in the country⁸⁰. However, the GoSL does not have a sufficient number of trained labour inspectors to address the issue.

There are still incidents of the worst forms of child labour in Sierra Leone. While the Child Right Act sets the minimum age for light work at age 13, it is not specific enough to limit the number of hours children can work per week (Bureau of International Labor Affairs, 2019). Like other regulatory frameworks, there are gaps within the operations of the MLSS that hinder adequate enforcement of child labour laws in the country. A key factor of impediment is the inability of the ministry to train enough labour inspectors to carry out enforcement in workplaces. For instance, The Child Right Act demands the establishment of a Child Welfare Committee in every village and chiefdom to monitor child labour in areas such as mining. However, the committees have been established in a few parts of the country due to budgetary constraints.

The DWCP II outcome on favourable work conditions and rights at work aligns with ILO's Programme and Budget (2022-23) outcome 7 on adequate and effective protection at work for all Footnote⁸¹. This outcome is set to address repressive working conditions in Sierra Leone prominent among which are low and volatile earnings and contracts, unsafe and unhealthy working conditions, long or unpredictable working schedules, and workers' privacy issues. Also included are longstanding concerns such as informal work and the worst forms of child labour. Progress on this outcome puts Sierra Leone on the path set by the 2030 Agenda, especially in relation to SDG 8 (on decent work and economic growth) and SDG 10 on reduced inequalities.

⁷⁹ Bureau of Democracy, Humans Rights and Labor (2022) 2021 Country Reports on Human Rights Practices: Sierra Leone. Available at <https://www.state.gov/reports/2021-country-reports-on-human-rights-practices/sierra-leone/>

⁸⁰ Borgen Project (2019) 10 Facts About Child Labor in Sierra Leone. September 2019. Available at <https://borgenproject.org/10-facts-about-child-labor-in-sierra-leone/>

⁸¹ ILO (2021) Programme and Budget for the biennium 2022–23. Available at https://www.ilo.org/wcms sp5/groups/public/---ed_mas/---program/documents/genericdocument/wcms_831162.pdf

Outcome Indicators:

2.2 a) Frequency rates of fatal and non-fatal occupational injuries, by sex and migrant status (SDG indicator 8.8.1).

2.2 b) Proportion and number of children aged 5–17 years engaged in child labour, by sex and age (SDG indicator 8.7.1)

Outputs

Output 2.2.1: Improved institutional capacities to ensure safety and health conditions (OSH committees strengthened)

Output 2.2.2: Gender-sensitive OSH profile, and strategy, developed

Output 2.2.3: Increased institutional capacity and resilience of labour administration

Output 2.2.4: Increased gender-sensitive orientation/training programmes for staff in workplaces

Output 2.2.5: Strengthened regulatory framework on Child labour

Output 2.2.6: Improved implementation of policies and programmes to eradicate Child labour

Output 2.2.7: Increased female representation in decision-making positions in employers' and workers' organizations.

Following the Theory of Change, the DWCP will focus on realizing the objectives of occupational health and the reduction of child labor, while the GoSL will take basic steps to achieve these objectives. First, the ratified ILO Conventions will have to be domesticated in policies, legislations, and frameworks in close partnership with the Ministry of Labour and Social Security (MLSS), unions, and employers of labour in Sierra Leone. Second, the MLSS needs to enforce the regulation of wage, overtime, and gender-sensitive OSH standards in workplaces, particularly in the informal artisanal diamond-mining sector in the country. This process can commence with the enlightenment and proper registration of private businesses in the sector. Additional capacity needs to be put in place through training and hiring more labour inspectors in the MLSS. Third, to ensure workers' rights at work, it is also imperative to review and reinforce existing labour laws including wage and hour laws, which have been ineffective across all informal employment sectors in the country. Four, existing child labour laws and regulations need to be adequately enforced, while communities are educated through public enlightenment campaigns on the need to eliminate child labour. Routine labour inspections should be conducted in the informal economy areas such as the construction, agriculture, mining, manufacturing, and fishing industries, where most child labour incidents occur. The government should provide additional social protection programmes to address child labour in the education sector by providing transportation, increasing the number of schools, and eliminating teacher abuse. It is also important to increase funding for shelters and safe houses for victims of forced labour and children removed from street work in major cities such as Freetown. The above steps will bring about the realization of decent work objectives of occupational health and reduction in child labour on the assumption of improved policy regulatory frameworks for the protection of the rights at work.

Country Programme Outcome 2.3: Improved Labour Migration Governance

UNSDCF

Output 4.5: Vulnerable groups have improved entrepreneurial and, financial literacy, and employability.

The ineffective governance of internal and international migration is a major development challenge in Sierra Leone. Internal migration is characterized by rural-urban migration resulting from perceived differences in job opportunities. Similarly, many Sierra Leoneans have emigrated abroad, especially to other countries in West Africa, in search of better means of livelihood. Besides, Sierra Leone is a transit and source country of irregular migration, trafficking of human beings, and smuggling of migrants. As highlighted in the National Migration Policy, the major threat to border security in Sierra Leone is the trafficking of human beings, especially young girls, and the smuggling of migrants to Guinea, Ivory Coast, Liberia, Nigeria, Guinea-Bissau, Gambia, as well as to North Africa, the Middle East, and Western Europe⁸². Sierra Leone is also a destination country for migrants. Additionally, Sierra Leone is a destination country for persons trafficked from other countries (West African and Asian countries) who are subjected to trafficking for the purpose of labour and sexual exploitation. Three ILO Conventions newly ratified by Sierra Leone, namely Convention numbers 97, 143 and 181 on Migration for Employment (Revised), Migrant Workers (Supplementary Provisions), and Private Employment Agencies respectively, deal with migrant workers in deprived working and living conditions. These unfortunate dimensions of migration constitute elements of decent work deficit, such as exploitative labour practices in the country.

These are challenges that require an effective Labour migration governance structure. The importance of well-regulated migration is recognized in the National Labor Migration Policy (NLMP) and the National Migration Policy (NMP). These frameworks serve as bases for better migration management and governance in the country. One objective of the National Migration Policy is to protect the rights of migrants with special attention to vulnerable groups such as victims of trafficking, asylum seekers, children, women, the sick, elderly, youth, and persons with disabilities. The policy also aims to develop a labour market and migration information system (LMMIS), which provides a clear categorization of migrants, disaggregated by certain identifiers, including sex. However, there is little enforcement of conventions that protect women migrants in Sierra Leone. For instance, conventions Nos. 29 and 105 provide protection to women migrant workers against contemporary forms of forced labour, modern slavery, and trafficking in persons; while Convention No. 111 ensures that migrant women are protected against direct and indirect discrimination based on their race, colour, sex, religion, political opinion, national extraction or social origin⁸³.

⁸² Government of Sierra Leone (2022) National Migration Policy for Sierra Leone. January 2022. Available at <https://slid.gov.sl/wp-content/uploads/2022/02/20220114-Final-Draft-National-Migration-Policy-4.pdf>

⁸³ ILO & ECOWAS (202) Women Migrant Workers' Labour Market Situation West Africa. Available at https://www.ilo.org/wcmsp5/groups/public/---ed_protect/---protrav/---migrant/documents/publication/wcms_751538.pdf

The National Labor Migration Policy and National Migration Policy contain sections intended to improve the Government's response to migrants' vulnerability to trafficking in Sierra Leone and abroad. These frameworks seek to combat trafficking through public awareness and enhance the capacity of law enforcement agencies to deter and prosecute migrant smugglers and traffickers 84

It is also significant to note that the National Employment Policy (Revised 2020) provides for the establishment of a Labour Market Information System (LMIS). Despite the lofty objectives of these frameworks, the poor implementation process has hindered their actualization. This outcome of the DWCP II is directly linked to the ILO's Programme and Budget (2022 -23) outcome 6 on equal opportunities and treatment in the world of work. The outcome emphasizes national policies that promote fair labour migration to reduce risks and challenges facing migrant workers. This strategy calls for the protection of migrant workers and labour market integration in countries of origin, transit, and destination.

Outcome Indicators:

- 2.3 a) Number of new or improved policies, frameworks, and services to protect the labour rights of migrant workers
- 2.3 b) Number of migrants in Sierra Leone with access to basic social services and social security
- 2.3 c) Number of migrants that are gainfully employed in the country
- 2.3 d) Number of Bilateral Labour Agreements signed

Outputs

- Output 2.3.1: Strengthened legal and regulatory frameworks on Labour Migration
- Output 2.3.2: Improved Labour market profile of women migrants in Sierra Leone
- Output 2.3.3: Implementation of policies and programmes on Labour migration
- Output 2.3.4: Sign Multilateral or Bilateral Labour agreements to enhance safe, orderly and regular migration patterns.
- Output 2.3.5: Establish gender-sensitive migrant workers' rights' committee
- Output 2.3.6: Comprehensive Labour market migration information System
- Output 2.3.7: Provide women migrants with social protection services, and referral services for those migrants suffering from abuse.

In accordance with the Theory of Change, the desired change in labour migration in Sierra Leone is to have a result-oriented and effective labour migration governance. To realize this objective, the GoSL needs an effective policy implementation strategy to close long-standing gaps in integrated border management. These include inadequate border monitoring, protection of women migrants, border security, border control, staffing, and enforcement. To realize the desired outcome in Labour migration governance, and as a signatory to the 1979 ECOWAS Protocol of Free Movement, Residence, and Establishment, it is crucial for the GoSL to establish measures to ensure fair, and gender-sensitive recruitment processes for migrant workers in the country.

⁸⁴ International Organization for Migration, (2020) The Republic of Sierra Leone: Profile 2020 - Migration Governance Indicators. Geneva:IOM

■ COUNTRY PRIORITY 3: ENHANCED SOCIAL DIALOGUE THAT FACILITATES PRODUCTIVITY AND ADVANCE S DECENT WORK IN SIERRA LEONE

Country Programme Outcome 3.1: People in Sierra Leone contribute and benefit from Effective social dialogue

UNSDCF:

Output 2.2 - Inclusive institutional frameworks (gender, youth, and disability responsive) strengthened for peace, citizens' voices and participation for social cohesion.

Social dialogue is at the center of an inclusive and productive work environment. This is based on the principle that decisions that impact productivity in the workplace are collectively negotiated through a proper balance of interest of the employer, worker, and the Government. According to the ILO, the term Social Dialogue describes the involvement of workers, employers, and the Government in decision-making on employment and workplace issues⁸⁵. Sierra Leone has a tripartite structure in the social dialogue of labour relations. The Sierra Leone Labour Congress (SLLC), the Sierra Leone Employers Federation (SLEF), and the Ministry of Labour and Social Security (MLSS) have jointly created tripartite institutions through which labour relations are negotiated in the country.

These central tripartite institutions participate in routine meetings on labour matters in the country. These central tripartite institutions are the Joint Consultative Committee (JCC) and the Joint National Negotiation Board (JNNB), composed of nine members each from the employers' organization (SLEF), and Workers' organization (SLLC), and also representation from the MLSS. Other tripartite institutions include the Mediation and Arbitration institutions provided by the constitution such as the arbitration committees, and labour Industrial Dispute bodies⁸⁶. These institutions were established to settle industrial disputes between employers of labour and workers.

Generally, the social dialogue structure is established within the formal economy of the country. The ideals of social dialogue can be promoted to prevent and resolve conflicts, engender peace and social stability while stimulating socio-economic development and decent work creation in the country. In addition to wages, social dialogue is essential for work organization, vocational training, work-family balance, skills development, and enterprise performance. These are areas where social partners can negotiate integrative agreements that combine the interests of enterprises with those of workers. Thus, effective bi- and tri- partite social dialogues at all levels can shape measures that support the creation of decent and productive employment in Sierra Leone. Therefore, if social dialogue mechanisms can be improved in the country, then the country will create the needed socio-economic environment for decent work creation.

⁸⁵ ILO (2013b) Social Dialogue: Recurrent Discussion Under the ILO Declaration on Social Justice for a Fair Globalization. Geneva. International Labour Office

⁸⁶ Danish Trade Union Development (2021) A step forward towards SDG 8 in Sierra Leone. December 3, 2021. Available at <https://www.ituc-csi.org/A-step-forward-towards-SDG-8-in-Sierra-Leone>

The ILO promotes the idea that social dialogue is “an essential tool for advancing gender equality in the world of work”⁸⁷. Women are disproportionately affected by decent work deficits in Sierra Leone. It is therefore important that gender equality is part of the efforts to build an inclusive, fair, and equitable workplace environment through social partnerships. Social dialogue can support these efforts since it is an efficient tool to deliver gender-equal outcomes and close gender inequality gaps in the world of work. To overcome resistance to gender issues in industrial relations in Sierra Leone, national innovative changes are essential in the field of social dialogue. However, women are under-represented in social dialogue institutions in Sierra Leone. This is partly because women do not hold key positions in company employee bodies at the national level, in trade unions, and in employers’ organizations in the country.

It has become imperative to increase women’s participation in the relevant social dialogue institutions in Sierra Leone. A gender-responsive social dialogue can be promoted through the Theory of Change to prevent and resolve conflicts and engender peace and social stability while stimulating socioeconomic development and decent work creation in the country. In addition to wages, social dialogue is essential for work organization, vocational training, work-family balance, skills development, and enterprise performance. These are areas where social partners can negotiate integrative agreements that combine the interests of enterprises with those of workers. Thus, effective and gender-sensitive social dialogues at all levels can shape measures that support the creation of decent and productive employment in Sierra Leone. Therefore, if social dialogue mechanisms can be improved in the country, then the country will create the needed socio-economic environment for decent work creation. In addition, most workers in the informal economy are not involved in the social dialogue process. As demonstrated above, social dialogue is not a new phenomenon in Sierra Leone, but its functioning needs to be improved. Employers’ organizations in the country can set up specific women’s committees to promote the inclusion of women members on corporate boards and appoint staff responsible for gender matters.

It is important to note that as of 2021, Sierra Leone has ratified all of the ILO’s fundamental Conventions, including convention numbers 29, 105, and 144 on Forced Labour, the Abolition of Forced labor, and Tripartite Consultations (International Labour Standards) respectively and, Convention number 182 on the Worst Forms of Child labour. Conventions 87 and 98 on Freedom of Association and protection of the Right to Organize, and the Right to Organise and Collective Bargaining have also been ratified by the country since the early 1960s⁸⁸. However, in 2017 the Committee of Experts noted with concern that none of the 23 reports requested (on fundamental, governance, and technical Conventions) had been received, despite the Government’s constitutional obligation.

In addition, the national legislation has flaws in collective bargaining, which contravenes the international standards as recommended by the ILO. For example, labour unions in the country do not have adequate capacity to engage in effective social dialogue. There is also a prohibition or limitation of bargaining at a certain level (local, regional, territorial, national; enterprise, industry

⁸⁷ Linda Briskin and Angelika Muller (2011) Promoting gender equality through social dialogue: Global trends and persistent obstacles. Available at https://www.ilo.org/wcmsp5/groups/public/---ed_dialogue/---dialogue/documents/publication/wcms_172636.pdf

⁸⁸ ILO (2019) Enabling Environment for Sustainable Enterprises in Sierra Leone. Available at https://www.ilo.org/wcmsp5/groups/public/---ed_emp/documents/publication/wcms_682137.pdf

sector, or general), and authorities have the power to intervene in the preparation of collective agreements⁸⁹. This outcome aligns with ILO's Programme and Budget (2022-23) outcome 1 on strong tripartite constituents and influential and inclusive social dialogue⁹⁰. The outcome underscores the need for strong, democratic, independent, and representative employers' and workers' organizations. Such organizations will foster cooperation with governments with a focus on legal and institutional frameworks that enable all parties to engage effectively in all forms of social dialogue, as well as on building strong and well-resourced labour administration systems in Sierra Leone. This will enhance good labour market governance, compliance with international labour standards, sound workplace relations, and evidence-based policy making.

Outcome Indicators:

- 3.1 a) Number of trade disputes resolved through Alternative Dispute Resolution
- 3.1 b) Proportion of workers (including workers in non-standard employment, SMEs, the rural economy, migrant workers, and other vulnerable and unorganized groups) covered by collective bargaining
- 3.1 c) Number of institutional frameworks for social dialogue, labour relations or dispute prevention/ resolution that address current and emerging challenges in the world of work developed..
- 3.1 c) Number of gender-sensitive collective bargaining agreements developed between the employers and workers' unions.

Output

Output 3.1.1: Inclusive policy development processes improved for the participation of all tripartite partners

Output 3.1.2: Gender transformative strategy in Social Dialogue institutions in Sierra Leone.

Output 3.1.3: More women are included in key committees in all Chambers of Commerce and Industry in Sierra Leone.

Therefore, for social dialogue to play an effective role in the creation of decent and productive employment in the labour market in Sierra Leone, the DWCP Theory of Change stipulates that the institutions involved must make necessary and innovative changes to function effectively. The MLSS and employers' and workers' organizations in Sierra Leone do not have sufficient capacity and resources to play their role in collective bargaining. To ensure the effectiveness of social dialogue, the capacity of employers' organizations, trade unions, and MLSS in the country must be strengthened through training. Such training will improve collective bargaining strategies, which are central to social dialogue. It is expected that improved capacity will bring about effective

⁸⁹ Danish Trade Union Development (2021) A step forward towards SDG 8 in Sierra Leone. December 3, 2021. Available at <https://www.ituc-csi.org/A-step-forward-towards-SDG-8-in-Sierra-Leone>

⁹⁰ ILO (2021) Programme and Budget for the biennium 2022–23. Available at https://www.ilo.org/wcmsp5/groups/public/---ed_mas/---program/documents/genericdocument/wcms_831162.pdf

and substantive outcomes regarding collective bargaining agreements. In addition, tripartite actors need to make social dialogue inclusive in Sierra Leone. An inclusive and expanded social dialogue will cover workers in non-standard employment, SMEs, the rural economy, migrant workers, and other vulnerable and unorganized groups. This change will also require building social partners' capacities at different levels to organize their diverse potential constituencies. This may require legal changes and some level of institutional innovations. This is because an inclusive and effective collective bargaining strategy can contribute to inclusive and effective governance of work.

Country Programme Outcome 3.2: Improved regulatory frameworks that allow constituents to promote, monitor and advocate for the application of international labour conventions and appropriate actions as called for or recommended by the CEACR.

UNSDCF:

Output 2.2: Inclusive institutional frameworks (gender, youth, and disability responsive) strengthened for peace, citizen's voices, and participation for social cohesion.

As part of the national development strategy in Sierra Leone, the objectives of the decent work agenda can be realized by improving labour legislative and regulatory frameworks with increased participation of women. This outcome aims to improve national labour legislations and regulatory frameworks in Sierra Leone through the domestication of International Labour Standards (ILSs) and protocols. This outcome supports ILO's Programme and Budget outcome 2 on international labour standards and authoritative and effective supervision⁹¹. It calls on member states to promote international labour standards that respond to the changing patterns of the world of work, protect workers, take into account the needs of sustainable enterprises, and are subject to authoritative and effective supervision. Furthermore, this outcome seeks to increase the capacity of Member States to ratify and implement international labour standards. To this effect, the outcome pledges support for countries through national mechanisms for social dialogue, gender equality, labour law reform, labour dispute settlement, and human rights protection.

In order to shape a more equal and equitable future for women and men at work, four key gender responsive Conventions cover equal remuneration, non-discrimination in employment and occupation, workers with family responsibilities, and maternity protection. Two of these are included among the fundamental principles and rights at work⁹². However, the application of ILS in the country is faced with a number of challenges. First, there are notable gaps in the national labour laws and regulatory frameworks on the one hand and relevant ILS on the other. As a member state of ILO, the Government of Sierra Leone has limited capacity to meet its reporting obligations on standards to the ILO's supervisory mechanisms. There are also gaps in the enforcement of ILS in the country, especially those concerning women's rights in workplaces.

The functionality of the Industrial Court, which adjudicates cases on industrial relations disputes in the country, is centralized in and restricted to Freetown and has mainly handled cases from the Capital City and the surrounding communities. The Industrial Court is overwhelmed and congested

⁹¹ ILO (2021) Programme and Budget for the biennium 2022–23. Available at https://www.ilo.org/wcmsp5/groups/public/---ed_mas/---program/documents/genericdocument/wcms_831162.pdf

⁹² ILO (2010) Gender mainstreaming strategies in decent work promotion: programming tools; GEMS toolkit. Available at https://www.ilo.org/wcmsp5/groups/public/---asia/---ro-bangkok/---sro-bangkok/documents/publication/wcms_143849.pdf

with industrial matters, with cases taking years without being heard or decisions taken on them⁹³. Similarly, a number of employment and labour regulatory frameworks in the country, some of which exist in the form of Ordinances, are outdated. In addition, many of these frameworks are not gender responsive. Hence, such policies need to be reviewed to capture the interests of female workers in Sierra Leone. For instance, the Regulation of Wages and Industrial Relations Act No. 18 (1971), the Factory Act No. 3 (1974), the Employer and Employed Act Cap 212, the Trade Union Ordinance (1940), and many more are outdated and need to be reviewed⁹⁴. These statutes do not reflect modern labour rights standards and, as a result, are often not applied.

Against this backdrop, the new law in the country requires public and private employers to reserve 30 percent of jobs for women, including leadership positions. It also stipulates that 30 percent of candidates put forward by any political party for parliamentary and local elections must be female. The new law also guarantees women 14 weeks of maternity leave along with equal pay and training opportunities. Employers who violate the law can face up to 50,000 Leones (\$2,600, €2,400) per incident⁹⁵. In the same vein, a new Customary Land Rights Act passed in August 2022, contains a dedicated gender equality section that eliminates discrimination in customary land acquisition, providing women equal rights with men to “hold, use, inherit, succeed to or deal with the land”⁹⁶.

The ability to inherit land or control assets is a major form of economic empowerment and livelihood improvement for women in the country. However, Sierra Leone still lags when it comes to gender equality, which is central to the implementation of ILS in the country. In addition, it is important to note that as of 2022, Sierra Leone has ratified all of the ILO’s fundamental Conventions, including convention numbers 29, 105, and 144 on Forced Labour, the Abolition of Forced labor and Tripartite Consultations (International Labour Standards) respectively and, Convention number 182 on the Worst Forms of Child labour. Conventions 87 and 98 on Freedom of Association and protection of the Right to Organize, and the Right to Organise and Collective Bargaining have also been ratified by the country since the early 1960s⁹⁷.

However, in 2017 the Committee of Experts noted with concern that none of the 23 reports requested (on fundamental, governance, and technical Conventions) had been received, despite the Government’s constitutional obligation.

Generally, labour laws in Sierra Leone are not in sync with present international labour standards. Consequently, many workers continue to work in a formal arrangement that falls outside the requirement of union organizations because of the country's obscure labour laws. For instance, fines prescribed in the labour laws do not reflect the present value of Sierra Leone's currency (the Leone). Therefore, their prescribed penalties for violating labour laws may not be commensurate with the severity of the offense. In addition, the ratification of 11 ILO instruments (10 Conventions and one protocol) in 2018 and 2019 by Sierra Leone presents an opportunity to transform Labour Administration and promote decent work in the country by domesticating the instrument as national policy and legal frameworks. The ratification of the conventions can only reinforce

⁹³ UN Human Rights Council's (2016) Universal Periodic Review of Sierra Leone. Available at <https://www.ohchr.org/en/hr-bodies/upr/sl-index>

⁹⁴ *ibid.*

⁹⁵ The Citizen (2023) Sierra Leone passes a law reserving 30 percent of jobs for women. Available at

<https://www.thecitizen.co.tz/tanzania/news/africa/sierra-leone-passes-law-reserving-30-percent-of-jobs-for-women-4092404>

⁹⁶ GoSL (2022). The customary land rights act, 2022. Available at <https://sierralii.gov.sl/akn/sl/act/2022/20/eng%402022-09-23>

⁹⁷ ILO (2019) Enabling Environment for Sustainable Enterprises in Sierra Leone. Available at https://www.ilo.org/wcmsp5/groups/public/---ed_emp/documents/publication/wcms_682137.pdf

workers' and employers' demands in the country by including the instruments in the national

Outcome Indicators:

- 3.2 a) Number of gender-responsive policies to domesticate ILO Conventions
- 3.2.b) Number of programmes developed to meet reporting obligations on standards to the ILO's supervisory bodies.
- 3.2 c) National labour Laws are reviewed in compliance with gender and ILS for businesses

Outputs

- Output 3.2.1: Development of a gender sensitive Industrial Relations policy
- Output 3.2.2: Improved ratification and application of gender transformative International Labour Standards (ILS)
- Output 3.2.3: Improved capacity of the Tripartite Partners to engage in social dialogue.

Therefore, if more women participate in formulating regulatory frameworks for Labour Administration in Sierra Leone, the country will be able to advance innovative and effective social dialogue for decent and productive employment. This outcome demands reviewing national legal frameworks to align them with ILS. These frameworks' implementation should be facilitated by developing national programmes and strategies.

In accordance with the Theory of Change, improving the legal and regulatory frameworks in Sierra Leone will focus on three strategies. The first is regulatory and legislative reforms and measures necessary for the domestication and implementation of newly ratified ILO instruments in rural and urban districts in the country. The second strategy is strengthening coherence and coordination between relevant government ministries, departments, agencies, and other national structures across all of Sierra Leone's government spheres.

Finally, necessary measures will also be taken to strengthen partnership and collaboration between the social partners and other stakeholders in Sierra Leone to enable the country to effectively administer labour and meet its reporting and other obligations to the ILO supervisory body. The capacities and governance systems of trade unions and employers organization will also be improved to ensure that they broaden their representation and enhance their service provision, attract new groups of members, conduct advocacy activities to influence policy-making, produce proposals for consideration in the context of social dialogue, and promote collective bargaining across all sectors

Section 5. MANAGEMENT, IMPLEMENTATION, PLANNING, MONITORING & EVALUATION ARRANGEMENTS

5.1 Implementation, Management, and Oversight

The supervision and coordination of the implementation of the DWCP II in Sierra Leone is the responsibility of a gender-sensitive National Technical Steering Committee (NTSC) chaired by the Ministry of Labour and Social Security (MLSS). The NTSC shall be established upon the approval of the DWCP II. One lesson learned from the DWCP I is that the NTSC must establish national ownership of the DWCP from the onset. To this effect, the NTSC will undertake resource mobilization, lobbying, advocacy, and communication activities to ensure a successful implementation of the DWCP activities in accordance with the Implementation Monitoring Plan. In addition, the NTSC will be responsible for promoting and popularizing the DWCP within governmental and non-governmental spaces such as ministries, departments, and agencies (MDAs), employers' and workers' organizations, and other state and non-state actors. The Committee will ensure that the Programme's priorities and goals are integrated with other national efforts, and periodically review and evaluate Programme activities and their impact on the lives of the citizens of Sierra Leone. To ensure gender parity, at least 35 percent of the NTSC's membership should be women (See Annex 3 for the list of ministries, departments, and agencies that should be represented on the NTSC).

The NTSC will oversee the implementation, monitoring, reporting, and evaluation of the DWCP II. The NTSC will also provide policy guidance and undertake resource mobilization, lobbying, advocacy, and communication activities. The day-to-day implementation of the Programme will be based on an Implementation Monitoring Plan developed and directed by the NTSC. The NTSC will promote the Programme through different communication strategies and activities by government ministries, departments and agencies (MDAs), employers' and workers' organizations, and other state and non-state actors. The ILO Country Office for Nigeria, Ghana, Liberia, and Sierra Leone (CO-Abuja) will facilitate the implementation process by drawing on the support and expertise from the Decent Work Technical Support Team for Africa and various technical and administrative units and departments at ILO Headquarters in Geneva. The National Technical Steering Committee will also play a key role in overseeing the formulation and approval of projects before their implementation under DWCP II in Sierra Leone. The Steering Committee is responsible for articulating priorities for implementation plans developed within the framework of the DWCP II (2023-2027) to ensure alignment of planning with the country's National Development Plan and SDGs.

The NTSC in Sierra Leone will also provide policy guidance to the ILO Office and the implementing partners to ensure that the DWCP II remains aligned with national priorities. It will ensure that the Programme's priorities and goals are integrated with other national efforts; monitor implementation of the Programme regularly; encourage the active participation of all key stakeholders; advise on any adjustments to areas of work in support of the Programme outcomes; and periodically review and evaluate Programme activities and their impact on the country. The MLSS will serve as secretariat to the DWCP II. The MLSS and the NTSC will draw technical and logistical support from the ILO, the UNCT, and the tripartite-plus partners.

The implementation process will be based on gender mainstreaming, which is the process of assessing the implications of DWCP II for women and men in Sierra Leone. Expertise in gender mainstreaming and equality needs to be effectively incorporated into the design and implementation of the DWCP in the country. This will ensure that the Programme's decision-making organs, and the structures responsible for its implementation, management, and oversight, includes gender concerns to ensure that the gender-responsive results and the livelihood needs of women are integral part of decent work activities in the country. The ultimate goal is to promote gender equality in the implementation process so that women and men will share equal benefits of decent work interventions in the country.

5.2 Monitoring, Reporting, and Evaluation

Monitoring and Evaluating Sierra Leone's DWCP II (2023-2027) will focus on measuring the Programme's outcomes and impact, and its implementation against targeted results, and learning from reflection on achievements and pitfalls in the frame of the DWCP Theory of change . This process will monitor the extent to which DWCP resources (i.e., funds, human resources, time, expertise, etc.) were allocated adequately to reach men and women equitably in achieving the general and gender-specific objectives, outputs, or activities of decent work projects. This process will seek the views of gender experts and gender equality promoters in the public and private sectors to ensure gender-responsive monitoring, reporting, and evaluation of DWCP outcomes. In addition, monitoring and evaluation entities will seek to establish a gender balance at all levels among the staff and partners involved in DWCP II promotion and implementation in Sierra Leone. To ensure equality outcomes in DWCP II in Sierra Leone, the M&E will adopt the Gender Budgeting approach. The importance of this approach is to show where DWCP money goes at the budget analysis, planning, allocation, expenditure, and review stages. This approach ensures equal benefits for women and men and leads to greater transparency and accountability.

Monitoring will be based on the DWCP II Results from the Monitoring Plan. The MLSS will monitor the activities and programmes under the DWCP II through the National Monitoring and Evaluation Directorate. Joint field monitoring visits by NTSC will be conducted regularly. The MLSS will ensure that the teams undertaking monitoring, reporting, and evaluation include Statistics Sierra Leone (STATSL), gender experts and/or academics, and women's rights advocates or representatives from the Ministry of Gender and Children's Affairs to ensure that the gender-responsive aspects of the Programme are effectively integrated and mainstreamed. The Results Monitoring Plan will be the main tool for the joint collection of field-level qualitative and quantitative information regarding the Programme's results, processes, and activities.

Sierra Leone's DWCP II will be evaluated at two levels. The mid-term evaluation will be carried out under the supervision of the NTSC, and the resulting report will be submitted to the MLSS for discussion and guidance. The evaluation will be based on the Results Matrix set forth in the Appendix section. The mid-year evaluation will be conducted at the end of 2024. A final evaluation will be conducted at the end of 2027 to assess the relevance, coherence, efficiency, effectiveness, impact, and sustainability of the Programme interventions. As needed, the mid-year and final evaluations will draw on the results of the annual evaluation reports and other baseline surveys or

assessments. An independent external evaluator will conduct the evaluations under technical assistance of ILO (under request of the NTSC).

5.3 Funding Plan

The DWCP for Sierra Leone for 2023–2027 has been costed at US\$19.9 million, integrating available funding from all sources of funds including ILO Regular Budget (core funds), Regular Budget Supplementary Account (RBSA), Regular Budget Technical Cooperation (RBTC) and Extra Budgetary Development Cooperation (XBDC). Accelerating decent work opportunities is both a means and also an end of sustainable development. In this context, funding for the DWCP (2023-2027) II will come from a variety of sources. To ensure national ownership of decent work projects, the core funding is expected to come from the Government of Sierra Leone as part of the budgetary provision's financing measures to achieve the relevant MTNDP (2019-2023), UNSDCF (2020-2023), and SDG targets in the country. The objectives of DWCP I in Sierra Leone were severely constrained by limited fiscal space, inadequate internal sources of revenue, and over-dependence on foreign aid. In effect, the GoSL was unable to collect sufficient revenue needed to invest in projects that were designed to promote decent work. Similarly, the Medium-term National Development Plan, which is anchored in the SDGs is also facing the same challenge⁹⁸.

Mobilizing the scale of public and private financial resources necessary to achieve the objectives of DWCP and SDGs will require the implementation of integrated policies and reforms and effective coordination of a diverse range of stakeholders towards common development objectives in Sierra Leone. Therefore, to address the shortage of funding for DWCP II in the country, multiple and sustainable sources of funding for the implementation of DWCP II are essential. To this end, the GoSL will develop its Integrated National Financing Framework (INFF) with support from the UN Resident Coordinator's Office (UNRCO), and UN Joint SDG Fund. The aim of this approach is to strengthen both the supply (revenue) and demand (expenditure) sides of public financial management for DWCP. The integrated approach is expected to identify DWCP and SDG financing needs, and provide an analysis of existing resource flows to create a baseline understanding of the financing gap, and other capacity-building constraints.

Based on the integrated approach, the country will leverage domestic sources of development finance to realize to objectives of DWCP II and SDGs. An INFF will be developed and implemented with an underlying approach to tap into core revenue sectors. The focus is to transform the way the government manages and mobilizes decent work financing and engage with key private, public, domestic, and international actors in the economy. First, the integrated approach will enhance government revenue collection by removing policy, institutional, and access barriers, while facilitating strong governance and coordination mechanisms for revenue collection in the country. In the same vein, the integrated approach will support the GoSL to improve tax administration through better and gender-aware service provision, taxpayer education, effective use of automated systems, and strengthened audit and human resource management capabilities. Other

⁹⁸ UN (n.d) Joint SDG Fund: Sierra Leone. Available at <https://jointsdgfund.org/programme/strengthening-domestic-resources-mobilisation-sdgs-financing-sierra-leone>

activities will include increasing public financial management transparency and supporting subnational municipal development agencies to develop, finance, and implement decent work- and SGD-aligned plans and strategies in local communities in Sierra Leone.

The second source of funding will come from social partners, the private sector, and other UN organizations engaged in the implementation of UNSDCF (2022–27) priority areas and outcomes. This stream of funding includes international and regional financial institutions, such as the World Bank and the African Development Bank, and development partners, whose programmes, and funding areas are aligned with specific DWCP II priorities and outcomes in Sierra Leone. This stream of funding has a number of decent work projects underway in Sierra Leone under ILO's coordination. A good example is the Opportunity Salone Project, which is financed by the European Union as part of the 11th European Development Fund (EDF) 99. The aim of the project is to contribute to the creation of decent jobs to empower women, youth, and persons with disabilities mainly in rural areas through inclusive value chain development focused on SMEs and cooperatives, and feeder road maintenance. The project is currently being implemented in 4 districts (Port Loko, Bombali, Bo, and Kenema), over a 48-month period (Oct. 2021 – Oct. 2025) with a budget of 8 million Euros and have three interrelated outcomes.

A third line of funding is expected from the ILO, directed at achieving specific Programme outcomes that fall within the framework of the ILO's Programme and Budget Proposals for the Biennium 2022-23. Additional ILO funding is also expected, as the ILO plays its role in promoting policy coherence on decent work priorities in the country.

While the government will lead in resource mobilization, the ILO will contribute to this financing strategy by working with the GoSL and UNRCO in the country to conduct a development finance assessment (DFA) 100 in the first six months of the DWCP implementation process. The aim is to provide an up-to-date overview of the current financing landscape in Sierra Leone. The DFA offers a unique country-owned, government-led process for determining the steps, which will be taken to operationalize an INFF to accomplish the objectives of DWCP II in the national context. Besides, the DFA will identify opportunities to mobilize additional sources of finance and use existing financial resources more efficiently towards achieving DWCP objectives. In addition, the ILO will enhance the coordination between development partners and the GoSL and secure the support of partners in the implementation of the DWCP II projects and activities. The ILO and its constituent partners will also develop mechanisms to attract co-funding and in-kind contributions for specific Programme outcomes. Deliberate efforts will be made to maximize synergies in the Programme's funding by ensuring effective coordination amongst partners, limiting duplication in

⁹⁹ ILO (2022) Opportunity Salone Project. Available at https://www.ilo.org/africa/countries-covered/sierra-leone/WCMS_852875/lang-en/index.htm

¹⁰⁰ UNDP (n/a) The Development Finance Assessment, developed by UNDP to support countries and strengthen their INFFs, follows a unique country-level, government-led process of aggregation, analysis, dialogue, and collaboration that helps countries determine ways forward to strengthen sustainable development financing. Available at <https://sdgfinance.undp.org/sites/default/files/UNDP-DFA%20Guidebook-D4-HighResolution%20%28002%29.pdf>

financing and/or activity implementation, and aligning tripartite partners' strategic and operational plans with the Programme outcomes targets.

5.4 Advocacy and Communication Plan

A strategic plan will be designed by the MLSS, NTSC, and the Ministry of Information and Communication (MIC), private-sector players with support from the ILO and other UN agencies to raise public awareness of the DWCP II in Sierra Leone, its priority areas and outcomes. Through the media messages, Sierra Leone's DWCP II will strive to affirm gender equality goals clearly and consistently. It is vital to not only highlight inequalities, abuses, and exploitation but to also emphasize and showcase successes, solutions, achievements, and good practices. A crucial aspect of the communication plan is to increase gender awareness and enhance capacity and expertise in promoting gender equality among all stakeholders. In collaboration with the ILO, the MLSS, and Social Partners will invite communication focal points in government, the private sector, and the UN system to include links to the Programme on their websites. The partners will also organize media briefings at the institutional and NTSC levels to highlight the three areas of priority of the Decent Work Agenda in alignment with the MTNDP of the country and SDGs. In addition, media houses and social media platforms will be engaged to publicize and report on activities implemented within the framework of the DWCP II. The NTSC will also keep track of international and local events to promote decent work, organize activities relating to Programme outcomes, and develop and disseminate policy and advocacy messages that resonate with new developments and specific Programme outcomes. In consultation with the tripartite-plus partners, the NTSC will organize annual events to launch and publicize the monitoring and evaluation (M&E) reports on DWCP II implementation in Sierra Leone.

5.5 Risk Assessment

The implementation of Sierra Leone's DWCP II will largely depend on how the fundamental assumptions of the country's development plans and the macroeconomic policy environment will hold. A successful implementation will also depend on how efficiently and effectively the strategies and programmes are delivered, and how outcomes are realized in the short- to medium term. Therefore, specific risks under each priority, which may have an impact on the action, output, and outcome levels cannot be discounted. To this effect, we can identify internal and external risks associated with the implementation of the DWCP II in Sierra Leone.

The internal risks that can threaten the implementation of and achievement of Sierra Leone's DWCP II outputs and outcomes include the following: i) weak labor market institutions; ii) inadequate funding of the country's priorities by the GoSL; iii) the limited capacity of the tripartite partners to effectively implement, monitor, and evaluate the DWCP II outcomes; iv) a lack of political will and confidence amongst the tripartite and bipartite partners; v) the lack of reliable and easily accessible labor market to support policy implementation and decision-making; vi) high numbers of youth not in education, employment, or training (NEET), which can contribute to civil unrest, and political and social instability; and (vii) a change of national government that can

produce a new administration, which may lack the political will to continue the full implementation of the DWCP II programmes in the country.

Other potential internal risks associated with the implementation of the DWCP II in Sierra Leone are (viii) communal and politically motivated sub-national conflict, precipitating humanitarian crisis affecting populations and the implementation of DWCP activities in the country; ix) environmental and natural disasters including flooding and other climate change-induced disasters negatively impacting livelihoods and other aspects of life including unsafe migration, food insecurity, and an increase in Internally Displaced Persons (IDPs); x) pandemics and epidemics that may halt, slow down or reverse economic and social development gains; (xi) lagged medium-to-long-term impacts of Ebola and COVID-19, which affects economic recovery; (xii) persistent inflation, rapidly increasing the cost of living and lowering competitiveness of the productive sector; (xiii) potential increase in gender-based violence (GBV) as a backlash to the recent policies on the empowerment of women in Sierra Leone; and (xiv) lack of political will on the part of the government to promote the fundamental principles and rights at work, including social dialogue, and tripartism in accordance with international labour laws and standards. In addition to internal challenges, there are a number of external risks that may impede the implementation of DWCP II in Sierra Leone. These include macro shocks and unfavorable regional and global economic conditions that affect trade, aid, debt, investment, and remittances. Others include overseas development assistance flows that may decrease due to the COVID-19-induced global economic downturn; the diversion of resources by partners to other fragile countries or states in conflict such as Ukraine. This may negatively impact the availability of funding and other resources for DWCP II programme implementation by the government and other partners.

5.5.1 Risk Mitigation Strategy

The DWCP II has been designed to address, mitigate, and in many instances prevent where possible the adverse effects of the identified risks. The main risk mitigation strategy is to build the capacity of the government, social partners, and other stakeholders to understand and appreciate the benefits of the DWCP, and the importance of providing sufficient funding for its implementation. Such capacity can be built by supporting the DWCP committee to disseminate evidence-based policy proposals based on data reflecting decent work situations and real macroeconomic trends in the country. Creating awareness of the programme's benefits and strengthening collaborative partnerships among the tripartite-plus partners, including international development partners, will go a long way to ensure a result-oriented partnership for DWCP in the country.

Another strategy to mitigate the risk of implementing DWCP II in Sierra Leone is to ensure that the ILO will secure a commitment from the social partners from the inception of the DWCP II. In this regard, the DWCP II National Technical Steering Committee in Sierra Leone will meet on a monthly basis to discuss DWCP achievements, challenges, and future directions. The constant interaction of all partners on DWCP activities will increase their ability to adapt and mainstream risk-informed approaches to its implementation due to joint monitoring, early warning, mitigation, and response to ongoing and emerging risks. In addition, the ILO will maintain strong coordination

linkages with government authorities, specifically with the MSLL and other line ministries, as well as with social partners.

Another risk mitigation strategy is to ensure that the implementation process of the DWCP II will cut across government Ministries, Departments, and agencies. As a cross-sectoral activity, efforts will also be made to intensify constituents' advocacy and outreach to raise awareness and enlist the buy-in of tripartite partners on the need for building institutions, promoting access to fundamental principles and rights at work, and embracing open and honest communication and engagement amongst partners. The tripartite partners in Sierra Leone will also have frequent engagement with the government and ensure that government spending, particularly on issues of labour and employment creation is integrated into the government's post-COVID-19 economic recovery agenda. In addition, and as a risk mitigation strategy the partners will also engage new partners with evidence-based proposals to raise more resources for the implementation of the DWCP II. In addition, gender-responsive structures will be established to support the implementation of the programme. In order to mitigate risks and ensure gender parity in the implementation of the DWCP II Sierra Leone, gender experts in the country will be sought and women's groups and organizations mobilized.

Another level of risk mitigation strategy is the strengthening of the institutional framework for implementation, monitoring, evaluation, and reporting (IMER) of the DWCP II outcomes in Sierra Leone by prioritizing national and institutional programming. To this effect, a number of organs will be established at national and regional levels to support DWCP II implementation in the country. As noted above, a National Technical Steering Committee (NTSC) will be established to plan and direct the IMER of the DWCP II.

Therefore, it is necessary to intensify constituents' advocacy and outreach to raise awareness and persuade the tripartite-plus partners of the need to build trust and institutions, promote respect for fundamental principles and rights at work, and embrace open and honest communication and engagement amongst partners. The tripartite partners will need to engage more frequently with the GoS and ensure that the national budget will create jobs and uphold the three priorities of DWCP II together with the SDGs of the country.

ANNEXES

Annex 1: DWCP Results Matrix

Impact / National development priorities/Regional frameworks/SDGs and SDG targets MTNDP Cluster 1: Human Capital Development SDGs: Prioritizing SDG 4 (Education) and SDG16 (Justice) is central to pursuing other goals such as SDG1 (ending poverty), SDG2 (Zero Hunger), SDG3 (Healthcare) SDG5 (Gender Equality) and SDG8 (Decent Work). UNSDCF 4: By 2023, the most vulnerable, particularly women, youth, adolescents and children (especially girls), and persons living with disabilities are empowered and benefit from increased social protection services, economic and social opportunities					
COUNTRY PRIORITY 1: EMPLOYMENT CREATION					
Decent work focus: Improvement in human capital development through education and skills training for women, youth, and people with disabilities					
Results	Performance Indicators (disaggregated)	Baseline	Target (2027)	Source/ MoV	Assumption Statement /Risks
Outcome 1.1: Women, youth and people with disability (PWD) and vulnerable groups benefit from equitable, effective and efficient lifelong learning and market - relevant skills	1.1 a) Employment population disaggregated by gender, age and disability in the employment skills acquisition programmes in the country.	52.2 % (2022) (Male 54.2%, Female 53 %	55 percent (UNSDCF	ILO STAT	Sustained political reforms will ensure gender equality and empowerment of women
	1.1 b) The proportion of women, youth, people with disabilities and other vulnerable groups who have acquired TVET skills that are in demand in the labour market.	6% (2015) SL 2014 Labour Force Survey Report (2015), pg47	25 percent (UNSDCF)	Ministry of labour and Social Security Ministry of Planning and Economic Development Ministry of Technical and Higher Education	Risk of increased political Polarization as the country starts a new electoral cycle. Promising political will and continuous support to address gender and disability issues at all levels
	1.1 c) Proportion of youth (aged 15 years) not in education, employment or training (SDG indicator 8.6.1).	-24	Baseline data to be collected in the first 6 months of programme implementation	25 percent (UNSDCF)	Ministry of labour and Social Security Ministry of Planning and Economic Development Ministry of Technical and Higher Education
Output 1.1.1: National qualification for TVET curricula developed or revised to enhance access to decent jobs	Number of policies, platforms and frameworks developed and implemented to promote decent employment.	0 (2022)	At least 1 (2027)	Ministry of Technical and Higher Education Ministry of labour and Social Security	
Output 1.1.2: New training programmes for technical and	Number of curricula developed and implemented to promote decent employment.	Existing curricula need to be reviewed	At least 3 up to date (2027)	Ministry of Technical and Higher Education	

vocational skills for the digital, green and blue jobs developed.	Output 1.1.3: Young people are equipped with the knowledge and skills required to access decent jobs.	Number of women, youth, PWD and other vulnerable groups who received financial literacy training.	Baseline data to be collected in the first 6 months of project implementation	25 percent (2027)	Ministry of labour and Social Security	Ministry of labour and Social Security																																						
							Outcome 1.2: All people in Sierra Leone benefit from an enabling environment for entrepreneurship, sustainable enterprises, and infrastructure development and productivity growth as generators of decent jobs in a diversified economy.	1.2 a) Proportion of Micro, Small and Medium Enterprises (MSMEs) with capacities built on sustainable business development.	Baseline data to be collected in the first 6 months of project implementation	TBD	Ministry of labour and Social Security	Ministry of labour and Social Security																																
													1.2 b) Ease of Doing Business ranking	DB Score 47.5 (2020)	World Bank	World Bank																												
																	1.2 c) Number of women and youth owned MSMEs supported with grants, soft loans, and training in the country	-	Baseline data to be collected in the first 6 months of project implementation	TBD	Ministry of labour and Social Security	Ministry of labour and Social Security																						
																							Output 1.2.1: Policies, regulations, and institutions to create an enabling environment for entrepreneurship, sustainable enterprises, and productivity growth for job creation and decent work strengthened	1.2.1 a) Number of Policies, regulations, and institution for entrepreneurship, sustainable enterprises, and productivity growth for job creation and decent work	Sierra Leone Employment Act	At least 2 new policies and Strategies (2027)	Ministry of labour and Social Security	Ministry of labour and Social Security																
																													Output 1.2.2: Gender Sensitive Employment intensive investment Programmes implemented	Number of EIP programmes implemented by year	1 (2022) Salone Programme	At least 3 programmes implemented by 2027	Ministry of labour and Social Security	Ministry of Planning and Economic Development										
																																			Output 1.2.3: Multinational Declaration promoted and implemented	Enterprises	An MNE Unit has been created in the MOLSS (2022)	At least 29 enterprises in the country on the application of the principles of the MNE Declaration.	ILO	Ministry of labour and Social Security				
																																										Annual budget of the MOLSS includes activities to promote the ILO MNE Declaration. (2022)	MNE Declaration mainstreamed in the Sierra Leone Sustainable major planning framework	Ministry of Finance

<p>Outcome 1.3: All people and particularly Women benefit from improved gender-responsive employment regulatory policy frameworks that address inclusive employment and decent work income.</p>	<p>Proportion of population below the international and national line/ Multi-dimensional Poverty Index, by sex, age, employment status and geographical location (urban/ rural)</p>	<p>Proportion of population in multidimensional poverty: 86.3% (2017) urban: 37.6% (2017) Male % TBD Female: % TBD National: 64.8%</p>	<p>MPI decreased</p>	<p>HDR, UNDP</p>	
<p>Output 1.3.1: Gender Transformative Employment regulatory policy reviewed with a focus on youth employment</p>	<p>1.3 a) No of Youth Employment Plan of Action available</p>	<p>National Youth employment policy(2020)</p>	<p>At least one Youth Employment Plan of Action available</p>	<p>Ministry of Labour and social Security</p>	
<p>Output 1.3.2: Gender responsive Labour Market Information System established and operationalized.</p>	<p>1.3 c) No of youth employment programmes developed</p>	<p>Youth employment programmes implemented by GIZ</p>	<p>At least 3 youth employment programmes developed and implemented</p>	<p>Ministry of Labour and social Security</p>	
<p>Output 1.3.2: Gender responsive Labour Market Information System established and operationalized.</p>	<p>1.3 b) No of Labour Force Surveys conducted</p>	<p>Last Labour force survey conducted in 2014</p>	<p>At least One Labour Survey conducted</p>	<p>Statistics Sierra Leone ILOSTAT</p>	
<p>Output 1.3.3: Closing gender gaps in apprenticeship schemes, and improving gender sensitive skills development frameworks and programmes.</p>	<p>1.3.3 a) Gender apprenticeship schemes, frameworks and programmes available</p>	<p>1. Gender empowerment act available</p>	<p>At 2 programmes</p>	<p>Ministry of Labour and social Security</p>	
<p>COUNTRY PRIORITY 2: EXPANDING SOCIAL PROTECTION COVERAGE THAT IS INCLUSIVE, GENDER, AND VULNERABLE RESPONSIVE.</p>					
<p>Outcome 2.1: Improved Social Protection coverage that is inclusive, gender and vulnerable responsive.</p>	<p>2.1 a) Proportion of informal sector workers enrolled in social protection schemes</p> <p>2.1 b) Public social protection expenditure (% of GDP)</p> <p>2.1 c) Proportion of population covered by social protection floors/systems, by sex, distinguishing children, unemployed persons, older</p>	<p>Baseline data to be collected in the first 6 months of project implementation</p> <p>Public social protection expenditure (% of GDP)</p> <p>Number of population covered by at least social protection floors/systems</p>	<p>25 percent (2027) disaggregated by sex: Female, Male Target: 2027: 10% of GDP Increase in the number of population covered by at least social</p>	<p>Ministry of Social Welfare, Statistics Sierra Leone, Ministry of Labour and Social Security & National Social Security and Insurance Trust (NASSIT) Ministry of Finance, & Ministry of Planning and Economic Development, National Social Security and Insurance Trust (NASSIT) Ministry of Finance, & Ministry of Planning and Economic Development, National Social Security and Insurance Trust (NASSIT)</p>	<p>Sustained political will to adopt reforms to ensure gender equality and empowerment of women Risk of increased political Polarization as the country starts a new electoral cycle. Risks of budget constraints for and political interference in the functioning of democratic and human rights institutions.</p>

					by collective bargaining At least 1 strategy developed			starts a new electoral cycle.
	3.1 b) Proportion of workers disaggregated by sex (female, male) covered by collective bargaining	Baseline data to be collected in the first 6 months of project implementation		Increase in the % of workers disaggregated by sex (female, male) covered by collective bargaining	Ministry of Labour and Social Security & Sierra Leone labour Congress (SLLC)		Risks of budget constraints for and political interference in the functioning of democratic and human rights institutions	
	3.1 c) Number of institutional frameworks for social dialogue, labour relations or dispute prevention/ resolution that address current and emerging challenges in the world of work developed..	Nil		At least 1 framework developed	Ministry of Labour and Social Security & Sierra Leone labour Congress (SLLC)		Risk to people resulting from increased food insecurity	
Output 3.1.1: Government's capacity increased at national and sub national level to improve the performance of institutions of social dialogue and promote tripartism	Collective bargaining agreement coverage rate for workers in the informal and formal sectors	Baseline data to be collected in the first 6 months of project implementation		TBD in the first 6 months of project implementation	Ministry of Labour and Social Security, Sierra Leone labour Congress (SLLC) & Sierra Leone Employers' Federation (SLEF)			
Output 3.1.2: Institutional capacity on social dialogue strengthened	No of policy briefs produced by the social partners.	Baseline data to be collected in the first 6 months of project implementation		TBD in the first 6 months of project implementation	Ministry of Labour and Social Security, Sierra Leone labour Congress (SLLC) & Sierra Leone Employers' Federation (SLEF)			
Output 3.1.3: Social Dialogue Strategy developed and implemented.	Number of Social dialogue strategy developed	Nil		At least 1 strategy developed	Ministry of Labour and Social Security, Sierra Leone labour Congress (SLLC) & Sierra Leone Employers' Federation (SLEF)			
Outcome 3.2: Improved regulatory frameworks that allow constituents to promote, monitor and advocate for application of international labour conventions and appropriate actions as called for or recommended by the CEACR.	3.2 a) Number of policies developed	Baseline data to be collected in the first 6 months of project implementation		At least 2 policies adopted	Office of the President & Ministry of Labour and Social Security			
	3.2 b) Number of reports submitted by the GoSL on fundamental, governance and technical Conventions of the ILO according to Article 22.	All reports on fundamental, governance and technical Conventions of the		All reports on fundamental, governance and technical Conventions of	Ministry of Labour and Social Security, Sierra Leone labour Congress (SLLC) & Sierra Leone Employers' Federation (SLEF)			

			ILO according to Article 22 submitted on time	the ILO according to Article 22 submitted on time		
	3.2 c) Number of National labour laws reviewed and enacted that have incorporated ILS in them		1 draft national law	1 National labour law adopted	Ministry of Labour and Social Security, Sierra Leone labour Congress (SLLC) & Sierra Leone Employers' Federation (SLEF)	
Output 3.2.1: Development of Industrial Relations policy	Number of Industrial Relations policies adopted	Nil		1 Policy adopted	Ministry of Labour and Social Security, Sierra Leone labour Congress (SLLC) & Sierra Leone Employers' Federation (SLEF)	
Output 3.2.2: Improved capacities of constituents to apply International Labour Standards (ILS)	Number of tripartite partners capacitated to engage and dialogue for ratification, application, and reporting of international standards. Number of policies/programmes integrating ILS and comments from supervisory body	1 capacity building initiative implemented by 2021 Baseline data to be collected in the first 6 months of project implementation	4 by 2027	At least 2 (IE strategy and V&H at work)	Ministry of Labour and Social Security, Sierra Leone labour Congress (SLLC) & Sierra Leone Employers' Federation (SLEF)	

Annex 2: List of Ministries, Departments, and Agencies to be Represented on the NTSC

- Ministry of labor and Social Security
- Office of the President
- Sierra Leone labor Congress (SLLC)
- Sierra Leone Employers' Federation (SLEF)
- Ministry of Finance
- Ministry of Planning and Economic Development
- Ministry of Technical and Higher Education
- Ministry of Mines and Mineral Resources
- Ministry of Agriculture and Food security
- Ministry of Trade and Industry
- Ministry of Information and Communication
- Ministry of Foreign Affairs and International Cooperation
- Ministry of Works and Public Assets
- Ministry of Local Government and Rural Development
- Ministry of Internal Affairs
- Ministry of Tourism and Cultural Affairs
- Ministry of Social Welfare
- Ministry of Fisheries and Maritime Resources
- Ministry of Health and Sanitation
- Sierra Leone Social Health Insurance Scheme
- Ministry of Gender and Children Affairs
- NASSIT
- NaCSA
- SMEDA
- Ministry of Youth Affairs
- ILO (Technical Partner)
- World Bank (Ex-officio Member)
- UNICEF (Ex-officio Member)
- Food and Agriculture Organization
- UNDP
- USAID
- ADB
- Global Fund
- EU
- United Nations Resident Coordinator's Office
- WFP

Annex 3 - Ratifications for Sierra Leone

1.

45 Conventions

- ? Fundamental Conventions: **10 of 10**
- ? Governance Conventions (Priority): **2 of 4**
- ? Technical Conventions: **33 of 176**
- ? Out of **45** Conventions ratified by Sierra Leone, of which **34** are in force, **3** Conventions have been denounced; **7** instruments abrogated.

Fundamental

Convention	Date	Status	Note
C029 - Forced Labour Convention, 1930 (No. 29) P029 - <i>Protocol of 2014 to the Forced Labour Convention, 1930 ratified on 25 Aug 2021 (In Force)</i>	13 Jun 1961	In Force	
C087 - Freedom of Association and Protection of the Right to Organise Convention, 1948 (No. 87)	15 Jun 1961	In Force	
C098 - Right to Organise and Collective Bargaining Convention, 1949 (No. 98)	13 Jun 1961	In Force	
C100 - Equal Remuneration Convention, 1951 (No. 100)	15 Nov 1968	In Force	

Convention	Date	Status	Note
C105 - Abolition of Forced Labour Convention, 1957 (No. 105)	13 Jun 1961	In Force	
C111 - Discrimination (Employment and Occupation) Convention, 1958 (No. 111)	14 Oct 1966	In Force	
C138 - Minimum Age Convention, 1973 (No. 138) <i>Minimum age specified: 15 years</i>	10 Jun 2011	In Force	
C155 - Occupational Safety and Health Convention, 1981 (No. 155)	25 Aug 2021	In Force	
C182 - Worst Forms of Child Labour Convention, 1999 (No. 182)	10 Jun 2011	In Force	
C187 - Promotional Framework for Occupational Safety and Health Convention, 2006 (No. 187)	25 Aug 2021	In Force	
Governance (Priority)			
Convention	Date	Status	Note
C081 - Labour Inspection Convention, 1947 (No. 81) <i>Excluding Part II</i>	13 Jun 1961	In Force	

Convention	Date	Status	Note
C144 - Tripartite Consultation (International Labour Standards) Convention, 1976 (No. 144)	21 Jan 1985	In Force	
Technical			
Convention	Date	Status	Note
C005 - Minimum Age (Industry) Convention, 1919 (No. 5)	15 Jun 1961	Not in force	Automatic Denunciation on 10 Jun 2012 by convention C138
C007 - Minimum Age (Sea) Convention, 1920 (No. 7)	15 Jun 1961	Not in force	Instrument not in force
C008 - Unemployment Indemnity (Shipwreck) Convention, 1920 (No. 8)	15 Jun 1961	Not in force	Abrogated Convention - By decision of the International Labour Conference at its 109th Session (2021)
C015 - Minimum Age (Trimmmers and Stokers) Convention, 1921 (No. 15)	13 Jun 1961	Not in force	Abrogated Convention - By decision of the ILC at its 106th Session (2017)
C016 - Medical Examination of Young Persons (Sea) Convention, 1921 (No. 16)	13 Jun 1961	Not in force	Abrogated Convention - By decision of the International

Convention	Date	Status	Note
			Labour Conference at its 109th Session (2021)
<u>C017 - Workmen's Compensation (Accidents) Convention, 1925 (No. 17)</u>	13 Jun 1961	In Force	
<u>C019 - Equality of Treatment (Accident Compensation) Convention, 1925 (No. 19)</u>	13 Jun 1961	In Force	
<u>C022 - Seamen's Articles of Agreement Convention, 1926 (No. 22)</u>	15 Jun 1961	In Force	
<u>C026 - Minimum Wage-Fixing Machinery Convention, 1928 (No. 26)</u>	15 Jun 1961	In Force	
<u>C032 - Protection against Accidents (Dockers) Convention (Revised), 1932 (No. 32)</u>	15 Jun 1961	In Force	
<u>C045 - Underground Work (Women) Convention, 1935 (No. 45)</u>	13 Jun 1961	In Force	
<u>C050 - Recruiting of Indigenous Workers Convention, 1936 (No. 50)</u>	13 Jun 1961	Not in force	Abrogated Convention - By decision of the International

Convention	Date	Status	Note
			Labour Conference at its 107th Session (2018)
<u>C058 - Minimum Age (Sea) Convention (Revised), 1936 (No. 58)</u>	13 Jun 1961	Not in force	Automatic Denunciation on 10 Jun 2012 by convention C138
<u>C059 - Minimum Age (Industry) Convention (Revised), 1937 (No. 59)</u>	15 Jun 1961	Not in force	Automatic Denunciation on 10 Jun 2012 by convention C138
<u>C064 - Contracts of Employment (Indigenous Workers) Convention, 1939 (No. 64)</u>	13 Jun 1961	Not in force	Abrogated Convention - By decision of the International Labour Conference at its 107th Session (2018)
<u>C065 - Penal Sanctions (Indigenous Workers) Convention, 1939 (No. 65)</u>	13 Jun 1961	Not in force	Abrogated Convention - By decision of the International Labour Conference at its 107th Session (2018)
<u>C086 - Contracts of Employment (Indigenous Workers) Convention, 1947 (No. 86)</u>	13 Jun 1961	Not in force	Abrogated Convention - By decision of the International Labour Conference at its 107th Session (2018)

Convention	Date	Status	Note
<u>C088 - Employment Service Convention, 1948 (No. 88)</u>	13 Jun 1961	In Force	
<u>C094 - Labour Clauses (Public Contracts) Convention, 1949 (No. 94)</u>	15 Jun 1961	In Force	
<u>C095 - Protection of Wages Convention, 1949 (No. 95)</u>	15 Jun 1961	In Force	
<u>C097 - Migration for Employment Convention (Revised), 1949 (No. 97)</u>	25 Aug 2021	In Force	
<u>C099 - Minimum Wage Fixing Machinery (Agriculture) Convention, 1951 (No. 99)</u>	13 Jun 1961	In Force	
<u>C101 - Holidays with Pay (Agriculture) Convention, 1952 (No. 101)</u>	15 Jun 1961	In Force	
<u>C102 - Social Security (Minimum Standards) Convention, 1952 (No. 102) Has accepted Parts II, III, V, VI, IX and X.</u>	29 Mar 2022	In Force	

Convention	Date	Status	Note
C119 - <u>Guarding of Machinery Convention, 1963 (No. 119)</u>	21 Apr 1964	In Force	
C125 - <u>Fishermen's Competency Certificates Convention, 1966 (No. 125)</u>	06 Nov 1967	In Force	
C126 - <u>Accommodation of Crews (Fishermen) Convention, 1966 (No. 126)</u>	06 Nov 1967	In Force	
C143 - <u>Migrant Workers (Supplementary Provisions) Convention, 1975 (No. 143)</u>	25 Aug 2021	In Force	
C150 - <u>Labour Administration Convention, 1978 (No. 150)</u>	25 Aug 2021	In Force	
C160 - <u>Labour Statistics Convention, 1985 (No. 160)</u> <i>Acceptance of all the Articles of Part II has been specified pursuant to Article 16, paragraph 2, of the Convention.</i>	29 Mar 2022	In Force	

Convention	Date	Status	Note
C181 - Private Employment Agencies Convention, 1997 (No. 181)	25 Aug 2021	In Force	
MLC, 2006 - Maritime Labour Convention, 2006 (MLC, 2006) <i>In accordance with Standard A4.5 (2) and (10), the Government has specified the following branches of social security: medical care; sickness benefit and employment injury benefit.</i>	29 Mar 2022	In Force	
Amendments of 2014 to the MLC, 2006	18-Jan-2017	In Force	
Amendments of 2016 to the MLC, 2006	08-Jan-2019	In Force	
Amendments of 2018 to the MLC, 2006	26-Dec-2020	In Force	
Amendments of 2022 to the MLC, 2006	23-Dec-2024	Not in force	Formal disagreement period until 23 Jun 2024

Convention	Date	Status	Note
C189 - Domestic Workers Convention, 2011 (No. 189)	25 Aug 2021	In Force	

MEMORANDUM OF UNDERSTANDING
BETWEEN
THE INTERNATIONAL LABOUR
ORGANIZATION
AND
THE REPUBLIC OF SIERRA LEONE

Whereas the Government of the Republic of Sierra Leone (Government), the undersigned workers' and employers' organizations, and the International Labour Organization (ILO), represented by the International Labour Office (referred collectively as the Parties), wish to collaborate in order to promote and advance decent work and social justice in Sierra Leone.

Whereas the Sierra Leone Decent Work Country Programme 2023 -2027 is the second Decent Country Work Programme, following the first Decent Work Country Programme (DWCP) 2010-2012. The 2010-2012 DWCP had 3 priorities: Creating jobs, Social Protection and Social Dialogue and it underwent a Country Programme Review (CPR) in 2013. The Sierra Leone Decent Work Country Programme 2023-2027 has incorporated good practices and key lessons learned from the implementation of the first DWCP and key recommendations of the 2013 CPR.

Whereas the Sierra Leone Decent Work Country Programme 2023 -2027 is aligned with the United Nations Sustainable Development Cooperation Framework (UNSDCF) 2020-2024, which includes the following four pillars:

- Sustainable agriculture, Food, and Nutrition Security
- Transformational governance
- Access to basic services
- Protection and Empowerment of the most vulnerable

Now therefore, the Parties hereby agree as follows:

1. The Parties affirm their commitment to collaborate in the implementation of the Sierra Leone Decent Work Country Programme 2023-2027(SL-DWCP). The following are agreed as priorities of the SL-DWCP:

- i) Effective Application of fundamental principles and rights at work to support equitable and inclusive economic growth in Sierra Leone;
- ii) Enhanced economic diversification to create more and better decent job opportunities for all especially young people;
- iii) Comprehensive and strengthened social protection systems.

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

3. In relation to SL-DWCP and to any related activities of the ILO in Sierra Leone, the Government will apply, to the Organization, its personnel and any person designated by the ILO to participate in ILO activities, the provisions of the 1947 Convention on Privileges and Immunities of the Specialized Agencies and its Annex I concerning the ILO, which Sierra Leone has ratified on 13 March 1962 as well as the relevant provisions of the Revised Standard Agreement concerning technical assistance signed on 16 October 1961.

4. This Memorandum of Understanding (MoU) may be modified by agreement between the Parties.

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

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.

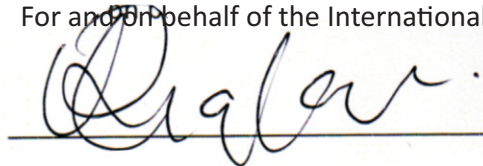
For and on behalf of the Government



Hon. Alpha Timbo
Minister of Labour and Social Affairs

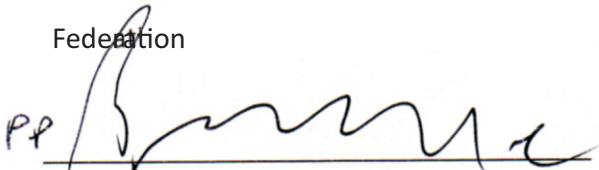
In Freetown
On 25th May 2023

For and on behalf of the International Labour Office



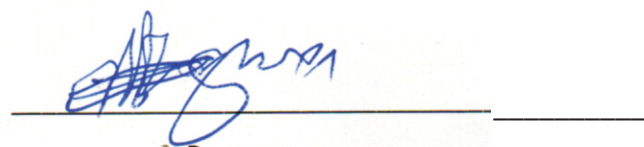
Ms Vanessa Phala
Director, Country Office, Nigeria/Sierra Leone/Liberia/Ghana /Ecowas.
On 25th May 2023

For and on behalf of Sierra Leone Employers' Federation

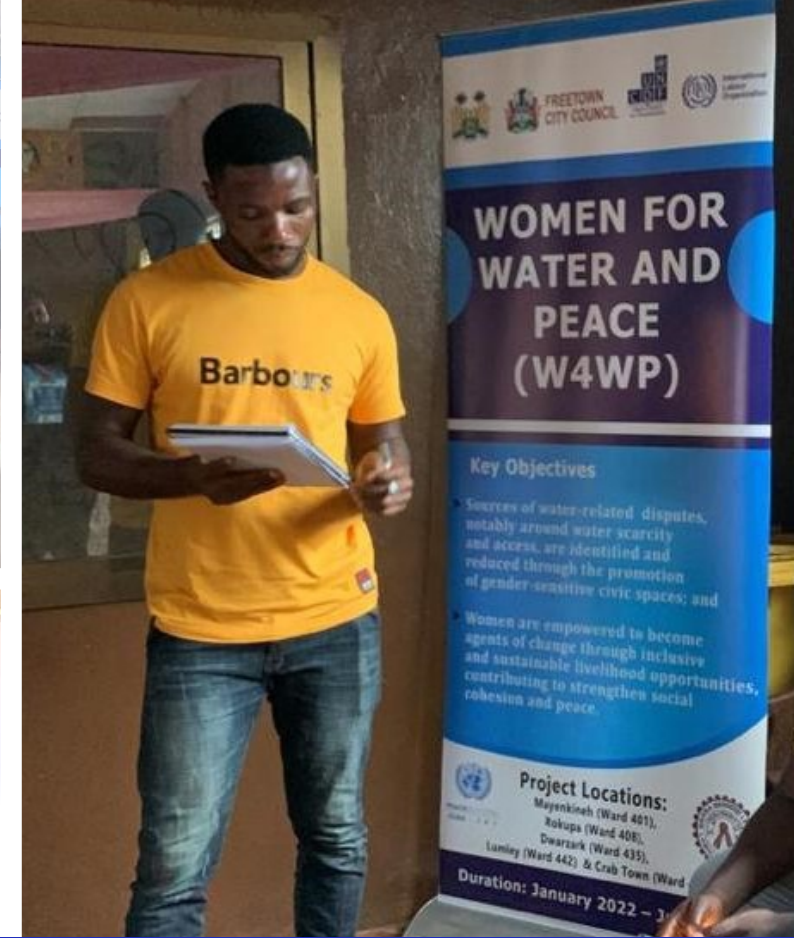


Mr Kobi Walker
President
In Freetown
On 25th May 2023

For and on behalf of Sierra Leone Labour Congress



Mr Ibrahim S. Bangura
President
In Freetown
On 25th May 2023



Decent work is key to the Socio-Economic development of Sierra Leone



Decent work is equal to Freedom, Security, Equality, and Dignity



Sierra Leone Decent Work Country Programme (SL-DWCP) II 2023-2027

Ministry of Employment,
Labour and Social Security,
New England Ville
Freetown Sierra Leone.



International
Labour
Organization