



International  
Labour  
Organization

## ILO in Malawi

Advancing social justice, promoting  
decent work



ILO Country Office for Zambia,  
Malawi and Mozambique

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## Facts and figures



### The Inclusive Growth, Social Protection and Jobs (IGSPJ) Programme

- **1,285,183** beneficiaries on Social Cash transfers (SCT) (714,944 Females: 570 329 males).
- **3,002,661** beneficiaries on schools' meals programmes. Extension of social insurance schemes stand at **8,205,369** million people in the labour force.
- **450** traditional leaders were engaged as social protection advocates.
- **180** journalists were trained in reporting on social protection.
- **988** government officials trained in disability mainstreaming and inclusion.
- **1,860,000** reached with social protection radio panel discussion programmes.
- **150** Civil Society Organizations (CSOs) formed a network on Social Protection.



### Addressing decent work deficits and improving access to rights in Malawi's tobacco sector' (ADDRESS)

- **30** Employers trained in Labour laws and compliance. **555** people (374 Male, 181 Female) reached with social dialogue, tenancy, and labour related issues through community engagement meetings.
- **4,000** People reached with decent work and tenancy messages through radio and television programmes.





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## The ILO

**The International Labour Organization (ILO)** is the United Nations agency for the world of work.

It sets international labour standards, promotes rights at work and encourages decent employment opportunities,

the enhancement of social protection and the strengthening of dialogue on work-related issues. The ILO has a unique structure, bringing together governments, employers' and workers' representatives.

The ILO has 187 member States and is the oldest UN agency.

### Creating jobs

- Promoting economies that generate opportunities for investment, entrepreneurship, skills development, job creation and sustainable livelihoods.

### Guaranteeing rights at work

- Obtaining recognition and respect for the rights of workers. All workers, and in particular disadvantaged or poor workers, need representation, participation and laws that protect their rights.

The ILO's Secretariat has its headquarters in Geneva, Switzerland, and a global network of technical experts and field offices in more than 40 countries.

The International Labour Conference (ILC) meets once a year to adopt new international labour standards and to approve the ILO's work plan and budget.

The Governing Body is the executive council of the ILO and meets three times a year in Geneva.

### Extending social protection

- Ensuring that women and men enjoy working conditions that are safe, allow adequate free time and rest, take into account family and social values, provide for adequate compensation in case of lost or reduced income and permit access to adequate health care.

### Promoting social dialogue

- Strong and independent workers' and employers' organizations are central to increasing productivity, avoiding disputes at work and building cohesive societies.

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## ► The ILO in Malawi

Malawi became a Member state of the ILO in 1965. Since then, Malawi has ratified a total of 32 ILO Conventions as well as the Forced Labour Protocol.

ILO Malawi's comparative advantage is highly appreciated by the Government, social partners, and development partners.

This is evidenced by ILO's effective response on various technical and financial assistance portfolios such as; labour market information, skills development, employment intensive public works, gender mainstreaming, labour administration, pro-employment budgeting, and support to strategic positioning of social partners for effective and representative support to their membership promoting and strengthening systems for social protection delivery.

ILO Malawi has extensive experience supporting national and local authorities in contributing towards improving policies, governance structures and regulatory frameworks relating to the four pillars of the Decent Work Agenda.

ILO Malawi has effective engagement mechanisms and high-level policy contacts with key local and international partners a strong network of national partners; and convening power as well as competence in rights-based approaches that is based on national, regional and international labour standards.

We see an unprecedented deepening of inequalities within and between countries; a deterioration in employment relationships; the insecurity of millions of jobs, the trend towards the informalization of the formal sector; the deterioration in child labour and forced labour; a terrible absence of any social protection floor for four billion citizens; challenges in youth employment, etc.

Gilbert F. Houngbo  
ILO Director-General





## TRANSFORM: Building Social Protection Floors in Africa

TRANSFORM is an innovative training initiative that strengthens individual and institutional capacity for the management of national social protection systems in Africa.

It empowers learners to handle the complexities of their social protection systems, appreciate diversity and uniqueness, own and implement creative solutions suitable for their contexts.

The TRANSFORM social protection capacity building programme has been implemented in Malawi as a response to the National Social Support Programme (MNSSP) II objective to increase the operational capacity to implement effective and comprehensive social protection programmes.

The TRANSFORM Malawi roll out is aimed to consolidate capacity building of district councils in the implementation of social protection programs while strengthening the role of central government in line with the MNSSP II.

The training programme modules are tailored to cater for practitioners at district and national level, and policy makers. The TRANSFORM Capacity Building and Leadership Course was developed by and for African social protection experts through an inter-agency collaboration between the International Labour Organization (ILO), United Nations Children's Emergency Fund (UNICEF), and the United Nations Development Programme (UNDP) with financial support from European Union Social Protection Systems Program, the Government of Finland, and Irish Aid.







## Inclusive Growth, Social Protection and Jobs (IGSPJ) Programme

The Irish Aid partnership has actively contributed to the development of a national social protection system in Malawi from several systemic and societal perspectives.

Most notably, the national policy framework includes priority areas for the expansion of social protection floors, particularly contributory schemes.

The programme has significantly strengthened the governance, coordination and monitoring and evaluation functions of the system (e.g., the M&E framework for the Malawi National Social Support Program II (MNSSP II).

In terms of advocacy, social accountability, and the promotion of a social protection culture, the programme has greatly increased the informed participation of the general public, but also of the media, policy makers, civil society and social partners in the national debate on the issue, ultimately to influence the course of policy and budgetary decisions.

Finally, the programme has made a significant contribution to building the capacities of policy makers, District Commissioners, Directors and Deputy Directors from key line ministries involved in social protection in social protection governance and administration through the implementation of the TRANSFORM initiative, which is now being institutionalised in Malawi.

It is worth highlighting the new TRANSFORM module on shock-responsive social protection, which has been very instrumental in developing responses to the COVID crisis, including the COVID 19 Urban Cash Intervention (CUCI) programme.

### FUNDED BY



**BUDGET** USD11, 250, 000

### LEAD IMPLEMENTING AGENCY

Ministry of Gender, Community Development and Social Welfare and Ministry of Finance and Economic Affairs.

**DURATION** December 2016 to December 2022



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

The United Nations Joint Programme on Social Protection for the SDGs in Malawi: Accelerating Inclusive Progress Towards the SP4SDGs is being implemented by three UN Agencies; UNICEF, ILO and WFP.

This programme supports review of the Malawi National Social Support Policy (NSSP) which defines the framework for the implementation of social protection programmes to ensure a comprehensive and coordinated approach while at the same time supporting the gradual increase in allocation of domestic fiscal resources to the sector.

The programme combines advancing an innovative Shock- Sensitive Social Protection (SSSP) prototype with reinforced financial structures and the review of the existing policy framework to enhance the social protection system to be more robust, comprehensive, and sustainable, leaving no one behind.

A prototype for utilising social protection systems to respond to shocks was tested targeting about 5,000 beneficiary households. The ILO is supporting the review and updating of NSSP using a dialogue-based participatory approach.

The programme supported the advocacy work on introduction of the Old Age Social Pension (OASP) schemes in collaboration with Civil Society and Government by developing a technical note on costing scenarios for the old age pension.

The technical note supported the social pension bill that was submitted to cabinet for consideration.

### FUNDED BY



**BUDGET** USD 380,920

### LEAD IMPLEMENTING AGENCY

MMinistry of Gender, Community Development and Social Welfare and Ministry of Finance and Economic Affairs

**DURATION** January 2020 to December 2022



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## Pro-Agro YOUTH : Support to integrated agribusiness hubs in Madagascar, Malawi, Côte d'Ivoire, and Algeria

Pro-Agro YOUTH represents the vision of the consortium, led by the International Labour Organization (ILO), of engaged collaboration with the International Fund for Agricultural Development (IFAD), private and public sector leaders, and youth to enact systemic labour force and industry change in the rural economy, resulting in measurably improved youth economic opportunities in the evolving agribusiness sectors of Algeria, Côte d'Ivoire, Madagascar and Malawi.

The project's overall goal is to increase decent self and wage employment for rural youth through integrated agribusiness hubs. The two main objectives of the project are: to develop sustainable agricultural capacities of rural youth through sustainable and innovative agribusiness hubs; and to generate empirical evidence of the developed and tested integrated agribusiness hub models to inform policy to drive scaling up the models to create jobs for youth.

The project is creating new agribusiness enterprises or take up quality employment across the agriculture value chains in the expanding local processing to capture greater value-added.

The project is offering technical, vocation and business training, followed by coaching, business development and job placement (apprenticeships) support to young people resulting in 1500 directly created jobs of both wage workers and entrepreneurs in each of the countries covered.

### FUNDED BY



**BUDGET** EUR 1,072,000 (Malawi component)

### LEAD IMPLEMENTING AGENCY

Lead implementing partner is Technical, Entrepreneurial and Vocational Education and Training Authority (TEVETA) and Farmers Forum for Trade & Social Justice (FAFOTRAJ).

**DURATION** May 2022 to June 2024





#### FUNDED BY



**BUDGET** USD 468,950

**LEAD IMPLEMENTING AGENCY**  
Ministry of Trade and Industry

**DURATION** January 2021 to December 2022.

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## Global Programme on Skills and Lifelong Learning (GPSL3) – Malawi Component

The programme builds on the successes of the Swedish International Development Cooperation Agency (Sida) funded Skills for Trade and Economic Diversification (STED) project and Norway funded Skills for Employability project in Malawi implemented from 2015 to 2020.

The two projects were aimed at guiding the integration of skills development in sectoral policies and the SKILL UP project (2018-2020).

The Malawi component of Global programme on Skills and Lifelong Learning (GPSL3) aims to provide coordinated and enhanced support to ILO constituents to develop and implement new generation skills and lifelong learning ecosystems, which recognize that education, training, and lifelong learning are fundamental for a decent future of work.

The programme has facilitated the operationalization of the Recognition of Prior Learning (RPL).





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## ILO Programme on HIV and AIDS in the World of Work (ILOAIDS)

The project has facilitated the development of the HIV and AIDS Workplace Regulation used by Labour Inspectors to assess compliance by employers to the HIV Prevention and Management Act of 2018.

The project has also supported the Ministry of Labour to revise the National HIV Workplace Policy in consultation with tripartite constituents and stakeholders.

### FUNDED BY



**BUDGET** USD 50,000

### LEAD IMPLEMENTING AGENCY

Ministry of Health, Ministry of Gender, Malawi  
Business Coalition Against HIV/AIDS and National AIDS  
Commission (NAC)

**DURATION** January 2022 to December 2023



## Accelerating action for the elimination of child labour in supply chains in Africa (ACCEL AFRICA)

ACCEL Africa is a regional project built on ILO's vast experience in Malawi and globally in evidence driven solutions for the elimination of child labour with the overarching goal to accelerate the elimination of child labour in Africa through targeted actions in selected supply chains.

The project focuses on eliminating child labour in tea and coffee supply chains through two interrelated strategic goals: (1) Policy, legal and institutional frameworks are improved and enforced to address child labour in global supply chains; (2) Innovative and evidence-based solutions that address the root causes of child labour in supply chains are institutionalized.

This is implemented in Chitipa, Mzimba, Ntchisi, Mulanje and Thyolo district with national level interventions.

ACCEL has applied an integrated area based and supply chain approach to sustainably accelerate the elimination of child labour at grass root and national level in order to contribute to the global and national efforts of ending child labour (SDG 8.7). The project's key achievement includes:

- Training of 300 (95 female:205 male) girls and boys at risk of child labour with vocational technical skills on various trades that include metal fabrication, carpentry welding, Solar &

Electrical Installation, motorcycle mechanics and tailoring (2022) through community technical colleges.

- Facilitated the fourth CBA Agreement between Tea Association of Malawi (TAML) and Plantation Allied workers Union of Malawi (PAWU) for the period of August 1, 2022, to July 31, 2024 through Bipartite social dialogue and recruitment campaigns of union members. This sees an increased wage rate of 13% for all workers in bargaining unit (A1-A3) (B1-B5) and maternity leave adjustment from 8 weeks to 12 weeks.
- Development of a National Roadmap on Alliance 8.7 by supporting the Ministry of Labour to organize and conduct a National Alliance 8.7 Strategic Planning Workshop on September 28-29 2022.
- Providing education services to primary beneficiaries that includes children at risk and withdrawn from child labour this includes 535 children (234M;301F) attending remedial catch-up classes and at least 3121 (1360 male;1761 female) children enrolled in the 64 primary schools with 64 anti-child labour clubs/SCREAM clubs. (2022).
- Supported the review of the SADC code of conduct on child labour that was adopted at the Ministers of Employment and Labour and Social Partners meeting from 28 - 30 March 2022 with recommendations. The SADC code of conduct on child labour strengthens efforts to eliminate child labour in the region.
- Facilitated the establishment of two industry level taskforce called 'assess and address taskforce' to ensure compliance on child labour violations and other violations.

- Trained of 1634 (856 male;778 female) national stakeholders to advocate for adoption, funding and implementation of policies, programmes, laws and regulation on child labour issues through workshops, social dialogue platforms and orientation meetings.



#### FUNDED BY



Government of the Netherlands

**BUDGET** USD 1,353,125

**LEAD IMPLEMENTING AGENCY**  
Ministry of Labour

**DURATION** November 2018 to February 2023



## Employment impact assessment to maximize job creation in Africa (STRENGTHEN 2)

STRENGTHEN2, hosted in the Development and Investment (DEVINVEST) branch of the ILO's Employment Policy Department, is a joint initiative of the European Union and the ILO that focuses on job creation through investments.

Launched in August 2020, the project is a strategic partnership with the overall goal of leveraging employment impact assessments to promote the creation of more and better jobs in sub-Saharan African countries.

A particular area of attention are on European Union (EU)-sponsored actions, more specifically, the EU's External Investment Plan which aims, among others, to ensure an integrated approach to boosting investment climate and business environment in order to promote decent job creation and inclusive and sustainable development in Africa. Given the high levels of poverty in the region, rising inequalities in many countries, growing population in sub-Saharan Africa and high levels of inequality, unemployment and underemployment, in particular among young people and women, more and better jobs are an absolute necessity.

STRENGTHEN2 is scheduled to end in July 2024 and builds on earlier ILO work, more concretely, efforts undertaken as part of the now concluded first STRENGTHEN project. The project collaborates closely with the Mainstreaming Employment into Trade and Investment in the Southern Neighbourhood project (METI), which covers related issues for countries in the Middle East and North Africa.

### FUNDED BY



**BUDGET** EUR 191 million

### LEAD IMPLEMENTING AGENCY

Roads Authority Malawi (RA) and the Government of Malawi

**DURATION** August 2020 to July 2024



## Addressing decent work deficits and improving access to rights in Malawi's tobacco sector' (ADDRESS)

The International Labour Organization (ILO) in collaboration with Malawi's Ministry of Labour and with support from the Government of Norway is implementing a 4-year development cooperation project, entitled 'Addressing decent work deficits and improving access to rights in Malawi's tobacco sector' (ADDRESS).

Its overall objective is to support the Government of Malawi and employers' organizations and workers' unions in the country to effectively identify and address labour issues in the tobacco sector and ensure access to fundamental principles and rights at work as a means to improve livelihoods, income and food security.

The ADDRESS project's strategy is based on the three pillars of the ILO's Global Integrated Strategy to address decent work deficit in the tobacco sector: 1) enabling policy environment; (2) strengthened social dialogue; and (3) addressing decent work deficits in tobacco-growing communities including child labour.

Geographically, the project is targeting four tobacco-growing districts of Lilongwe, Mzimba, Kasungu and Rumphi, while relevant interventions are also implemented at the national level.

The implementation of the Project is aligned to the implementation of the Malawi Decent Work Country Programme (DWCP-II) that stands to make a concrete contribution to the country's labour market that is more productive and delivers a fairer income, provides better security in the workplace, ensures effective enjoyment of the rights freedom of association and collective bargaining for workers

to express their concerns and participate in the decisions that affect their lives, ensures equality of opportunity and treatment for all women and men, and offers improved quality and coverage of social protection for workers and their families.



### FUNDED BY



Norwegian Ministry  
of Foreign Affairs

**BUDGET** USD 789,559

**LEAD IMPLEMENTING AGENCY**  
Ministry of Labour

**DURATION** December 2020 to November 2024



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## Sparking Disability Inclusive Rural Transformation (SPARK)

The SPARK project uses a systemic action learning approach to impact the lives of at least 1,750 Persons with Disabilities (PWDs) in Malawi and 7,000 globally.

This approach will enable them to become fully engaged in the economic activities of selected agricultural and pastoral value chains, increasing their incomes by 30 percent, thus tackling poverty, and building on the commitments of Sustainable Development Goals (SDGs) and the United Nations Convention on the Rights of Persons with Disability (CRPD).

The project is raising awareness on the potential, aspirations and needs of Persons with Disabilities by their communities and other stakeholders such as civil society organisations, governments, and private actors.

So far, Disability Inclusion Academy has been established, where 20 Disability Inclusion Facilitators (DIFs) have been trained to train partners and stakeholders on disability inclusion.

The project is being implemented in Malawi, Mozambique, Burkina Faso, and India.

### FUNDED BY



**BUDGET** USD 300,000

### LEAD IMPLEMENTING AGENCY

Light for the World, Procasur, Federation of Disability Organisations in Malawi (FEDOMA), and Ministry of Gender, Community Development and Social Welfare

**DURATION** April 2021 to March 2024



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